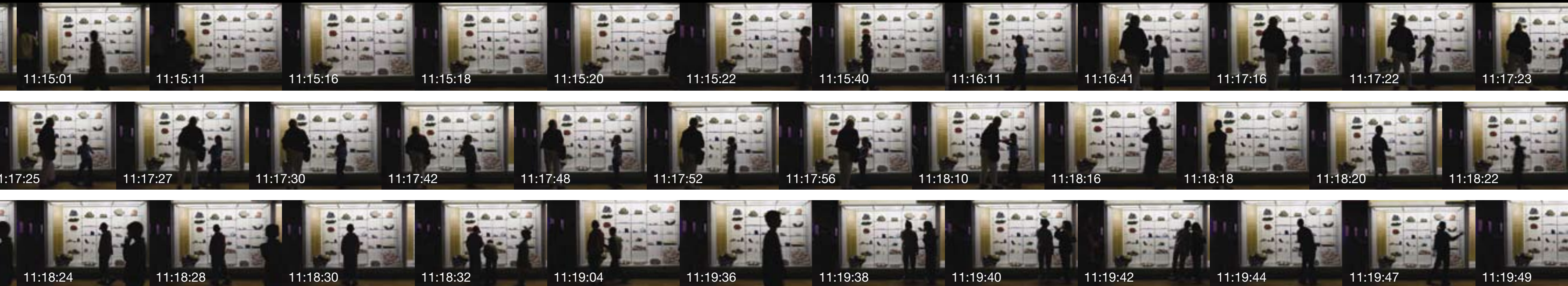


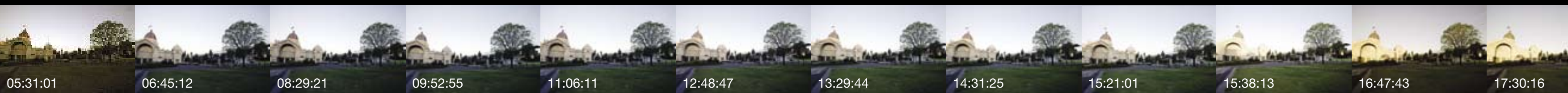
Museums Board of Victoria
Annual Report 2004/2005

ONE YEAR IN THE LIFE OF MUSEUM VICTORIA

JULY 04 – JUNE 05

Museums Board of Victoria
Annual Report 2004/2005

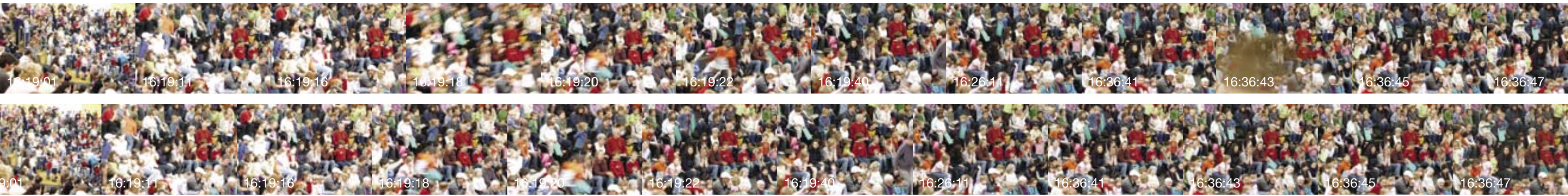




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Amphitheatre at Scienceworks

PROFILE OF MUSEUM VICTORIA

Museum Victoria is Australia's largest public museum organisation. As the State museum for Victoria, it is responsible for looking after the State's collections, conducting research and providing cultural and science programs for the people of Victoria and visitors from interstate and overseas.

Museum Victoria's origins date back to 1854 with the founding of the National Museum of Victoria and later, the establishment of the Industrial and Technological Museum of Victoria (later known as the Science Museum of Victoria) in 1870. By proclamation of the Museums Act 1983, these two institutions were amalgamated to form what is today known as Museum Victoria, governed by the Museums Board of Victoria.

Museum Victoria operates three museums, a collections storage facility and is custodian for the World Heritage listed Royal Exhibition Building.

Melbourne Museum
Opened 21 October 2000
 Melbourne Museum stands adjacent to the historic Royal Exhibition Building in Carlton Gardens. Melbourne Museum showcases Australian society, Indigenous cultures, the human mind and body, science and technology and the environment.

Immigration Museum
Opened 12 November 1998
 The Immigration Museum is situated in the Old Customs House on Flinders Street. It is a contemporary social history museum that explores issues of immigration and cultural diversity.

Scienceworks Museum
Opened 28 March 1992
 Located in the grounds of and incorporating the historic Spotswood Pumping Station, the science and technology museum features modern interactive exhibition galleries, the Melbourne Planetarium and the Victoria University High Voltage Theatre.

Moreland Annexe
Opened 30 October 1996
 Museum Victoria's off-site collection store houses the largest collection items and complements collection stores at Melbourne Museum and Scienceworks.

Royal Exhibition Building
Constructed 1879-1880
Museum Victoria ownership since 1996
 Located in Carlton Gardens and alongside Melbourne Museum, the Royal Exhibition Building continues to host exhibitions and other events. The building and gardens were added to the UNESCO World Heritage register in July 2004.

OUR VISION

Museum Victoria will contribute to our communities' understanding of the world, and ensure that our inheritance is augmented and passed to future generations. We will reach out to an increasingly diverse audience through our collections and knowledge using innovative programs that engage and fascinate.

Our Values

We will not compromise on the following values in the attainment of our Vision:

Stewardship

We value the collections as central to our objective of understanding our natural and cultural history. As custodians, we aim to provide a positive legacy for future generations.

Professional Integrity

We value credibility and accuracy in all our interactions, activities and programs. Through this we gain the respect and trust of others.

Innovation

We value ideas and promote open-minded enquiry. We are open to change and encourage bold and creative approaches in our programs and organisational processes.

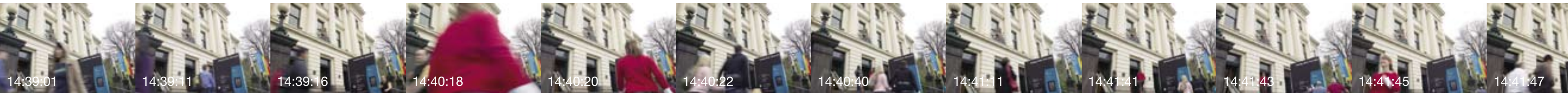
Engagement in Life-long Learning

We value engagement with diverse audiences and communities in meaningful and relevant ways that contribute to lifelong learning. Central to achieving this, we aim to challenge, excite and involve our visitors.

Social Responsibility

We value and are committed to fairness and equity in all we do. We actively encourage access and participation and embrace the principles of sustainability, social justice and reconciliation.





PRESIDENT'S MESSAGE

On behalf of the Museums Board of Victoria, I am delighted to present the 2004/05 Annual Report detailing Museum Victoria's operations and achievements over the last twelve months.

Museum Victoria continued to perform beyond expectations during the last financial year. The Museums Board of Victoria is delighted that the State's vast and priceless collection can be shared and explored by so many Victorians and national and international visitors.

Celebrations to mark Museum Victoria's 150 years of collections, research and exhibitions continued throughout the 2004 calendar year. A feature of the celebrations included the continuation of *Treasures*, a series of exhibitions held across all three Museum Victoria venues to showcase some of the hidden treasures within the Museum's storage collections.

Corporate and philanthropic assistance continued to be essential support for the organisation. Appreciation is extended to our corporate and philanthropic supporters who allow us to create and present the superb array of galleries and exhibits on display, as well as sustaining our important research and conservation work.

Museum Victoria's membership program had another successful year with the number of memberships reaching over 10,300 by the end of the year - this figure representing over 36,000 people. I would like to thank the members as their ongoing support facilitates Museum Victoria's development.

Museum Victoria continued to cement its position as a leading cultural institution, receiving eighteen prestigious international and national awards for a range of disciplines including Indigenous culture, tourism, marketing, website development, public programs and volunteer support. Of particular note, Scienceworks and Bunjilaka were both admitted to the Hall of Fame in their respective categories in the Victorian Tourism Awards and the Immigration Museum won the National Tourism Award in the Heritage and Cultural Tourism category.

I would like to acknowledge the range of significant contributions made by individuals who support Museum Victoria's operations. This year Peter Hiscock retired from the board and I express my sincere thanks to him for his contribution.

I would especially like to thank the Minister for the Arts, Mary Delahunty MP, for her continued support; our excellent Ambassadors; the Museum Victoria members; Patrons and Corporate Patrons who continue to provide essential support; the Museums Board of Victoria and of course, the staff and Executive Management Team who continue to inspire, create and maintain our world class museums.

Harold Mitchell AO
President, Museums Board of Victoria

CHIEF EXECUTIVE OFFICER'S MESSAGE

Immigration Museum

Museum Victoria has enjoyed a very successful year and has continued to achieve exceptional standards of museum practice through the presentation of exhibitions, educational and public programs and our extensive collections and research activities.

Our strategy *Exploring Victoria: Discovering the World* emphasises our commitment to research and provides the context for us to develop new and improved ways of presentation. We aim to engage members of the public through the exhibitions in our three museums, our public programs, discovery centres, publications and websites.

In the past year, over four million visits were recorded at the different Museum venues and through the website. The Museum continues to attract a wide cross-section of the community through an excellent and varied exhibition program, fun and engaging public programs and strong marketing campaigns.

Visitation to Museum Victoria websites again increased over the previous year with 2.8 million individual user sessions recorded. The Museum in a Van Outreach Program was relaunched as the Discovery Program and this year visited more than 49,000 people in schools, kindergartens, aged care facilities, libraries and other community groups in regional, metropolitan and remote areas of Victoria.

Educational groups remain a significant component of the visitor mix. In the past year, organised education groups accounted for over 260,000 visitors across the three museums. Our education programs are linked to the curriculum and supported by excellent web-based materials.

The success of our major exhibitions attracted new and diverse audiences. Exhibitions included *Dinosaurs from China* and *Mummies: Ancient Egypt and the Afterlife*, both presented in the Touring Hall at Melbourne Museum. Scienceworks presented *Toys: Science at Play* and *Eaten Alive: World of Predators*. At the Immigration Museum *Station Pier: Gateway to a new life* has been a remarkable success and was a key contributor to the record visitation to the Immigration Museum this year.

In December 2004, Museum Victoria acquired IMAX Melbourne, previously a tenant at Melbourne Museum. This enhanced the Melbourne Museum visitor experience and provided an opportunity for linking IMAX programming to exhibitions and programs.

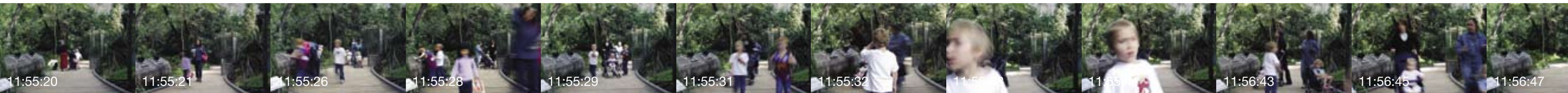
Research is a vital part of the Museum's role. An active collecting program involving international expeditions, the publication of 104 papers, reports and books, and 149 lectures and talks were undertaken by members of Museum Victoria's research and operations teams.

Volunteers continue to be integral to the success of the organisation. This year 625 volunteers contributed in excess of 42,000 hours. Their contribution has ensured that Museum Victoria's volunteer program continues to set the benchmark for the industry.

I would like to acknowledge the enormous commitment, energy and dedication of Museum Victoria Staff, led by the Museums Board of Victoria and the Executive Management Team, in achieving such excellent results over the past year.

As Museum Victoria continues to prosper and grow, I look forward to your ongoing involvement and support. We look forward to seeing you at our museums.

Dr J. Patrick Greene
Chief Executive Officer



Forest Gallery, Melbourne Museum

YEAR OF HIGHLIGHTS

July 2004

What Human Rights Means to Young People opened at the Immigration Museum. It was developed by the Western Young People's Independent Network.

The *Design Awards 2004* exhibition opened at Melbourne Museum.

Bug Learning Environment opened at the Melbourne Museum's Children's Gallery.

Sport More than Heroes and Legends, an exhibition from the Powerhouse Museum, was launched at Scienceworks.

The recipients of Museum Victoria's 1854 Student Scholarships for 2004 were announced.

August 2004

The Central American Community Festival was presented at the Immigration Museum.

National Science Week was celebrated across Museum Victoria.

The Design Your Future Forum for Year 10 students was held at Melbourne Museum.

Dr Mark Norman presented the 2004 Crosbie Morrison Memorial Lecture on *Wizards of the Sea: the secret lives of octopuses and their kin* as part of National Science Week.

The Australian Childrens Folklore Collection held by Museum Victoria was accepted for inclusion on the UNESCO Australian Memory of the World Program.

September 2004

The *Weaving Lands* Community Exhibition, developed in collaboration with Hume City Council, opened at the Immigration Museum.

Over 2000 individuals participated in the highly successful Polish Festival at the Immigration Museum.

The Connell Wagner Bridge Building Competition for Year 9 students was held at Scienceworks.

The Water Discovery Guide and website were launched at Melbourne Museum.

On 29 September, Production Studio staff photographed and recorded *One Day in the Life of Museum Victoria*, in recognition of Museum Victoria's 150th Anniversary.

Museum Victoria launched a new website *Victorian Railways* to help celebrate 150 years of railways in Victoria.

October 2004

Station Pier: Gateway to a new life was launched at Immigration Museum.

The state finals of the Model Solar Vehicle competition were held at Scienceworks.

BHP Science Awards for students and teachers was held at Scienceworks.

The second *Romp and Stomp Children's Festival* was held at Melbourne Museum, in partnership with the early learning community, and attracted more than 4000 families.

The *Water Smart Home* interactive exhibit was launched at Melbourne Museum in conjunction with National Water Week, with generous support from the Smart Water Fund.

November 2004

Chinese Costumes: Garments and Accessories of China's Nationalities was launched at the Immigration Museum.

A community event to promote *Station Pier: Gateway to a new life* was presented in partnership with the Victorian Multicultural Commission, with over 100 senior citizens of Greek and Italian heritage attending.

Dinosaurs from China opened at Melbourne Museum.

Museum Victoria received special funding from Arts Victoria and other partners for a public program to commemorate the 150th Anniversary of the Eight-Hour Day in 2006.

December 2004

The community exhibition *Passage from India*, developed in collaboration with the East India Club of Melbourne, was launched at the Immigration Museum.

Wonderful Water Learning Environment opened in the Children's Gallery, Melbourne Museum.

January 2005

Aimed at families with children less than 10 years of age, *Kids' Fest*, an exhibition to explore all things Chinese, opened at the Immigration Museum.

An Indonesian musical instrument called a Gamelan was installed in the Tattersall's Children's Garden for use by visiting children.

February 2005

Remembering Station Pier Day was held at the Immigration Museum.

Community Collections recommenced at Melbourne Museum.

Sir Neil Cossons, Chairman of English Heritage, gave a lecture entitled *World Heritage and the Western World Capturing the Age of Empire, Industry and Commerce* at Melbourne Museum.

The Annual Science Showcase was held at Scienceworks.

Phase one of the *123 Grow!* refurbishment in the Children's Gallery was completed.

Eaten Alive, a travelling exhibition from Questacon, The National Science and Technology Centre, was launched at Scienceworks.

A major fossil discovery by Dr Tom Rich and colleagues is included in the latest volume of the prestigious international journal, *Science*.

March 2005

The *Buchenwald Boys* community exhibition, developed in collaboration with the Holocaust Museum, was launched at the Immigration Museum.

Top Designs, an exhibition featuring work by VCE design students, opened at Melbourne Museum.

The *World's Longest Lunch* was held on Melbourne Museum Events Plaza as part of the Melbourne Food and Wine Festival.

April 2005

Speaking with Cloth: Cerita Dalam Kain, a travelling exhibition of Indonesian and Timorese textiles from the Museum and Art Gallery of the Northern Territory, was launched at the Immigration Museum.

The *Dinosaur Learning Environment* opened at the Children's Gallery, Melbourne Museum.

Scienceworks received over 44,000 visitors - the highest number for the month of April since 1992.

Our Place, Indigenous Australia Now, jointly developed by Museum Victoria and the Powerhouse Museum, opened at the National Museum of China in Beijing.

Museum Victoria awarded a second series of 1854 Student Scholarships to support the work of graduate and postgraduate students on projects relating to the Museum's collections.

May 2005

This is the Place for a Song, a CD project initiated by the Sunday Herald Sun and supported by SBS Radio Melbourne, was launched by the Hon. John Pandazopoulos, Minister assisting the Premier on Multicultural Affairs.

Museum Victoria launched its Volunteer Recognition Program as part of National Volunteers Week.

Digging up Ancient Egypt lectures were presented as part of National Archaeology Week.

Twined Together, an exhibition of fibre works made by the Injaluk women of northern Arnhem Land, opened in Bunjilaka.

Museum Victoria published and launched two books: *Child's Play: Dorothy Howard and the Folklore of Australian Children* and *Donald Thomson: The Man and Scholar*.

June 2005

30 Years in the Making: Vietnamese in Australia was launched at the Immigration Museum by the Hon. Malcolm Fraser. The exhibition was developed in collaboration with the Vietnamese Community of Australia (Victoria Chapter).

Over 1100 participants contributed to the success of the Vietnamese Festival at the Immigration Museum.

The Melbourne Museum's Discovery Program was included as part of the *Fun4Kids Festival* at Warrnambool.

A \$1.5 million equipment upgrade for the Planetarium was completed. A new show *The Search for Life: Are we Alone*, produced by the Natural History Museum in New York, USA, was launched to mark the reopening.



AWARDS

2004 Australian Tourism Awards

Heritage and Cultural Tourism
Category: Awarded to the Immigration Museum

2004 Victorian Arts Portfolio Leadership Awards

Leadership in Public Programs:
Awarded to the *Bugs Alive!* Website:
www.museum.vic.gov.au/bugs
(joint winner)

2004 Victorian Arts Portfolio Leadership Awards

Leadership in Public Programs:
Awarded to the *Big Bug* puppet show
(joint winner).

2004 Victorian Arts Portfolio Leadership Awards

Leadership in Business Improvement:
Awarded to Museum Victoria for the
Exhibition Framework.

2004 Victorian Tourism Awards

Aboriginal & Torres Strait Islander
Tourism Category: Awarded to
Bunjilaka, the Aboriginal Centre at
Melbourne Museum. Entered into the
Hall of Fame.

2004 Victorian Tourism Awards

Heritage and Cultural Tourism
Category: Awarded to the
Immigration Museum

2004 Victorian Tourism Awards

Major Tourism Attractions Category:
Finalist Award for Melbourne Museum

2004 Victorian Tourism Awards

Significant Tourist Attraction Category:
Awarded to Scienceworks and
Melbourne Planetarium. Entered into
the Hall of Fame.

2004 Whitley Award, Royal Zoological Society of New South Wales

Best Interactive Key: Awarded
to Dr Robin Wilson for his CD-
ROM publication, *Polychaetes: An
Interactive Identification Guide*.

2005 Eve Pownall Award, Children's Book Council of Australian Society

Best information book: Dr John Long's
children's book, *Gogo Fish! The Story
of the Western Australian State Fossil
Emblem* shortlisted
(awaiting announcement).

2005 Federation of Ethnic Community Councils' Excellence in Cultural Diversity Awards

Increasing Cultural Diversity in the
Voluntary Sector: Awarded to Museum
Victoria Volunteers' Program.

2005 Gnunkai Awards, Australian Indigenous Tourism Awards

Organisation Category: Finalist award
for Bunjilaka, the Aboriginal Centre at
Melbourne Museum.

2005 Muse Awards, American Association of Museums

Educational/Interpretive Science
Section: Gold Award to Museum
Victoria for the *Water Smart Home*
touch-screen computer and water
sculpture interactive.

2005 Museums Australia Publication Design Awards (MAPDA)

Books (Level C) category: Highly
commended, *Treasures of the
Museum, Victoria, Australia*.

2005 Museums Australia Publication Design Awards (MAPDA)

Corporate (Level C) category: Awarded
to *Seasons Greetings* - Museum
Victoria Christmas Card (joint winner).

2005 Museums Australia Publication Design Awards (MAPDA)

Website (Level C) category: Awarded
to *Bugs Alive!* Website: www.museum.
vic.gov.au/bugs

Australasian Reporting Awards

Bronze Award: Awarded to Museum
Victoria for the Museums Board of
Victoria Annual Report 2003/04

Museums Australia (Victoria)

2005 Museum Industry Recognition
Awards (MIRA)
Best Project: Awarded to
Station Pier: Gateway to a new life,
Immigration Museum

THE YEAR IN BRIEF

Forest Gallery, Melbourne Museum

Key Outputs

	2004/05	2003/04
Exhibitions presented	61	68
Publications by staff	104	103
Presentations and lectures by staff	149	171
Research projects (externally funded)	22	26

Visitors

	2004/05	2003/04
Melbourne Museum	670,030	678,606
Scienceworks and Melbourne Planetarium	376,089	402,044
Immigration Museum	122,949	101,644
Total Ticketed entry	1,169,068	1,182,294
Discovery Program	49,359	35,149
Website	2,829,494	2,537,144
Total	4,047,921	3,754,587

Notes:

1. Total reported visitation for 2003/04 varies from the total of 4,009,492 reported in last years report. In previous reports non-ticketed entries have been reported. These figures are not considered reliable so Museum Victoria no longer includes non-ticketed visitors in reports for external audiences.

2. Non-ticketed entries are visitors who visited areas within the Museum's facilities not requiring a ticket. These areas include: The Discovery Centres at Melbourne Museum and the Immigration Museum, the Melbourne Museum Shop, the Museum Café at Melbourne Museum and the Tribute Garden and Ground Floor Foyer at the Immigration Museum.

3. Museum Victoria acquired IMAX Melbourne on 24 December 2004. Visitors to IMAX for the full financial year numbered 246,128. Events held at the Royal Exhibition Building attracted 448,490 visitors. Including these figures brings the total visitation to Museum Victoria venues to 4,742,539.

Memberships

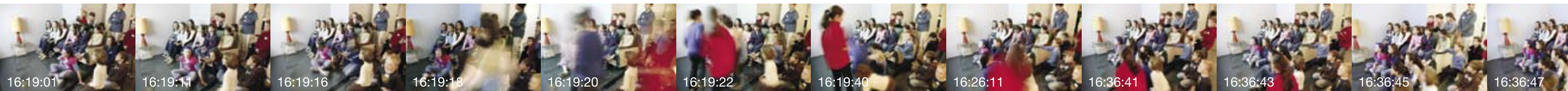
The Museum Victoria membership program was relaunched on 15 June 2004. In its first full year of operation the program performed strongly. The total number of memberships at the end of June 2005 was 10,386, equating to 36,805 individual members.

	2004/05	2003/04
Memberships	10,386	7,568

Staff

	2004/05			2003/04	
Employment Status	Male	Female	Total	Total	Variation
Ongoing	172	245	417	394	+23
Fixed	28	66	94	85	+9
Casual	35	41	76	105	-29
Total	235	352	587	584	+3
FTE	188	269	457	440	+17

*FTE Full time equivalent



STRATEGIC DIRECTIONS

Station Pier: Gateway to a new life, Immigration Museum

Our strategic plan *Exploring Victoria. Discovering the World.* identifies the five Strategic Directions that will enable Museum staff to achieve Museum Victoria's Vision.

1. Enhance access, visibility and community engagement

Position Museum Victoria so that:

- the public are aware of what we have to offer
- we attract and engage diverse audiences
- more people come through our doors, use our websites and seek our knowledge and expertise
- we reach those who cannot easily come to us
- we continue to meet the needs of the Victorian education sector

2. Create and deliver great experiences

Ensure that Museum Victoria provides great experiences for the public through the:

- creation of exhibitions that are engaging, surprising and authoritative
- provision of easy to navigate websites offering high-quality content
- use of innovative display methods to convey the wealth of our collections and knowledge
- attraction of high-quality touring exhibitions and the creation of our own for display elsewhere
- provision of a range of activities including tours, field trips, performances, presentations, lectures and publications that appeal to a broad audience

3. Pursue the development of strategic partnerships

Develop and maintain mutually beneficial collaborations that will:

- increase community involvement and support
- enhance the expertise of our staff and extend the range of our knowledge
- raise our profile both nationally and internationally
- enable us to do things that we could not do on our own
- maximise our ability to contribute to the cultural, scientific and economic life of Victoria
- bring in funds and supplement existing resources
- further our relationship with Indigenous communities

4. Develop and maximise the value of our heritage collection

Strategically manage and strengthen Victoria's collections and associated research through the following means:

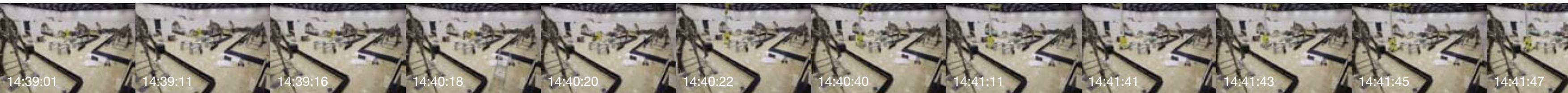
- continue to develop and strengthen the collections amassed over the past 150 years
- provide appropriate storage conditions to ensure the long-term survival of the collections
- provide enhanced public access through a purpose built storage facility
- enhance our knowledge base through research, publication and collection database development
- expand the information available on the internet
- work with kindred organisations throughout Victoria to help raise standards of collection care

5. Manage Our Resources

Ensure that our resources are managed effectively and efficiently to meet stakeholder expectations through the ongoing development of:

- a motivated, dynamic, creative and skilled workforce
- an organisation structure and infrastructure that assists our staff in achieving our objectives
- improved information management and communication systems
- facilities that are well maintained and fit for purpose
- sound financial and risk management practices





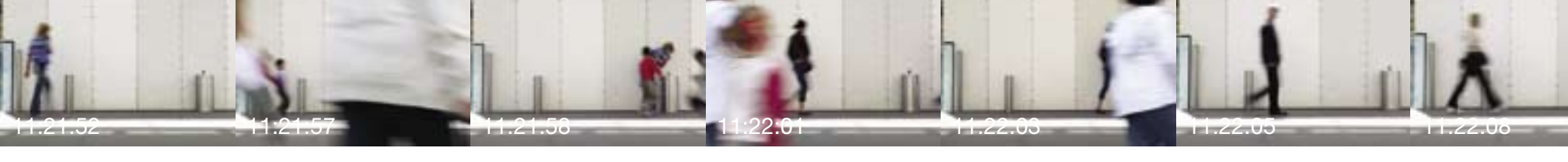
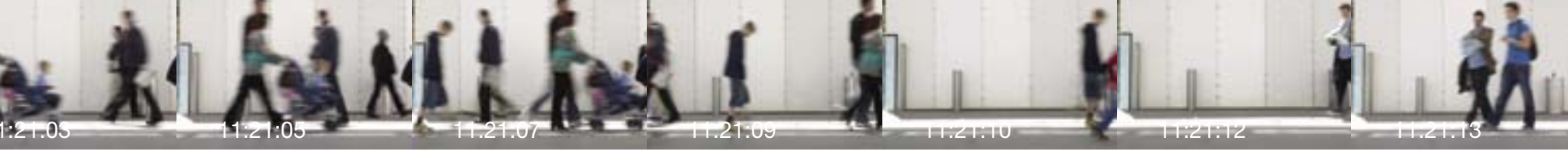
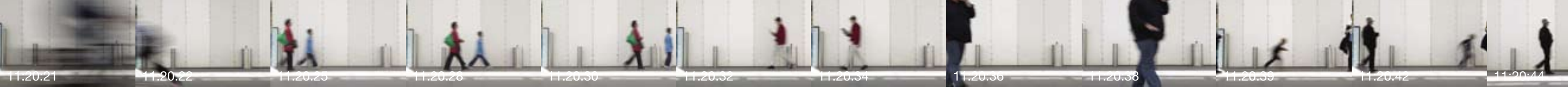
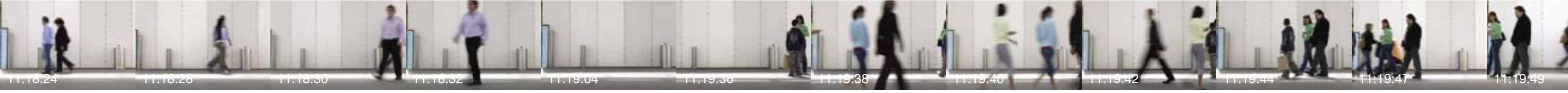
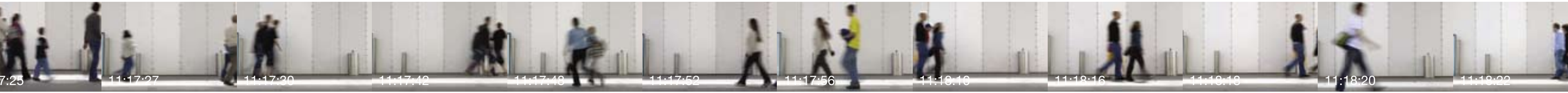
Installation of *Dinosaurs from China*

FUTURE PRIORITIES



Over the coming years, Museum Victoria will focus on the following strategic initiatives:

- Delivering a number of programs to coincide with the Melbourne 2006 Commonwealth Games. Melbourne Museum is one of the sites selected to host a Live Site showing the Games in the plaza precinct. The exhibition *Spirit of the Games*, celebrating the colour and excitement of the Opening Ceremony will open at Melbourne Museum within 72 hours of the Games opening. The Victorian Aboriginal Cultural Centre at Melbourne Museum, Bunjilaka, will host *Biganga*, a Victorian indigenous exhibition. During the Games, the Museum will serve as a cultural attraction and be promoted as a family venue for viewing events. A *Commonwealth Photographic Awards* exhibition will be held at the Immigration Museum and the popular *Sportsworlds* exhibition at Scienceworks has been refurbished to offer more interactive experiences for the visitor.
- Museum Victoria will pursue the creation of a publicly accessible collection store through the Treasure House Project. Following the successful submission of a business proposal to the Victorian Government, the land adjacent to Scienceworks was purchased for the purposes of the project. Museum Victoria continues with the development of a master strategy for the Treasure House facility, and will prepare a detailed brief and business case for the public access component of Treasure House.
- To redevelop the Museum Victoria Website. As an increasing number of visitors are accessing Museum Victoria's website for information about the collections and research, there is a need to redevelop the site to ensure a high standard of content is maintained and that audiences are both fascinated and educated by the website's contents.
- Enhancing and developing new exhibitions. Three new exhibitions are planned for the next year including: *Marine life: exploring our seas* (Melbourne Museum), *Mission Earthling* (Scienceworks) and *Origins* (Immigration Museum). New content for Planetarium shows will also be developed.
- Enhancing the management and development of our collections through the continued implementation of the EMu Project, the continued documentation and registration of the collection, and further development of the collection through accessioning and de-accessioning.
- Finalising the Royal Exhibition Building and Carlton Gardens Master Plan. This plan will form part of the World Heritage Management Plan, with the aim of achieving formal accreditation by Heritage Victoria and the Australian Government.
- Preparing the Scienceworks Master Plan which will detail the planned development over the next 15 years.



**ENHANCE ACCESS,
VISIBILITY AND
COMMUNITY
ENGAGEMENT**





PERFORMANCE OVERVIEW

Strategy

Ensure that the public are aware of what we have to offer.

Actions and results

Each Museum Victoria museum has developed core positioning campaigns to reinforce brand messages and communicate specific event activities. In addition, base and signature programs were established for Immigration Museum, Melbourne Museum and Scienceworks. Signature Programs for Museum Victoria Members have also been established.

Museum Victoria published some absorbing titles, including *Memoirs of Museum Victoria* and *Child's Play: Dorothy Howard and the Folklore of Australian Children*, and co-published *Donald Thomson: Man and Scholar* with the Academy of Social Sciences in Australia.

An integrated Calendar of Events was established to enable greater access to information about Museum Victoria activities and events.

Strategy

Attract and engage diverse audiences.

Actions and results

Ongoing community engagement was undertaken at the Immigration Museum to deliver community exhibitions and a festival program.

A program of community exhibitions was presented at Bunjilaka as part of the Birrarung Strategy.

Relationships were developed with Victoria's culturally and linguistically diverse communities. A Community Engagement Strategy is currently being developed in support of these initiatives.

The Indigenous community continued to have general access to the ethnographic and photographic Indigenous collections. A selection of images was transferred to the Bunjilaka Family Photo database. Museum Victoria participated in the Integrated National Science Week 2004 program, including the annual Crosbie Morrison Lecture. A *Meet the Museums Scientists* lecture program was delivered for general and education audiences.

Strategy

Position Museum Victoria so that more people come through our doors, use our websites and seek our knowledge and expertise.

Actions and results

Museum Victoria's three museums recorded strong visitor attendance over the year. Overall, Museum Victoria engaged with nearly 4.7 million people. More than 1.1 million of these were ticketed visitors to Scienceworks, Immigration Museum and Melbourne Museum, another 2.8 million were visitors to our web sites. Other visitors enjoyed shows at the Royal Exhibition Building and IMAX Melbourne or were participants in the Discovery Program.

Museum Victoria continued to undertake appropriate market research to monitor visitor responses to its services and products. These studies identified barriers and incentives for metropolitan residents accessing the museums, tested exhibition concepts for audience appeal, and evaluated responses to existing exhibitions. In addition, strong marketing plans for all touring exhibitions were developed.

Strategy

Reach those who cannot easily come to us.

Actions and results

The Museum Victoria Outreach Program was re-branded the Discovery Program. The Discovery Program exceeded previous years' figures and forecasts by 45%, reaching more than 49,000 people throughout Victoria in 2004/05.

Museum Victoria continued to update and redesign its website. Ninety five new Information Sheets were added to the online delivery system and 87 new *Hot Topics* articles were added to the website www.museum.vic.gov.au

The Museum's Discovery Program participated in the Ballarat Begonia Festival and Warrnambool's *Fun4Kids Festival* and presented at the *Meet the Museum Scientist* program in regional Victoria.

Strategy

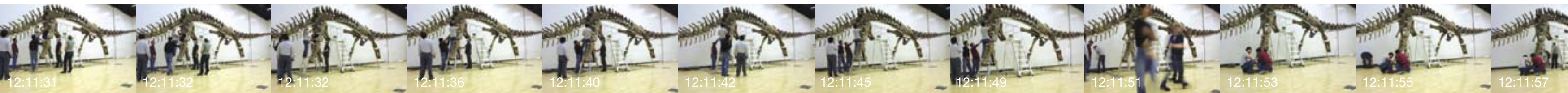
Continue to meet the needs of the Victorian education sector.

Actions and results

Museum Victoria maintained a broad range of curriculum-based learning experiences at all museums, in accordance with the priorities and initiatives of the Department of Education and Training.

Additional online projects related to school curriculum were developed in association with the Department of Education and Training and the Victorian Education Channel.





Installation of *Dinosaurs from China*, Melbourne Museum

MARKETING AND COMMUNICATIONS

Museum Victoria undertakes a wide range of marketing and communication strategies that support the objectives of all the Strategic Directions. The impact and outcomes of these activities can be observed in visitation rates, media relations, product development and monitoring visitor demographics.

Marketing

The primary objective of marketing campaigns undertaken in 2004/05 was to attract visitors to exhibitions and events, using market research studies as the basis for the campaigns. The objective of building awareness of core brands was achieved by ensuring each museum used positioning statements and tag lines to reinforce core brand messages.

Marketing highlights from the previous year include: the introduction of the *Moving Stories* brand campaign at the Immigration Museum which flowed into successful campaigns for *Station Pier* and *Chinese Costumes*; at Melbourne Museum, a successful season for *Dinosaurs from China* and unprecedented results for the first days of *Mummies: Ancient Egypt and the Afterlife* both using Melbourne Museum's brand campaign *Come and See the Real Thing*; and Scienceworks' brand campaign *Get a Grasp of Science*, which flowed into successful seasons for *Eaten Alive*, the Melbourne Planetarium and the Victoria University High Voltage Theatre.

Marketing initiatives across Museum Victoria included tourism strategies and all venues were successful at the Tourism Awards, including a National Award for the Immigration Museum. Other activities included: renaming the outreach program and Infozone under the banner Museum Victoria Discovery, undertaking collaborative advertising across all venues and maintaining ongoing sponsorships with key partners including The Age, Channel Seven, Channel Ten, Connex, Melbourne Airport and V/Line. For the first time, marketing campaigns were conducted for IMAX and the Royal Exhibition Building.

Market Research & Evaluation

Market research studies during 2004/05 focused on improving our understanding of audiences and products. Studies included 18 exhibition and program evaluations, 13 market research studies and 38 visitor studies. The most significant studies consisted of awareness tracking, concept screenings and assessment of school teachers' experiences when visiting the three museums.

The study results were used to develop marketing and communications strategies and campaigns, assist with exhibition development and schedule and monitor changes to visitor profiles.

Public Relations

Public Relations successfully implemented communication strategies across Museum Victoria's five venues.

Independent analysis valued the 2004/05 media coverage of Museum Victoria at \$18.8 million. This represents an increase of 54% on last year. Media coverage has risen dramatically for all museums, with 3,335 media reports of stories, a 40% increase. Television coverage, in particular, has risen markedly, with a more than four fold increase to a value of \$6.5 million. For all media coverage, 92% involved positive reporting, with a further 6% neutral and 2% negative.

Media highlights included the exhibitions *Dinosaurs from China*, *Design 2004* and *Mummies: Ancient Egypt and the Afterlife* at Melbourne Museum, *Station Pier*, *Chinese Costumes* and *The Buchenwald Boys* at the Immigration Museum, and *Eaten Alive*, *House Secrets* and *Toys: Science at Play* at Scienceworks. Other media highlights were further coverage for the *Bugs Alive!* exhibition, a 40% increase on coverage of the Royal Exhibition Building, the launch of the renovated Melbourne Planetarium and coverage of Museum Victoria's Science research, most notably for the Marine Sciences area.

Museum Victoria's Public Relations Department hosted approximately 250 international visiting journalists from countries including the United Kingdom, Japan, Singapore, Italy, Germany, United States, Bahrain and China.

A concerted effort towards expanding the Museums' coverage in community, ethnic and other language media throughout 2004/05 significantly increased the Museums' exposure and raised awareness to a wider audience.

Museum Victoria Members

2004/05 was the first full year of the new Museum Victoria membership program, following the June 2004 relaunch in response to the price changes across Museum Victoria. The new program offers access to membership at a reduced price with streamlined benefits. The program has had a very successful year, recording a 37% increase in memberships.

PRODUCTION

The Production Studio is Museum Victoria's comprehensive in-house production facility comprising photography, digital imaging, exhibition, multimedia, publication, preparatorial, studio and video services for the Immigration, Scienceworks and Melbourne Museums, Museum Victoria's websites and the Discovery Program.

Highlights

- The book, *Child's Play: Dorothy Howard and the Folklore of Australian Children*, was designed and published. A second book, *Donald Thomson: Man and Scholar*, was co-published with the Academy of the Social Sciences in Australia. *Phar Lap: the True Legend* will be published in November 2005 to coincide with the 75th Anniversary of the horse's first win in the Melbourne Cup.
- Design, production and fabrication of the Station Pier: *Gateway to a new life* exhibition at the Immigration Museum, and accompanying catalogue.
- The touring exhibition, *Twined Together: Kunmadj njalehnjaleken*, was designed, produced and fabricated. A selection of the images taken in Arnhem Land especially for the exhibition will be added to the Museum collection.
- Design and production of the *Sportsworlds* exhibition at Scienceworks was undertaken in readiness for a September 2005 opening.
- Extensive image research, audio-visual creation, graphic and 3D design undertaken for the *Origins* interactive project for the Immigration Museum.
- Design, production and fabrication undertaken for the *Dinosaurs from China* touring exhibition, including Museum preparators working with visiting professionals from China to assemble the displays.
- The newly-acquired Amargasaurus dinosaur skeleton cast from Argentina was prepared and articulated by preparators for display in the foyer of Melbourne Museum.
- On Wednesday 29 September 2004, teams of photographers and digital video camera operators visited each Museum Victoria campus (front and back of house) to create a time capsule in photographs and digital video of what took place from opening to closing time on a typical working day during our 150th Anniversary year. From this work, Production Studio produced a DVD film for distribution to all staff and stakeholders entitled *One Day in the Life of Museum Victoria*.





EDUCATION

Station Pier: Gateway to a new life,
Immigration Museum

Education Programs

Education at Museum Victoria involves the development and delivery of curriculum-based programs and teacher professional development activities for the Victorian education community. These services are based on Museum Victoria's exhibitions and research and create authentic learning experiences for students of all ages, as well as improving teacher skills and capabilities. They are delivered on-site, via the web and through programs in the community.

Professional development for both practising and pre-service teachers occurred at all museums and included workshops and seminars held on-site and at conferences addressing curriculum content and pedagogical issues such as the different ways that learning occurs in a museum setting.

Education visitation for the year was 269,708. A further 5,577 students were able to access Museum Victoria programs via the Discovery Program.

Melbourne Museum

Education visitors to Melbourne Museum numbered 140,145. Highlights included:

- New curriculum-related programs including *Historiography*, *Breaking the Code* and *The Meaning of Things*
- The development and publication of *Philosophy Guides* for three of the galleries
- The development and publication of the *Water Discovery Guide*
- The *Top Designs* exhibition was developed with the support of the Victorian Curriculum and Assessment Authority, Victorian industry and the wider education community.
- Archaeology Week programs included a lecture series on *Life on an archaeological dig in Egypt*.
- Melbourne Museum education staff continued to collaborate with the Brunswick cluster of schools and Melbourne University, resulting in the publication of a set of Philosophy Guides and in Melbourne Museum hosting a Philosophy Conference.

Immigration Museum

The Immigration Museum experienced continued strong support from the education community for its suite of curriculum-based programs and resources that celebrate and affirm Victoria's culturally diverse community. Education visitation numbered 37,932.

As well as refreshing and updating existing programs, Education staff completed and launched a range of new programs and resources including:

- *Moving Stories*, a staff-led program for primary students involving a range of story choices and outcomes based on the Immigration Museum's exhibitions.
- *Settlers Under Sail*, a drama workshop for lower primary students developed with Drama Victoria at the Museum and presented across Victoria.
- *Journeys to Australia*, online materials to accompany the Station Pier exhibition for secondary students.

As part of the Government's Harmony Week program in March 2005, the Education and Visitor Programs teams helped launch the Refugee and Aboriginal Youth Anti-Racism Education Program, with a week of activities for visiting schools.

Scienceworks

Education visitation for the year was 91,631. Of these, 42,098 also attended a Planetarium show.

In 2004/05 Education staff completed and launched a range of new programs including:

- *VCE Electricity; Electricity, movement and magnetism; Electrical energy, safety and lightning; and VCE Electric Power* shows for the Lighting Room
- *Journey to Mars* and *Predator Prey* Science Shows
- *Magic Happens With Science* Science Stage show
- *Funny Fluids* and *Surfactants* House Secrets demonstrations
- VCE Astrophysics planetarium show
- VCE Psychology program – Visual Perception

Further to these, new kits and resources were published to accompany the exhibitions *Sport: More than Heroes and Legends*, *Eaten Alive* and *Megawatt*.

Collaborative projects undertaken included:

- The Universal Peace Charity funded water program *Where Does the Water Go?*
- The Teacher Professional Leave program with Department of Education and Training for the project *Integrating Physical Sciences in the Primary Curriculum*.
- Strategic partnership were created to research and develop a DVD on: *Channel Deepening and the Local Community*.

Website Education

Education material published online and downloaded by Victorian, Australian and overseas teachers and students via Museum Victoria's website include:

- *Drama & Cultural Diversity; Evolution; Moving Stories; Journeys to Australia; What's Your Story?; and Avventura, forza e coraggio* education kits
- Adult Education Science and Literacy resources
- *Dinosaurs from China - Student Exhibition Guides and Activities; Sport More than Heroes and Legends; and Eaten Alive*
- Italian language materials for *Bugs Alive!* and *Mummies: Ancient Egypt and the Afterlife*. Dynamic versions of *Top Designs 2004 - VCE Student folios* and *Water Discovery Trail*

Cross Venue Initiatives

Adult Education

Program offerings for this sector have expanded to complement the existing adult education program at the Immigration Museum. In 2004/05 activities included the publication of new education kits for students and their teachers visiting *Bugs Alive!*, the Mind and Body Gallery and Australia Gallery at Melbourne Museum. These are available online. The development of new education kits for students and teachers visiting Scienceworks has commenced.

Early Learning

New programs developed for children from pre-school to grade two included:

- Immigration Museum: *Bear in there* and *Out of the bag*
- Melbourne Museum: *Bugs, Bugs, Bugs, The Secret life of Bugs* and *Growing Stories*

Evaluation Programs

Significant initiatives this year included the development and implementation of an integrated Evaluation Program for education services. This is delivered by all venues online and was designed to utilise longitudinal data and correlate audience, curriculum and marketing information.

Other initiatives

- The Department of Education and Training's Strategic Partnerships Program which delivers programs and resources to the education community that are closely aligned to the priorities and initiatives of Government.
- Museum Victoria convenes the Science and Society Network on behalf of the Department of Education and Training. This provides a forum for cultural organisations to share information.
- The Star 6 transport subsidy program funded by Government and administered by Museum Victoria.
- The Catholic Education Office Melbourne and the Italian community organisation Co.As.It. enabled teachers who are working at our three museums to develop and deliver science, humanities and language programs.
- Continuation of the Active Minds program through the generosity of the Onbass Foundation. This program provides transport subsidies for disadvantaged government and Catholic primary schools visiting Melbourne Museum and the Immigration Museum.
- The City Centre program, a partnership with the City Centre, providing subsidised programs for students from government secondary schools visiting Melbourne Museum and the Immigration Museum.

August Events Museum Victoria

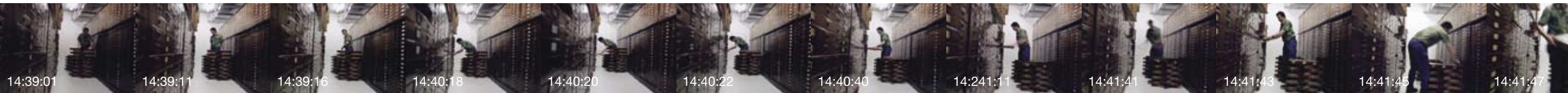
1 August
Central American Community Festival
Immigration Museum

4 August – 29 May 2005
What Human Rights Means to Young People
Immigration Museum

5 August
Premier's Design Awards 2004
Melbourne Museum

7, 14, 21 & 28 August
BASF Kids Lab
Scienceworks

24 August – 30 January 2005
Sport: More than Heroes and Legends,
Scienceworks



Collection Store, Melbourne Museum

BEYOND OUR MUSEUMS

INFORMATION CENTRES

Discovery Program

The Discovery Program is a physical outreach program that works with education and community groups throughout metropolitan and regional Victoria and provides access to Museum Victoria's collections, exhibitions and programs. In the past year, the program had contact with more than 49,000 people, providing access to those Victorians who cannot visit our museums for such reasons as geographical distance, age and incarceration. The program has two *Museum in a Van* vehicles to present a selection of collection and exhibition display material. The program recently extended its range of services to participate in significant regional events. These included the Ballarat Begonia Festival and the Warrnambool Fun4Kids Festival. The Museum's *Working Machines* exhibition appeared at the Ronaldson-Tippett Centenary Rally in Ballarat, the Lake Goldsmith Steam Rally in Beaufort and the 10th National Heritage Machinery Association Rally in Naracoorte.

As well as delivering over 900 face-to-face presentations and coordinating a kit-hire program in 2004/05, the Discovery Program saw its audience shift from 60/40 metropolitan and regional to 50/50 metropolitan and regional.

Melbourne's Golden Mile Heritage Trail

Melbourne's key heritage trail, *The Golden Mile Trail*, is now included in all tourist maps and literature. The trail is a self-guided experience that leads people through the city's heritage precincts and highlights how the discovery of gold shaped the development of Melbourne. The City of Melbourne is a significant partner in the maintenance of this program. *The Golden Mile Trail* brochure is available at all Museum venues and the Melbourne Visitor Centre at Federation Square.



Museum Victoria's information centres enable the public to access information about our research and collections, staff expertise and more detailed information about exhibition subjects and contents.

There are three ways in which the public can access Museum Victoria's knowledge:

- through physical centres that inspire, encourage and teach visitors to pursue their interests and research quests;
- through a Museum Victoria public enquiries service that provides access to Museum Victoria expertise and behind-the-scenes activity related to research, collections and exhibitions; and
- through Web-friendly information systems including discovery centre websites and online catalogues.

The Discovery Centres at Melbourne Museum and the Immigration Museum received 5,850 public enquiries. Of these, 65% were completed by using Discovery Centre resources and 35% were referred to Museum Victoria expert staff.

Melbourne Museum Discovery Centre

This year approximately 60,000 people visited the Melbourne Museum Discovery Centre. A team of 16 volunteers contributed 1,024 hours of work.

Program highlights for the year include:

- The *Inside Stories* series presented by Museum Victoria staff, showcasing behind the scenes activity.
- *Internet for Seniors* sessions were held during Senior Citizens Week in March 2005.
- *Caring for Collections Day* with Conservation and History & Technology curatorial staff, held on International Museums Day on 18 May 2005, saw many personal items brought to Melbourne Museum for free advice on the care and historical significance of their personal collections.

- The Discovery Centre developed new displays and dinosaur content in conjunction with the *Dinosaurs from China* exhibition. The displays comprised 15 specimens from the Museum Victoria's palaeontology collections. Dinosaur web links, publications and documentaries were highlighted during the exhibition.

As a continuation of the partnership with Charles Sturt University, the Discovery Centre now accepts student placements for Teacher and Librarianship tertiary courses. A Masters student completed a library audit of the Discovery Centre collection in April 2005.

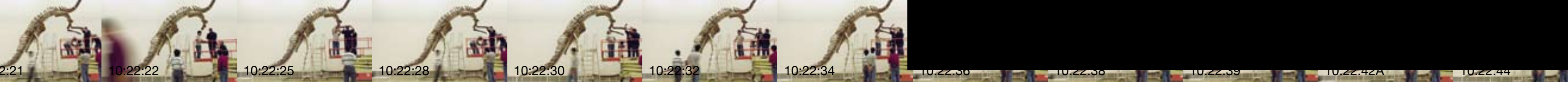
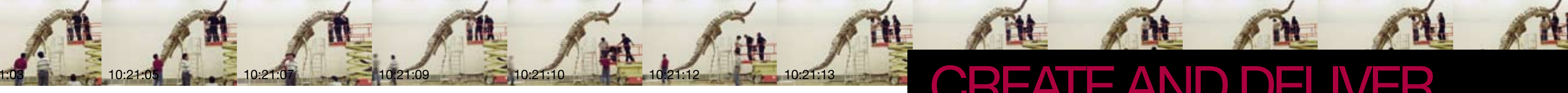
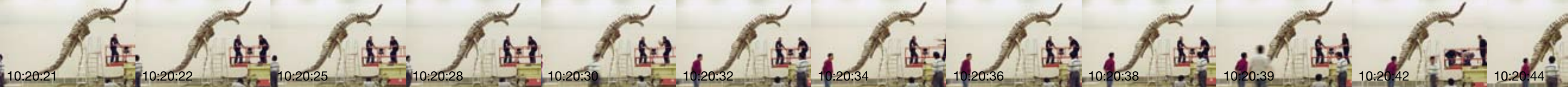
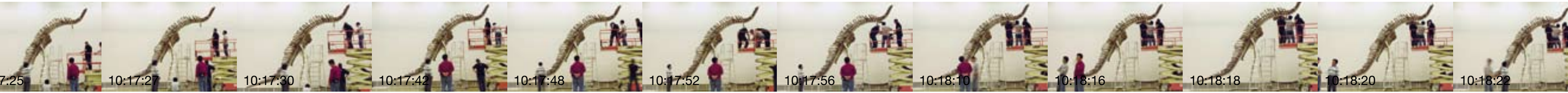
Immigration Discovery Centre

This year approximately 37,600 people visited the Immigration Discovery Centre. A team of four volunteers contributed 482 hours of work.

Program highlights for the year include:

- Providing visitors with additional information and resources when visiting for specific events at the museum such as *Remembering Station Pier Day*, *Ship Reunion Day* and the *Vietnamese Cultural Festival Day*.
- *Internet for Seniors – Getting Started in Family History* sessions were held during Senior Citizens Week in March 2005.
- The Immigration Discovery Centre participated in the *Family History Day* held at the Victorian Archives Centre on 9th April - a successful partnership event.

Partnerships with related and affiliated organisations continued to strengthen, including the State Library of Victoria, Public Record Office Victoria, Department of Immigration and Multicultural Affairs, Genealogical Society of Victoria and various genealogical societies. These partnerships assist the Immigration Discovery Centre with responding to public enquiries and providing informed answers and referrals.



**CREATE AND DELIVER
GREAT EXPERIENCES**



Big Bug puppet show, Melbourne Museum

PERFORMANCE OVERVIEW

Strategy

Create exhibitions that are engaging, surprising and authoritative.

Actions and results

Museum Victoria's exhibition and content renewal program for the period 2004-07 encompasses major exhibition developments, minor displays and the refreshment of orientation spaces, information points and activity areas at Melbourne Museum, Immigration Museum and Scienceworks. The Melbourne Planetarium has undergone a major upgrade.

Museum Victoria also took its exhibitions overseas. The joint exhibition between the Powerhouse Museum and Museum Victoria entitled *Our Place: Indigenous Australia Now* opened at the Benaki Museum in Athens and has since shown in Beijing.

Museum Victoria developed 19 exhibitions in 2004/05. Ten were launched during the year.

Strategy

Provide websites that offer high-quality content and are easy to navigate.

Actions and results

Existing websites were updated to ensure best accessibility, usability, relevance and maintenance practices.

Strategy

Attract high-quality touring exhibitions and then create our own for display elsewhere.

Actions and results

A total of 26 temporary exhibitions were installed, launched and/or demounted across the three venues.

Strategy

Use innovative display methods to convey the wealth of our collections and knowledge.

Actions and results

Museum Victoria continued to pursue the Treasure House Project, a collection store for public access. A detailed Business Case was completed and the State Government approved the purchase of the site. This will enable the Treasure House vision to be achieved over the coming years.

Three new shows were developed for Virtual Room: *Sacred Angkor: stereographic panoramas of the temple complex*; *Victoria goes Expo*; and *Notions of the Deep*.

As part of the Winter 2005 School Holiday Program, Museum Victoria set up a DNA laboratory in the Science and Life Gallery. Scientists used real laboratory equipment to research DNA of owls and engaged in conversation with visitors.

Strategy

Provide a range of activities including tours, field trips, performances, presentations, lectures and publications that appeal to a broad audience.

Actions and results

Activities offered to visitors included: weekend and holiday programs, tours, hands-on activities, lectures, presentations by staff, special children's events, film screenings, craft activities, bug keepers' talks, eel feeding demonstrations, shows, field trips, workshops, forums, family activity days and outdoor evening concerts.

Specific programs were delivered to mark particular events including: National Science Week, National Water Week, National Archaeology Week, Cultural Diversity Week and Harmony Day, NAIDOC Week, Adult Learners' Week, Seniors' Festival, International Day for People with a Disability, International Children's Day, International Museums Day and Arts Victoria Open House.



September Events
Museum Victoria

1 September – 8 September
Adult Learner's Week
Activities across Museum Victoria

2 September – 21 November
Weaving Lands Community Exhibition
Immigration Museum

4 September
Outlawed forum
Melbourne Museum

12 September
Machines in Action Day
Scienceworks

12 September
Polish Festival
Immigration Museum



MELBOURNE MUSEUM

Bunjilaka, Melbourne Museum

Melbourne Museum is a broad-based State museum with a national and international focus that covers the natural and physical sciences as well as social history and cultures. Exhibitions cover six major themes: Australian society, Indigenous cultures, the human mind and body, science, technology and the environment. Through its exhibitions, Melbourne Museum aims to provide an interactive and exciting visitor experience to the broadest possible audience.

- Melbourne Museum Shop, which offers a wide variety of giftware, museum merchandise, books and educational materials.
- The Discovery Centre, which enables the public to access information about the Museum's collections and research materials.
- IMAX Melbourne.
- Melbourne Museum's building and facilities serve as popular venues for corporate functions, events and performances.

Major features of Melbourne Museum include:

- Bunjilaka, the Aboriginal Centre, which explores issues relating to the experiences, rights and perspectives of Australia's Indigenous people.
- the Forest Gallery, which is a living gallery with temperate trees over 20 metres tall, thousands of other plants and a wide variety of living creatures including insects, birds, fish and snakes.
- the Children's Gallery, with exhibitions and activities designed for three to eight year-olds.
- a Touring Hall for major travelling exhibitions.
- Sidney Myer Amphitheatre, a 150-seat outdoor arena.
- The Age Theatre.

Long-Term Exhibitions

Evolution Gallery

Dinosaurs in Time is an exhibition about the history of life on Earth, from ancient microfossils to trilobites, dinosaurs, mammals and plants.

Darwin to DNA explores the processes and mechanisms of evolution and how our understanding has changed through the study of DNA.

Mind and Body Gallery

Bodyscape encourages visitors to journey through our evolving understanding of the human body's construction and the colourful history of dissection and anatomy.

Body Parts looks at the body's fundamental structure and processes by highlighting the circulatory, digestive, reproductive, hormonal, immune and musculoskeletal systems.

Biotech & Beyond examined the development and application of biotechnology, as well as issues associated with current and potential areas of research. It closed in June 2005.

Medical Melbourne showcased the incredible achievements of people working in the field of biomedical science and research in Melbourne. It closed in June 2005.

The Mind & Body Gallery is currently undergoing exhibition renewal with the launch of a refurbished *Human Body* exhibition in September 2005. A temporary exhibition space is also under construction and a new permanent exhibition on the mind and brain is scheduled to open in late 2006.

Australia Gallery

Melbourne – Stories from a City explores the history of Melbourne, its people, neighbourhoods, workplaces and cultures.

Windows on Victoria features eight key historical events that have made a lasting impact on Victorian society since European settlement.

Phar Lap – A True Legend pays tribute to Australia's most famous racehorse and the country's first media star.

Te Pasifika Gallery

Developed in partnership with the Pacific Islander community, *Te Vainui O Pasifika* displays watercraft objects from nearly every country in the Pacific.

Bunjilaka

Bunjilaka is the Aboriginal Centre at Melbourne Museum. It aims to present, interpret and celebrate Aboriginal and Torres Strait Islander cultures, philosophies and issues, with a focus on south-eastern Australia. Bunjilaka reflects the strong partnership between Museum Victoria and Aboriginal communities across Victoria. It has temporary exhibitions and three permanent exhibitions including:

Koori Voices recounts the stories of Aboriginal people in Victoria. It is a celebration of the survival of Aboriginal culture and the ways Aboriginal people have continually sought to maintain autonomous lifestyles, in spite of oppressive policies and welfare regimes.

Belonging to Country explores the complex relationships between Aboriginal people and land and waterways throughout Australia. The spiritual, economic and political connections are explored through a selection of objects from the collections.

Two Laws explores Aboriginal perspectives on knowledge, law and property. Artworks, artefacts and video examine the differences between Indigenous and non-Indigenous laws and perceptions.

Science and Life Gallery

The Science and Life Gallery features exhibitions that explore digital technology, biodiversity, geology and invertebrate biology, and how they have changed our perceptions of the world.

Southern Diversity is a discovery of Australia's unique plants and animals. Familiar and lesser-known groups including kangaroos, cockatoos, sea jellies, ants and sharks are highlighted through six Victorian environments.

The Virtual Room uses experimental imaging technology to enable visitors to see around, above, below and through digital objects and moving images. Programs offered this year were Think Big (on the human brain), The Future of Virtualisation, Australian Polar Dinosaurs, Exploring Mars and Sacred Angkor.

Bugs Alive! features a unique integration of live bug displays with an extensive entomology collection, models, multimedia and staffed demonstrations to create a rich and popular experience for visitors.

The CSIRAC exhibition celebrates an international icon of the digital age. CSIRAC is the world's only surviving, intact, first-generation stored-memory computer and is recognised as a National Engineering Landmark.

A new exhibition with a marine theme is currently being developed and will open in December 2005.

Children's Gallery

Aimed at three to eight year-olds, this gallery consists of an exhibition space and the Tattersall's Children's Garden.

1, 2, 3 Grow illustrates the story of growth through the themes of size, colour and shape. Refurbished in 2005, it uses natural history specimens to encourage children to explore how plants, animals and humans grow.

Forest Gallery

The Forest Gallery is a living example of Victoria's tall temperate forests. The gallery houses thousands of trees and plants, from more than 120 different species, and is also home to approximately 20 different vertebrate species, including snakes, birds, fish and frogs. The gallery's exhibition *Forest Secrets* is designed to convey a range of stories about forest life and how this environment changes over time. As Melbourne Museum's only 100-year exhibition, the Forest Gallery provides the promise of growth and change for generations to come.



Temporary Exhibitions

Top Designs 2004

26 March to 4 July 2004
An annual exhibition featuring outstanding works by media, technology and design students, as a component of the *VCE Season of Excellence*.

Treasures: Museum Victoria Celebrates 150 years

16 May 2004 to 31 March 2005
Some of the most significant objects and specimens from the Museum's collection, displayed in foyers, public spaces and throughout the exhibition galleries as part of Museum Victoria's 150th anniversary.

Outlawed

10 June to 10 October 2004
An exhibition from the National Museum of Australia in Canberra, the exhibition told the true stories and popular legends of bushrangers, rebels and revolutionaries from around the world.

Alessi Tea and Coffee Towers: Digital Dreams, Manufactured Realities

18 June to 8 August 2004
Presented by lab.3000 at RMIT, this touring display featured prototypes of tea and coffee sets designed by 22 innovative and respected architects commissioned by Italian design manufacturer, Alessi.

Design 2004 Exhibition

28 July to 17 October 2004
As the centre-piece of the *State of Design Festival*, this award-based exhibition featured 72 examples of Australian design excellence.

Fringe Furniture

24 September to 10 October 2004
Fresh views and new directions in furniture design, organised by the Melbourne Fringe Festival.

Digital Design Biennale: Imagining the Future

11 November 2004 to 6 February 2005
This exhibition by lab.3000 at RMIT showcased the impact of digital design and examined its use by practitioners to conceive and create new environments.

Dinosaurs from China

19 November 2004 to 17 April 2005
Initially developed by the Australian Museum, Sydney, this exhibition was re-presented with additional Museum Victoria content alongside the large dinosaur skeletons and fossils from the Beijing Natural History Museum and the Zingong Dinosaur Museum. A scientific highlight was the display of feathered dinosaur specimens which had not previously been exhibited in Australia.

The World We Live In: World AIDS Day 2004 art exhibition

24 November to 5 December 2004
The World We Live In was an art exhibition organised by Youth Empowerment Against HIV/AIDS to commemorate World AIDS Day 2004.

Ara Iritija: Protecting the past - accessing the future

20 December 2004 – 28 March 2005
This exhibition describes a project capturing Indigenous memories in a digital age. The project identified, copied and electronically recorded historical materials about the Anangu people, enabling descendants to access this previously unavailable historical information.

Koorlongka

17 February to 22 May 2005
This exhibition presented stories of Indigenous children in Western Australia, from the Museum of Childhood, Edith Cowan University.

Top Designs 2005

4 March to 10 July 2005
This annual exhibition again featured outstanding works by media, technology and design students, as a component of the *VCE Season of Excellence*.

Eureka Moments!

4 June to 21 July 2005
Highlights from 50 years of Australian Science, presented by the Australian Academy of Sciences.

Mummies: Ancient Egypt and the Afterlife

Opened 24 June 2005
Fascinating insights into death rituals and beliefs in Ancient Egypt as told through the story of Keku, a wealthy young woman who died 2,700 years ago. Organised by the Australian Museum, Sydney and the National Museum of Antiquities, Leiden, The Netherlands.

Temporary Exhibitions in Bunjilaka

Diamonds are precious to us too!

2 April 2004 to 2 Aug 2004
An exhibition of sculptures inspired by the material culture of south eastern Australia, by Aboriginal artist Kelly Koumalatsos. The diamond and zig-zag designs are a visual language that directly connects Kelly to her cultural heritage, the Wergaia and Wamba Wamba.

Urbaninity

1 July 2004 to 1 August 2004
A collection of works from 40 Victorian Indigenous artists.

Treasures of Aboriginal Australia

9 July 2004 to 30 January 2005
Treasures from the Museum's collections of Aboriginal artefacts and photographs.

Blud in the Ground – Respect the Dead, Respect the Living!

26 August to 1 December 2004
This exhibition approached controversial subjects relating to respect for the dead and the living through the display of culturally sensitive artwork.

Land and People – Shared Country

10 November 2004 to 31 January 2005
A collection of photographic images and stories by Alister Thorpe Jnr. that reflected the diversity of South East Australian Aboriginal Communities and their connection to the land.

Sky Raising Magpies

Opened 11 February 2005
A very different kind of Holden utility. Developed by a Gunai/Kurnai collaborative team led by Lake Tyres resident artist and teacher Catherine Larkins, the Ute - complete with large wings and tail and a nest basket - uses the magpie as a symbol of territorial boundaries and the strength of family and community relationships in East Gippsland.

Tracks, Traps and Tucker.

An exhibition by Fiona Clarke
16 April to 19 June 2005
A collection of art works and tapestries from Gunditjmarra and Kirrae Whurrong artist, Fiona Clarke.

Twined Together: kunmadj njalehnjalken

Opened 13 May 2005
An exhibition of extraordinary fibre-work of Kunwinjku speaking Aboriginal women from Western Arnhem Land, developed with the Injalak Arts and Crafts Association.

Country Style, Country Youth

Opened 30 June 2005
An exhibition of paintings by Yorta Yorta Mhutti Mhutti artist Craig Charles, highlighting the importance of Indigenous urban and country youth.

Visitor Programs and Special Events

Ongoing Programs

The regular *What's On* at Melbourne Museum comprises daily tours of the Royal Exhibition Building as well as a Museum Highlights tour, weekend activities and presentations. The Museum's lecture program includes staff presentations, as well as lectures co-produced with a range of partners. These partners included: Anthropological and Archaeological Society of Victoria, Australian Geographic, Maths Association of Victoria and National Geographic. A key feature of the annual Calender of Events is the expanded program for school holidays and long weekends – periods that comprise 25% of the year.

Design forums, lectures and workshops

Museum Victoria has developed a range of partnerships to present a national and international program of design events. These partnerships are between Department of Innovation Industry and Regional Development, the City of Melbourne, Swinburne University, RMIT, Monash University and the Design Institute of Australia. Highlights of the program include the Manufacturing Design Forum, the introduction of activities and workshops for families and teenagers, and Regional Design Breakfasts in Geelong and Ballarat.

I Saw a Dinosaur and Tales from the Tomb

Two new presentations were developed to link with the travelling exhibitions *Dinosaurs from China* and *Mummies: Ancient Egypt and the Afterlife*. Written and presented by Museum staff, the shows were a key feature of weekend and school holiday programs.

National Water Week

Water Smart Home programs were presented, including off-site tours to water smart homes and gardens, and a Grey Water Forum in the Age Theatre.

Romp 'n Stomp

Now in its second year, this initiative is aimed at pre-school children and comprises an activity program focused on the development of physical, cognitive and imaginative skills. The event is co-presented with the following partners: Early Learning Management Services, Kindergarten Parents Victoria, Lady Gowrie Child Centre Inc, Multicultural Resource Centre, Playgrouping Victoria and Playworks. The attendance of over 3,000 participants on the day was more than double the standard daily visitation figure for this time of year.

Community Collections

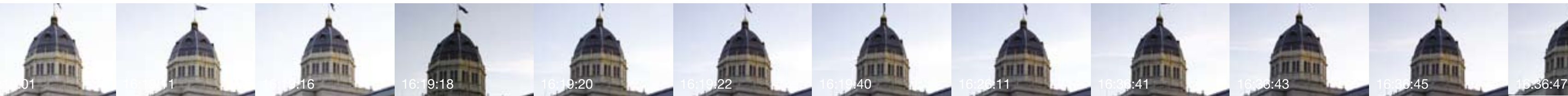
This program was introduced in 2004 to encourage community members to share their collections and passion for collecting. Over 20 community organisations and individuals will participate in the 2005 season.

Education Week Family Activity Day

As part of State Education Week, the Museum hosted a family activity day aimed at students, teachers, their families and related school community members. The day featured free activities, workshops and performances.

IMAX Theatre

The acquisition of the IMAX Theatre in December 2004 has enabled Museum Victoria to enhance the visitor experience within the Melbourne Museum precinct. Traditional documentary style IMAX films continued to be popular with both the general public and education markets, with films titles including; *NASCAR 3D*, *Forces of Nature*, *Aliens of the Deep* and *Wild Safari*. For the first time, Hollywood blockbusters were screened including *The Polar Express* and *ROBOTS*.



ROYAL EXHIBITION BUILDING

Royal Exhibition Building

The Royal Exhibition Building and the Carlton Gardens are a rare intact reminder of the 19th century international exhibitions movement, which showcased the products of the industrial revolution, promoted the wonders of the technological age and fostered a global exchange of products and ideas.

The building and the exhibitions proclaimed to the world that Melbourne was an international city, with the wealth to spend on lavish display. The content of the exhibitions also had a transforming effect as the people of Victoria were exposed to the latest manufactures from all over the globe.

Constructed in 1879–1880, the Royal Exhibition Building was the centrepiece of the International Exhibition of 1880. Since that time, the Royal Exhibition Building has been the site of many great events in Melbourne, including the opening of the first Australian Federal Parliament, the first Australian War Museum, and the Olympic Games.

In July 2004 the Royal Exhibition Building and Carlton Gardens was inscribed on the World Heritage List of UNESCO's *Convention concerning the Protection of the World Cultural and Natural Heritage*. The Royal Exhibition Building has outstanding universal value as the only surviving Great Hall from a significant international exhibition. It symbolises the fundamental purpose of the exhibition movement and retains a high level of authenticity both architecturally and in its continued use as an exhibition venue. The Royal Exhibition Building and Carlton Gardens is the first built site in Australia to be added to the UNESCO World Heritage list.

Today, the commercial business of operating the Royal Exhibition Building as a venue for hire continues to grow with large scale events such as the Melbourne International Flower and Garden Show, the bi-annual Bridal Exhibition, The University of Melbourne exams and the long running Hot Rod Show all staged at the venue. To remain competitive in the exhibitions industry and to enhance the operational capability of the building a number of capital works projects were undertaken in 2005 including the construction of new staff offices, the upgrade of the theatrette and the installation of an additional passenger lift.

Community interest in the Royal Exhibition Building continues to increase with World Heritage status resulting in the revamp of daily tours which are operated by Melbourne Museum staff. With the exception of a small number of events, tours are now able to operate at the same time as commercial events.

Stakeholders including Museum Victoria continue the development of management plans for the World Heritage site which highlight areas of responsibility, desirable projects and possible funding sources.



October Events
Museum Victoria

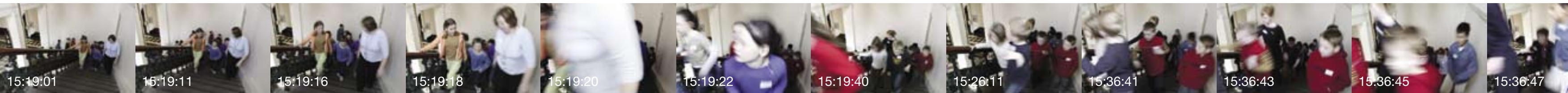
4 October – June 2006
Station Pier: Gateway to a new life
Immigration Museum

13 October
Stories in the Stars:
The Night Sky of the Boorong People
Melbourne Planetarium, Scienceworks

16 – 17 October
Victorian Model Solar Vehicle Challenge
Scienceworks

17 October
Smart Water Home interactive launched
Melbourne Museum

17 October – 23 October
National Water Week
Melbourne Museum



IMMIGRATION MUSEUM

Immigration Museum

The Immigration Museum continued to build on its success in 2004/05, strongly positioning itself as a significant cultural attraction in Victoria. Over 120,000 visitors experienced the Museum this year – the highest rate of visitation since the Museum’s opening in 1998 and an increase in attendances of 20% from last year.

Strategic, market focussed programming of events, coordinated promotion and customer service oriented presentation resulted in an increased public awareness of the museum and an improvement in the Museum’s profile.

The Immigration Museum’s Community Connections program, featuring four community exhibitions and three community festivals, resulted in important collaborations with Victoria’s culturally and linguistically diverse communities and high levels of participation and visitation. The Museum successfully collaborated with the State Ethnic Affairs Commission of the People’s Republic of China and the Australian Multicultural Foundation to present the highly popular exhibition *Chinese Costumes: Garments and accessories of China’s ethnic nationalities*.

Long Term Exhibitions

Four permanent galleries house historical objects and stories that are enhanced by multimedia technology and interactive facilities. The resulting displays offer an engaging experience that brings to life the many dimensions of the immigration journey.

Leaving and Settling

These galleries explore the reasons people leave their home country, what they take with them, how they settle and what obstacles they have to overcome to start a new life in Victoria. Using sound, objects, and still and moving images, these galleries also explore significant historical milestones that are part of Australian immigration history. The Settlements Gallery redevelopment was completed in 2004/05.

The Journey

All immigrants are linked by the common experience of a journey, regardless of their time of arrival. Located in the Long Room of Old Customs House, the Journeys Gallery features a 17-metre replica ship, which represents the long sea journey many migrants endured on their way to Australia. The Journeys Gallery also examines the changes in shipping accommodation – from the cramped steerage-class, square-rigger of the 1840s, to the luxurious, second-class saloon of a 1900’s steamer and the cabin of a 1950’s ocean liner.

Getting In

This gallery looks at the reasons why people are granted or refused entry to Australia. The exhibition features the award winning interactive theatre experience exploring Australia’s immigration policies and processes from the 1800’s to the present day.

Community Gallery

The Community Gallery is an important forum for presenting temporary exhibitions generated by Victoria’s culturally and linguistically diverse community.

Immigration Discovery Centre

The centre provides resources for the study of Australia’s immigration history and the social and cultural development of Australian society. It is also a resource for those researching their own family’s history. The Ecumenical Migration Centre library is housed in the Centre.

Tribute Garden

Located in the Festivals Courtyard, the Tribute Garden records for posterity the names of over 7000 families who have made the journey to Australia.

Temporary Exhibitions

Station Pier: Gateway to a new life

4 October 2004 to June 2008
For hundreds of thousands of Victorians, Station Pier was the gateway to a new life. This exhibition explores why this Melbourne landmark has become such an evocative symbol of Victoria’s immigration.

Chinese Costumes: garments and accessories of China’s nationalities East Wing Gallery

1 December 2004 to 14 March 2005
This exhibition revealed a special understanding of contemporary China showcasing costumes and ornaments from 14 of China’s ethnic nationalities. On show for the first time in Australia, the 58 different costumes displayed exquisite crafting and unique designs.

Speaking with Cloth: Cerita Dalam Kain East Wing Gallery

11 April to 28 August 2005
Speaking with Cloth: Cerita Dalam Kain exhibited a selection from the important Abbott Collection of Indonesian and East Timor textiles, and was toured by the Museum and Art Gallery of the Northern Territory. Through the collection of rare cloths dating from the late 18th to the 20th centuries, and contemporary interviews with Indonesian people, the exhibition explored many of the important issues facing contemporary Indonesian culture.

What Human Rights Means to Young People

4 August 2004 to 29 May 2005
An exhibition of photographs from the Western Young People’s Independent Network of a project which asked what human rights mean to young people from refugee and migrant backgrounds.

SBS Federation Square Art Awards collection: Australian Multiculturalism in the 21st Century

18 December 2004 to 29 May 2005
Eleven artists were commissioned to produce the selection of works on paper, photographs and paintings. The works display the richness, texture and diversity of imagery that embodies the multicultural nature of modern Australian life.

Community Exhibitions

Weaving Lands

2 September to 21 November 2004
Basket making exists as a common craft across many cultures, but in Australia these skills are rarely shared, nor passed onto younger generations. The result of a major community arts project devised by Hume City Council, *Weaving Lands* brought together groups including Maori, Turkish, Vietnamese, Russians, Chinese, Kurdish and Indigenous Australians in the creation of an innovative large-scale basket sculpture, the Galgarrak Yirranboi Tree.

Passage from India

10 December 2004 to 19 February 2005
Developed by Victoria’s Anglo-Indian community, led by the East Indian Club of Melbourne, this exhibition celebrated the presence in Australia of one of India’s smallest ethnic groups.

The Buchenwald Boys

7 March to 22 May 2005
In 1945, the US Army liberated Buchenwald Concentration Camp in Germany, where they discovered around 900 youths, mostly orphans. This exhibition, in celebration of the 60th anniversary of their liberation, focused on those Buchenwald Boys who subsequently migrated to Australia.

30 Years in the Making: Vietnamese in Australia

5 June 2005 to 29 January 2006
Officially launched by Hon Malcolm Fraser former Prime Minister of Australia, this exhibition was developed in collaboration with the Vietnamese Community of Australia (Victoria Chapter) and celebrated 30 years of Vietnamese immigration to Australia.

Visitor Programs and Special Events

Ongoing Programs

The visitor program approach at the Immigration Museum fosters involvement of families, distinct communities and older adults, and reflects the issues and interests of our culturally-diverse society. Special events and community engagement programs attract members of the public who would not normally visit the Museum. The Museum’s regular *What’s On* program includes tours, films and children’s activities.

Kids Fest!

Established three years ago, this event is aimed at introducing families with children less than 10 years of age to the Immigration Museum.

Remembering Station Pier Day

This event in February included talks, tours and entertainment and provided visitors with the opportunity to reminisce about their Station Pier experience with family and friends and others who had made the journey.

Ship Reunions

Held in October 2004 and May 2005, both of these events linked with the *Station Pier* exhibition and included factual presentations on featured ships and an opportunity for audience members to reminisce and share their personal migration stories and family histories.

Aboriginal and Refugee Youth Anti-Racism Education

This project was launched on 18 March as part of Cultural Diversity Week. The partners for this project include: Australians for Native Title and Reconciliation, Western Young People’s Independent Network, Dulin Inc., Indigenous Young Peoples’ Mentoring Service, Cutting Edge Youth Services in Shepparton and Cobram, Eaglehawk Secondary College in Bendigo, Maribyrnong College and Braybrook College from Melbourne, Multicultural Arts Victoria, AMES and the Victorian Multicultural Commission.

Community Cultural Festivals

Three festivals were presented in partnership with specific communities. The aim was to foster ties between the communities and the Immigration Museum.

- The Central American Festival in August provided an opportunity for over 500 members of this small and diverse community to meet with one another.

- The Polish Festival in September attracted in excess of 2,000 people.

- The Vietnamese Festival in June linked with a community exhibition celebrating the 30th Anniversary of Vietnamese Settlement in Victoria and attracted in excess of 1,100 people.

17 October – 23 October
Children’s Week Dance Festival
Melbourne Museum

27 October
Romp ‘n Stomp Children’s Festival
Melbourne Museum

30 October – 2 November
Phar Lap activities
Melbourne Museum

31 October
Ship Reunion: 1947 Troop Ships
Immigration Museum



The Engine Room, Spotswood Pumping Station

SCIENCEWORKS MUSEUM

Scienceworks is a dynamic and interactive science and technology museum incorporating the Melbourne Planetarium, the Victoria University High Voltage Theatre and the Spotswood Sewerage Pumping Station. Through hands-on exhibits, live demonstrations, activities and shows, Scienceworks visitors are encouraged to 'get a grasp of science and technology'.

During the 2004/05 year, Scienceworks had another successful year of above target attendance figures with more than 376,000 visitors. This is an excellent result, considering the Planetarium was closed for five weeks for an equipment upgrade.

Long-term Exhibitions

Main West Gallery House Secrets

The exhibition *House Secrets* looks at the science and technology behind many of the familiar things in our homes.

Main South Gallery Sports Works

This exhibition explores the science and technology of sport through the themes of fitness, movement and skills.

Mezzanine Level Nitty Gritty Super City

This exhibition engages young children in a variety of activities designed to improve their understanding of the world.

Spotswood Sewage Pumping Station Muck Bunker Stormwater Experience

This interactive exhibition looks at the issues surrounding the stormwater system. It focuses on pollution causes and what can be done to improve the quality of the water in the system.

Temporary Exhibitions

Sport: More than Heroes and Legends

24 August 2004 to 30 January 2005
Discovering the triumphs, fashion, science and passion of sport, this exhibition looked at how and why we strive to be faster, better and fitter, and why sport is much more than heroes and legends.

Toys: Science at Play

8 May 2004 to 30 January 2005
Incorporating 40 engaging exhibits, including robots, dolls, pinball, kaleidoscopes and more, *Toys* aimed to help visitors understand the science that makes toys work.

Eaten Alive: World of Predators

16 February 2005 to 10 July 2005
This interactive exhibition explored the behaviours, adaptations and technologies that predators use to catch prey. Giant animatronic predators and a realistic 3D shark cage enhanced the visitor experience of seeing how some of the more interesting predators obtain their food.

Megawatt

12 February to 4 September 2005
This exhibition explores the role of electricity in our everyday lives through 40 interactive displays.

Illusions and Visual Perception

7 March to 24 June 2005
This small exhibition of visual illusions showed visitors how the same principles underpinning the human brain's operation can be manipulated to create visual illusions.

Melbourne Planetarium

The Melbourne Planetarium equipment was upgraded to a full digital sky dome system through a grant from the Ministry for the Arts Asset Management Fund. Due to a short closure, total visitation was less than last year at 114,509, including 41,467 school students and teachers. A new show *The Search for Life: Are we alone* was purchased for the relaunch of the Planetarium.

Victoria University High Voltage Theatre

This facility is now promoted as *The Lightning Room* – the name change assisting visitors to better understand its function. The following shows were offered: *VCE Electricity*, *VCE Electric Power* and *The Electricity, Magnets and Movement Show*. 66,562 people saw a show, 15,910 of who were students and their teachers.

Visitor Activities and Special Events

Ongoing Programs

The regular *What's On* at Scienceworks comprises daily tours of the Pumping Station and Heritage Collection Store, weekend activities, science shows and presentations in the Planetarium and Lightning Room. A key aspect of the annual Calendar of Events is the expanded program for school holidays and long weekends – periods that comprise 25% of the year.

Planetarium Lectures

In partnership with RMIT, the Melbourne Planetarium presented the *Making Sense of Heaven and Earth* lecture by renowned astrophotographer Dr David Malin. Dr Tanya Hill, Astronomy Curator, Museum Victoria, presented the *Searching for Black Holes* lecture, which included a Planetarium show and telescope viewing.

Working Machines

As part of the working machines restoration program, Machines in Action days were conducted at Scienceworks. These events include the operation and display of heritage agricultural machinery, which is part of the Museum Victoria heritage collection. Various working machines were also displayed at local and regional community events.

BASF Kid's Lab

Held every Saturday during August, these chemistry workshops were free for Scienceworks visitors. This unique partnership, in which BASF and Scienceworks' staff have collaborated to develop and present the chemistry workshops, is indicative of a new trend within corporate partnerships and community engagement.

Model Solar Vehicle Challenge

In partnership with Monash University, Scienceworks hosted the state finals of the Model Solar Vehicle Challenge in October 2004. Over 220 vehicles competed and the total attendance for the weekend was 3,235.

Explorer Club

The Explorer Children's Club maintained a regular newsletter of information and activity days.

November Events Museum Victoria

10 November
Grey Water Forum
Melbourne Museum

10 November – 31 January 2005
Land and People – Shared Country
Bunjilaka, Melbourne Museum

11 November – 6 February 2005
Digital Design Biennale: Imagining the Future
Melbourne Museum

19 November – 17 April 2005
Dinosaurs from China
Melbourne Museum

24 November
Stakeholder Dinner and launch of Dinosaurs from China
Melbourne Museum



Main Foyer, Melbourne Museum

MUSEUM VICTORIA TOURING EXHIBITIONS

Destination Australia:

Ports of Immigration
Development of this exhibition, based on the successful *Station Pier: Gateway to a new life* at the Immigration Museum, has commenced. The exhibition will start touring in September 2006.

Toys: Science at Play

Collaboratively developed between Scienceworks and Scitech Discovery Centre, Western Australia, this exhibition visited the Powerhouse Museum between February 2004 and July 2005 and is now installed at Questacon, The National Science and Technology Centre in Canberra for 12 months.

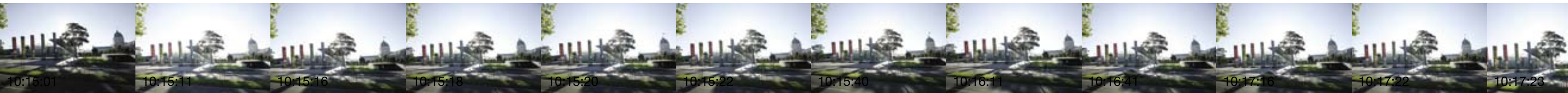
Megawatt

The exhibition completed its New Zealand tour in July 2004 with Te Manawa, Palmerston North as the last venue. It was then displayed at The Workshops Rail Museum in Ipswich from August 2004 to January 2005. It returned to the floor at Scienceworks in January 2005 and will remain on display until September 2005.

Our Place: Indigenous Australia Now

This exhibition was produced in partnership with the Powerhouse Museum in Sydney and shown at the Benaki Museum, Athens as part of the 2004 Athens Olympics Cultural Program. It has also been shown at the National Museum of China, Beijing.





WEBSITE DEVELOPMENT



Online Publishing

The Online Publishing Team develops and manages all Museum Victoria websites, which provide information beyond our venues to a local, national and international audience. A vast array of resources are available via these sites, including corporate, venue, exhibition, collections, research, educational and many 'showcase' projects, all of which continue to grow year by year.

Museum Victoria websites recorded 2.9 million individual user sessions for the year.

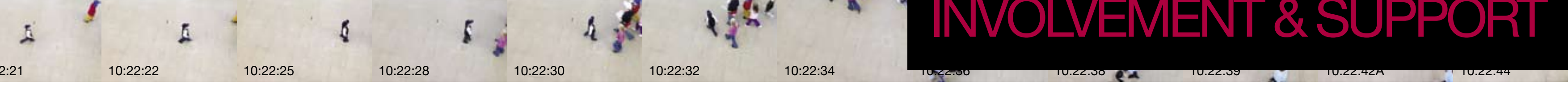
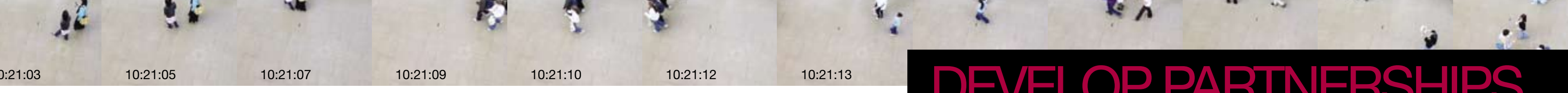
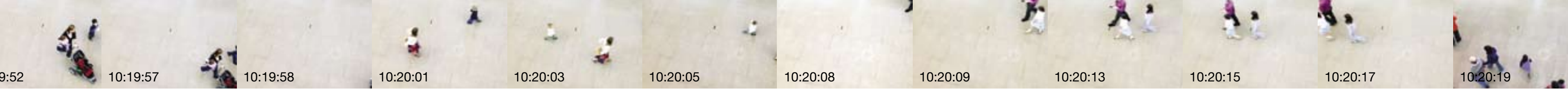
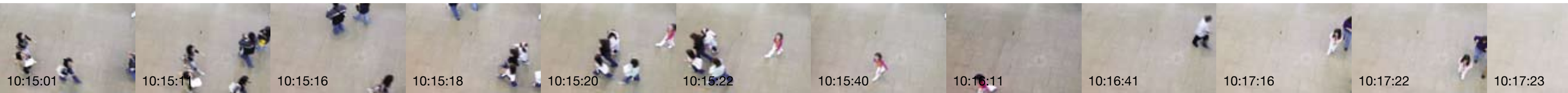
Amongst the year's many projects, key achievements include:

- Development of a large-scale interactive project – *Origins: Immigrant Communities in Victoria*. A database-driven system will deliver content to both the exhibition space via a large touchscreen and a website version in the Immigration Discovery Centre.
- Increased emphasis on the *Hot Topics* publishing system, with 87 new articles added during the year. The streamlined processes have resulted in a 50% increase in publication and 100% increase in visitation.
- Commencement of *What's On* system redevelopment.
- Implemented processes for image copyright tracking on Museum Victoria websites.

Key websites developed and upgraded include:

- *Victorian Railways - Celebrating 150 years of railways in Victoria*. Explores Victoria's rich railway history, drawing from over 1000 historic images from the collections of Museum Victoria and the Public Record Office Victoria. This project was the first to utilise recently developed systems, allowing management of all primary data via Museum Victoria's EMu collection management system. www.museum.vic.gov.au/railways
- The *Fiji's Treasured Culture* website is a collaborative project comprising selected images of objects from Museum Victoria's collection and historical images from the Fiji Museum. This project continues our EMu to website process development. www.museum.vic.gov.au/fiji

- The *Water Smart Home* website provides information, resources and case studies related to this community-based project, which aims to engage, educate and inspire the public on how to reduce, reuse and revalue water in everyday life. www.museum.vic.gov.au/watersmarthome
- The *Museum Victoria Lectures Archive* website was significantly improved and now provides access to background information, images and audio files. www.museum.vic.gov.au/lectures



**DEVELOP PARTNERSHIPS
THAT INCREASE
COMMUNITY
INVOLVEMENT & SUPPORT**



Installation of Dinosaurs from China, Melbourne Museum

PERFORMANCE OVERVIEW

Strategy

Develop partnerships that increase community involvement and support.

Actions and results

- Horizons, a Melbourne Museum Volunteer training, professional development and rewards program was reviewed. The program has been extended and is now available to all Museum Victoria Volunteers.
- Integrated and consistent standards for the recognition of volunteer hours of service across Museum Victoria have been implemented.
- The Museum Victoria Volunteer Recognition Program was launched in May 2005, in conjunction with National Volunteers Week.

Strategy

Develop partnerships that enhance the expertise of our staff and extend the range of our knowledge.

Actions and results

- Museum Victoria continued to collaborate with other Australian museums in the Online Zoological Collections of Australian Museums project, which is a distributed web network that enables Internet access for inquiries regarding natural history database records in all Australian museums.
- Museum Victoria developed the Collection Inventory System support services infrastructure that was successfully implemented and supported at Powerhouse Museum.

Strategy

Develop partnerships that raise our profile both nationally and internationally.

Actions and results

- Museum Victoria expanded its research capacity by undertaking collaborative research projects and relationships with key universities and research institutions. Existing collaborations supported this work including research on the Donald Thomson collection with ANU; research into the gay & lesbian history of Victoria with the University of Melbourne. Additionally, Museum Victoria has taken membership in the Australasian Research Management Society (ARMS).
- Museum Victoria staff attended various international conferences including meetings in the UK, USA, South Africa and Taiwan. Museum Victoria also hosted several international visitors in Australia for the Museums Australia National Conference during May 2005.

Strategy

Develop partnerships that enable us to do things that we could not do on our own.

Actions and results

- Museum Victoria developed new partnerships and maintained existing relationships with funding bodies, including philanthropic foundations and trusts, federal and state government departments and agencies, and international granting organisations.
- Funding was received from the Department of Environment and Heritage for a project to database Australian Landsnails and the Roving Curator Program, the Australian Research Council for research on Agamid Lizards and the Australian Quarantine Inspection Service for the development of the Pests and Diseases Image Library (PaDIL).
- State funding bodies such as Arts Victoria have provided funds for the development of a program celebrating the eight hour working day, and the State Library Victoria for research into the history of gay and lesbian Victoria.

Strategy

Maximise our ability to contribute to the cultural, scientific and economic life of Victoria.

Actions and results

- Funding for research projects was received from the Australian Biological Resources Study; Department of Environment and Heritage; Department of Agriculture, Fisheries and Forestry; and National Heritage Trust.
- Funding was also received from the Wettenhall Foundation for a publication on Nudibranchs, CSIRO for the conservation of a mineral and ore collection, the Australian Shipowners Association for marine pest identification, the Department of Infrastructure for the Railways website, The University of Melbourne for a PhD project on the history of Australian childhood. And The Miegunyah Press for a publication featuring Donald Thomson's photos of the Pintupi.
- Work on the Thomas Ramsay Fellowship is continuing. Four 1854 student scholarships were awarded; two in Natural Sciences, and one each in History & Technology and Indigenous Cultures.

Strategy

Develop partnerships that bring in funds and supplement existing resources.

Actions and results

- Partnerships with Victorian Multicultural Commission and Department of Human Services assisted with Cultural Diversity Week and British Child Migrant project.
- The State of Design Festival 2004 Presentation Awards Dinner was held at Melbourne Museum on 5 August 2004.
- Media partnerships with The Age, Channel 7 and Channel 10 continue to be developed, as do relationships with funding bodies such as the Victorian Multicultural Commission and Visions of Australia.

Strategy

Further our relationship with Indigenous communities.

Actions and results

- Museum Victoria supported Victorian Aboriginal artists and communities through the program of community exhibitions for Bunjilaka delivered as part of the Birrarung Strategy.
- Key relationships developed by Bunjilaka include the Melbourne 2006 Commonwealth Games Cultural Committee and Arts Victoria - facilitating access for Koori artists to collections for the purpose of developing artworks for the opening of the Melbourne 2006 Commonwealth Games. Ongoing cross cultural awareness training was provided to Victoria Police, and the Aboriginal Tourism Marketing Association was provided with support for Aboriginal tourism operators.
- Repatriations have been made to the Barkindji and Ngarrindjeri. Secret Sacred objects have been returned to communities near Alice Springs.

- Extensive consultation has been undertaken with Victorian Aboriginal communities regarding the repatriation of ancestral remains, including negotiations with the Gunditjmarra Native Title Group.
- Negotiations have been undertaken for the repatriation of remains to New Zealand including discussions with representatives of Te Papa, Museum of New Zealand.

December Events Museum Victoria

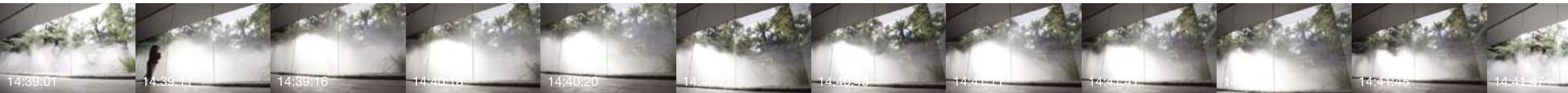
1 December – 14 March 2005
Chinese Costumes:
Garments and Accessories
of China's Nationalities
Immigration Museum

10 December – 19 February 2005
Passage from India
Immigration Museum

18 December – 26 January 2005
Victorian School Holidays
Activities across Museum Victoria

18 December – 29 May 2005
SBS Federation Square Art Awards collection:
Australian Multiculturalism in the 21st Century
Immigration Museum

20 December – 28 March 2005
Ara Iritija: Protecting the past -
accessing the future
Melbourne Museum



PARTNERSHIPS

Forest Gallery, Melbourne Museum

Sponsorship, Patronage and Philanthropy

Museum Victoria is committed to developing long-term corporate and philanthropic partnerships, which greatly contribute towards the ongoing growth of Museum Victoria. Partners include corporate sponsors, philanthropic organisations and individuals, government funding bodies, media and suppliers.

The Museum Victoria Patrons Program is designed for individuals and corporate entities who want to belong to the Museum Victoria community and contribute towards its future. The Program consists of two subscription programs: Museum Victoria Patrons and Museum Victoria Corporate Patrons.

Museum Victoria has established a number of partnership opportunities, including sponsorship of galleries, exhibitions, collections and programs.

The annual event to thank supporters for their contributions in the past year was held in late November in conjunction with the launch of the *Dinosaurs from China* exhibition. Over 250 supporters of Museum Victoria attended the black tie dinner. Guests included sponsors, patrons and Government representatives.

This year saw the launch of a series of lectures aimed at providing an alternative way for our stakeholders to interact with Museum Victoria and to meet other supporters and staff of the Museum. Guest speakers were Sir Neil Cossons, Chair of English Heritage in February and David Anderson, Director of Learning and Interpretation at the Victoria & Albert Museum, London, in May.

Research Grants

Museum Victoria continued to implement aspects of the Research Strategy, which includes a focus on establishing and developing productive relationships with granting organisations, and seeking support from both government and non-government sectors. During 2004/05, research grants and additional funding totalling approximately \$1,891,000 helped to expand our research and related programs and facilitate research outputs. The supplementary funds assisted in undertaking new projects, engage extra staff and develop critical infrastructure that would not otherwise be possible.

The Virtual Room

The Museum is a partner with Swinburne University in a company VROOM CO Pty Ltd, established to promote and sell the Virtual Room technology nationally and internationally.

In December 2004 Museum Victoria, working with RMIT and the Department of Innovation, Industry and Regional Development agreed to develop a touring version of the *Virtual Room* to promote the Victorian automotive industry across the world. A special program was developed for the Virtual Room on the history and current scope and capability of the Victorian automotive industry. First shown at the Melbourne International Motor Show in the *Virtual Room II* then toured to the United States and Japan where it was shown at the Society of Automotive Engineers 100th Anniversary Show in Detroit and then onto the Toyota Museum in Aichi at the site of World Expo 2005.

The touring system then moved to Tokyo where it was shown at the Miraikan Museum of Emerging Science and Innovation in Tokyo Bay for both the automotive industry Trade Mission and the general public. During the ten days it was open to the public 7,600 people visited the *Virtual Room II*. The final installation at the Miraikan Museum culminated in a function held on behalf of VROOM Inc. by the Australian Ambassador to Japan attended by VROOM Inc. staff, a host of cultural and commercial organisations from the Japanese cultural sector, and the Director of Miraikan, Dr Mohri.

New content developed for the Virtual Room during 2004 included, *Victoria goes EXPO* a 3D film showcasing the Australian Pavilion at World Expo 2005 in Aichi, Japan; *Avatars at the Flying Palace: Stereographic panoramas of Angkor Wat Cambodia* and *Notions of the Deep* a program exploring mans fascination and fear of the deep sea.

Since opening in December 2003 over 300,000 people have experienced the wonder of the *Virtual Room* at Melbourne Museum.





VOLUNTEERS

Melbourne Museum



Museum Victoria's Volunteers Program provides an avenue for the Victorian community to support and actively participate in the operation of Museum Victoria.

The Program is accessible to people with a variety of skills, experience and knowledge, and the work undertaken by volunteers enhances and augments the visitor experience and care of collections for all of Museum Victoria's venues. The Horizons Program, the rewards and life long learning program for volunteers, was reviewed and redeveloped in 2004 and is now available to all volunteers.

As part of National Volunteers Week, the Museum launched its Volunteer Recognition Program, which acknowledges the individual hourly contributions of volunteers when they reach significant milestones.

In 2004/05 a total of 625 Museum Victoria Volunteers contributed 42,317 hours from an active and stable pool of 460 volunteers. The program has 51 volunteers who speak 28 different languages other than English.

Melbourne Museum

A total of 287 volunteers contributed a total of 11,693 hours at Melbourne Museum, providing assistance in a range of areas and activities. Apart from regular roles such as tour guiding, explaining, activities and hosting school groups, volunteers made significant contributions to a number of special exhibitions and events including: *Dinosaurs From China*, *Romp and Stomp* and the *International Flower & Garden Show*.

Scienceworks

At Scienceworks 17,452 hours were contributed by 156 volunteers. Apart from regular programs, volunteers made significant contributions to a number of special events including: *Machines in Action Days* and *Model Solar Vehicle Challenge*. Volunteers also assisted with engineering & restoration projects and after-hours programs such as *Sleepovers* and *Cruise the Constellations*.

Immigration Museum

A pool of regular volunteers now assists with the weekday operation of the Immigration Discovery Centre. The Immigration Museum also draws on volunteers from both the Scienceworks and Melbourne Museum volunteer pools to assist with Cultural Festivals. In total, 890 hours were contributed by a total of 37 volunteers. In addition to MV volunteers, over 215 community members involved in community exhibitions and festivals volunteered their time to coordinate and present these activities.

Behind the Scenes

In addition to regular front-of-house roles, volunteers are involved behind the scenes, assisting with research related to the Marine, Palaeontology, Telecommunications and HV McVay collections. Volunteers also assisted with the Thomas Ramsey Fellowship 2004, which focussed on one of the Museum's earliest publications, *The Prodromus of the Zoology of Victoria*, commissioned by Professor Frederick McCoy. In total, 12,282 hours were contributed by 145 volunteers.

Vocational Education

A new initiative within Museum Victoria is the introduction of an integrated Year 10 Work Experience Placement Program, which exposes students to the range of skills and expertise involved in operating the Museum. In 2005 over 50 placements will be offered.



MUSEUM VICTORIA SUPPORTERS

Museum Victoria undertakes various corporate and philanthropic partnerships. These partnerships greatly contribute towards the ongoing growth of Museum Victoria.

Gold Partners

- The Age
- Channel Seven Melbourne
- Commonwealth Bank
- Melbourne Water
- The Sidney Myer Fund
- Tattersall's
- The Grollo Family
- Western Region Waste Management Group

Silver Partners

- Ansell Limited
- Bristol-Myers Squibb
- Cadbury Schweppes
- GlaxoSmithKline
- The Ian Potter Foundation
- The Helen MacPherson Smith Trust
- The Menzies Foundation
- Nestle Peters Ice Cream
- Network Ten
- Telstra
- Tooheys New
- Victoria University

Bronze Partners

- 774 ABC
- Agility
- Amersham Biosciences
- The Jack Brockhoff Foundation
- Catholic Education Office
- The Danks Trust
- The Myer Foundation
- Peter Rowland Catering
- Sofitel Melbourne
- Dame Elisabeth Murdoch AC DBE
- Mr Baillieu and Mrs Sarah Myer
- The Onbass Foundation
- Rugs Carpets By Design

Supporting Partners

- ACI
- AGL
- BP Oil Australia Limited
- Esso Australia Pty Ltd
- Mobil Oil Australia Pty Ltd
- The Harold Mitchell Foundation
- JC Decaux
- Melbourne Port Corporation
- Mr Richard and Mrs Catherine Price
- The Russell and Mab Grimwade
- Miegunyah Fund Committee of the University of Melbourne
- SPI Powernet
- TXU

Public Partners

- Arts Victoria
- Australia Council for the Arts
- Australian Research Council
- City of Melbourne
- Commonwealth Government through the National Cultural Heritage Account
- Community Support Fund
- Department of Communication
- Information Technology and the Arts
- Department of Education, Employment and Training
- Department of Innovation, Industry and Regional Development
- Department of Victorian Communities
- Environment Protection Authority
- Heritage Victoria
- State Government of Victoria
- University of Melbourne
- Victoria Police

Cultural Partners

- The Boite World Music
- The Melbourne Early Music Festival
- Melbourne International Arts Festival

Museum Victoria Patrons

Museum Victoria Corporate Patrons Foundation Gold Patrons

- Denton Corker Marshall
- Distinguished Vineyards
- Langdon Ingredients
- Interprint Digital
- Millmaine Entertainment
- Mitchell & Partners
- Peter Rowland Catering

Gold Patrons

- Arts Events Management Australasia

Silver Patrons

- Baci
- Freehills
- Haycom Staging Pty Ltd
- Kevin O'Neill Florist
- KPMG
- Melbourne Magazine

Bronze Patrons

- The Sarah & Baillieu Myer Family Foundation

Museum Victoria Patrons

- Anonymous (2)
- Mr Peter and Mrs Marlyn Bancroft
- Mr Anthony Berger and Ms Marita Quinn
- Mr John and Mrs Janet Calvert-Jones
- Ms Joyce Flowers
- Mr Geoff Handbury
- Ms Margaret Heffernan
- Mrs Tina McMeckan
- Dame Elisabeth Murdoch AC DBE
- Ms Patricia Quinn
- Mr Ralph and Mrs Ruth Renard
- Ms Rosiland Russell
- Ms Julie Skewes
- Ms Ricci Swart
- Mr Ralph and Mrs Barbara Ward-Ambler
- Mrs Lyn Williams AM

Museum Victoria Ambassadors

- Ms Sally Browne
- Ms Ita Buttrose AO
- Mrs Margot Capp
- Mr Ray D'Cruz
- Ms Helen Gee
- Mr George Kypraious
- Mr Cesare Leonardi
- Mr Peter McMullin
- Mr Ken Mahlab
- Mr Richard Price
- Ms Maria Prendergast
- Mr Jack Scanlan
- Ms Lousje Skala
- Mrs Doreen Stockdale
- Mr Robert Wallace
- Mr Simon Westcott

Research Supporters

Museum Victoria undertakes an extensive research program with generous support from various funding organisations:

- Arts Victoria
- The Australia Council
- Australian Academy of Sciences
- Australian Antarctic Division
- Australian Biological Resources Study
- The Australian Centre, University of Melbourne
- The Australian National University
- Australian Research Council
- Australian Workers Union
- Cambridge Integrated Services Victoria
- Community and Public Sector Union
- CSIRO
- Department of Agriculture, Fisheries and Forestry
- Department of Communication, Information Technology and the Arts
- Department of the Environment and Heritage
- Department of Infrastructure
- Earthtech
- Field Museum of Natural History, Chicago, USA
- Freshwater Ecology Cooperative Research Centre
- Global Biodiversity Information Facility, Denmark
- Heritage Victoria
- The Hermon Slade Foundation

- The Ian Potter Foundation
- Industrial Relations Victoria
- James Cook University
- Members Equity Bank• The Miegunyah Press
- The Myer Foundation
- National Oceans Office
- Natural Heritage Trust
- The Norman Wettenhall Foundation
- Plant Health Australia
- Port Phillip and Westernport Regional Catchment Management Authority
- Rainforest Cooperative Research Centre
- Robert Salzer Foundation
- Royal Melbourne Institute of Technology
- Smart Water Fund
- State Library of Victoria
- The University of Melbourne
- Victorian Folklife Association
- Public Fund
- Victorian Trades and Literary Institute

Honorary Appointments

Honorary Life Fellows

Granted to those individuals of high academic distinction or public standing, considered to have made a significant contribution to the intellectual standing or other significant development of Museum Victoria.

- Prof. Margaret Cameron AM
- Prof. John Coghlan AO
- Mr Graham Cunningham
- Mrs Amanda Derham
- Mr Bob Edwards AO
- Mr Jack Ellis
- Ms Phyllis Fry
- Ms Jill Gallagher
- Prof. Jennifer Graves
- Prof. Rod Home
- Mr Steve Howard
- Mr John Kendall AM
- Dr Phillip Law AC AO CBE
- Prof. Daryl Le Grew
- Ms Jenny Love
- Ms Tina McMeckan
- Dr Ray Marginson AM
- Dr Angus Martin
- Mr Graham Morris
- Mr Phillip Morrison
- Prof. John Mulvaney AO
- Mrs Sarah Myer
- Prof. David Penington AC



Installation of *Dinosaurs from China*,
Melbourne Museum

Prof. Marian Quartly
Mrs Caroline Searby
Mr Richard Searby
Mr Ian Sinclair
The Hon. Haddon Storey QC
Prof. John Swan
Prof. James Warren
Ms Deanne Weir
Dr Barry Wilson
Mr Garry Woodard

Honorary Associates

Granted to those individuals who can be called upon to provide specialist professional advice and assistance to the Board, management or staff on an honorary basis.

History and Technology

Major Royston (Bill) Billett
Dr Andrew Brown-May
Mr Maxwell Burnet
Mr Eddie Butler-Bowdon
Prof. Kate Darian-Smith
Dr Gwenda Davey AM
Prof. Graeme Davison
Dr June Factor
Dr Geoffrey Holden
Mr Euan McGillivray
Mr Ken Porter
Mr Gary Presland
Prof. Peter Thorne
Dr Denise Whitehouse

Indigenous Cultures

Mr Anthony Birch
Dr David Dorward
Mr Mark Dugay-Grist
Dr Louise Hamby
Dr Colin Hope
Prof. Marcia Langton
Dr John Morton
Dr Gaye Sculthorpe

Curators Emeritus

Granted to those curators who retire after having given distinguished service to the Museum for a minimum of 10 years, and have made a distinguished contribution in an appropriate curatorial or research field.

Mrs J. Hope Black
Mr John Coventry
Dr Thomas Darragh
Ms Joan Dixon
Dr Chung-Cheng Lu
Dr Arturs Neboiss
Mr John Sharples
Dr Brian Smith

Sciences

Prof. Neil Archbold
Mr Ken Bell
Mr Philip Bock
Ms Suzanne Boyd
Mr Robert Burn
Dr Leslie Christidis
Dr Patricia Cook
Dr Lawrence Cookson
Dr John Douglas
Dr Andrew Drinnan
Dr Ross Field
Dr Dean Hewish
Dr Julian Hollis
Dr Jean Just
Mr Rudie Kuitert
Assoc. Prof. Murray Littlejohn
Mr William Loads
Prof. John Lovering
Mr Charles McCubbin
Mr John Neil
Dr Gareth Nelson
Dr Tim New
Mr Ken Norris
P. Mark O'Loughlin
Dr Robert Paddle
Dr Joyce Richardson
Dr Richard Schodde
Dr Bronwen Scott
Mr David Staples
Assoc. Prof. Roy Swain
Prof. John Talent
Ms Elizabeth Thompson
Prof. Patricia Vickers-Rich
Mr Robert Warneke
Dr Jeanette Watson
Mr H. Eric Wilkinson
Dr Alan Yen

Museology: IT and Multimedia

Prof. Gregory Egan
Dr Gregor Kennedy

Research Associates

Granted to scholars who undertake research work at Museum Victoria for a finite period, and who require some official status in the building and some degree of administrative support.

History and Technology

Ms Debbie Anderson
Dr Sara Wills

Indigenous Cultures

Ms Penelope Edmonds

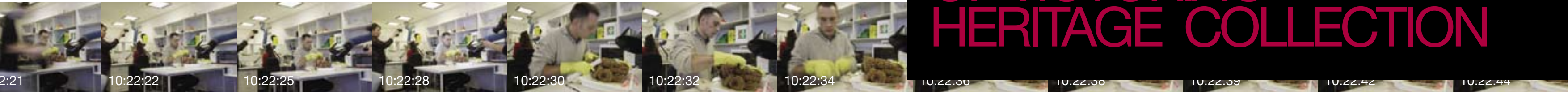
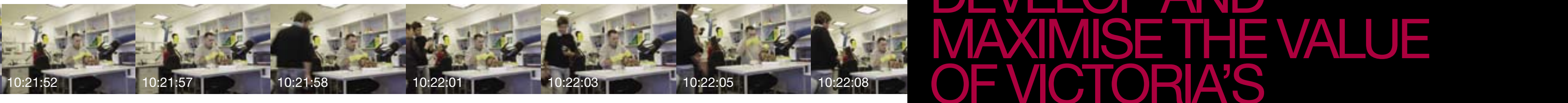
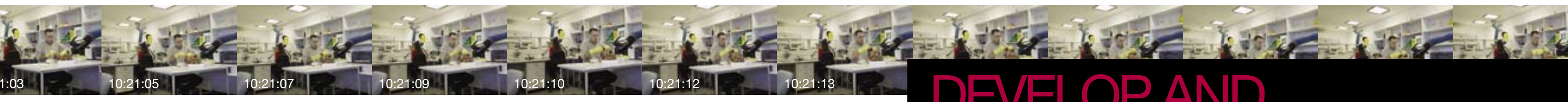
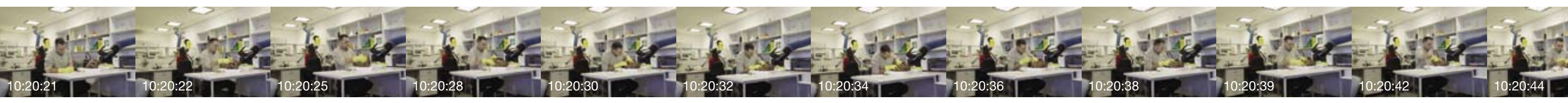
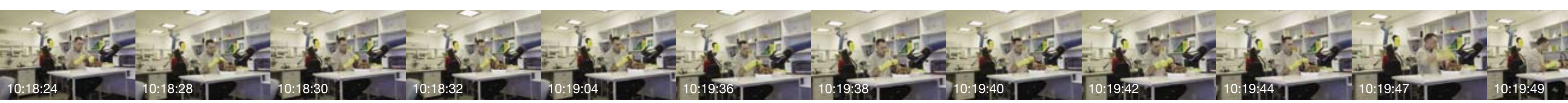
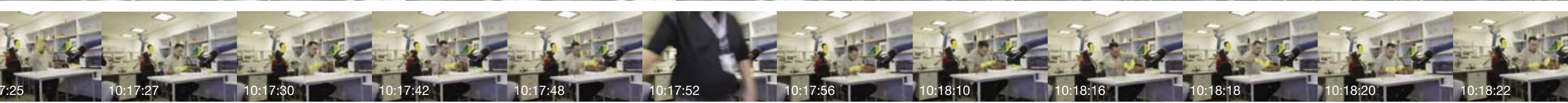
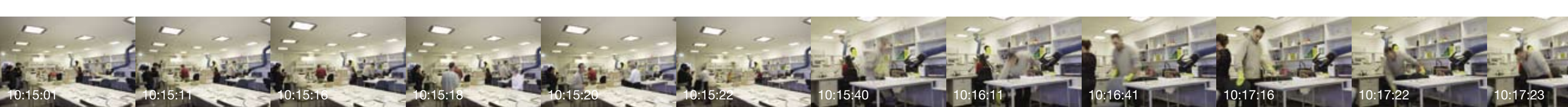
Sciences

Dr Melanie Archer
Dr Christopher Burridge
Mr Mark Dupal
Dr Bryan Fry
Dr Francis Crome
Mr David Pickering
Ms Rhyllis Plant
Dr Beverley van Praagh
Ms Wendy Roberts
Dr Martin Tymms
Assoc. Prof. Michael Westerman

Scienceworks (VUHVT)

Mr Edward Bondarenko
Ms Sandra Charles
Prof. Akhtar Kalam





**DEVELOP AND
MAXIMISE THE VALUE
OF VICTORIA'S
HERITAGE COLLECTION**



Conservation laboratory, Melbourne Museum

PERFORMANCE OVERVIEW

Strategy

Continue to develop and strengthen the collections amassed over 150 years.

Actions and results

The Museum Victoria Research Strategy and Action Plan (2001-2004) was implemented, and a new Research Strategy (2005-2010) was developed to provide a new focus for the future.

The Museum continued to develop collections through a program of research, acquisitions and donations. Significant acquisitions made over the last financial year include: two rare marine mammals from the Southern Ocean, Victorian Railways memorabilia, and Lionel Rose's boxing gloves, with assistance from the Collection Acquisitions Fund.

During the year, Museum Victoria repatriated Aboriginal ancestral remains from the State Collection and the University of Melbourne Collection to the Ngarrindjerri community.

Strategy

Provide appropriate storage conditions to ensure the long-term survival of the collections.

Actions and results

Museum Victoria initiated a new Collection Strategy and Action Plan (2004-2014), with major achievements in database management, electronic location and audit management, and registration of the State Collections during the year.

Collections were managed in line with legislative requirements, including the implementation of a risk-management program.

New Collection Recovery Plans were developed for all museums that house collections, to ensure a timely and effective response to managing any collection disasters.

Funding received from several external bodies including: Australian Biological Resources Study; Natural History Trust – Department of the Environment and Heritage; Department of Agriculture, Fisheries and Forestry; CSIRO; and the Global Biodiversity Information Facility.

Strategy

Provide enhanced public access through a purpose-built storage facility.

Actions and results

A review of Museum Victoria's long-term collection storage requirements was completed, which led to development of the Treasure House project – an Integrated Arts Agencies Storage Facility at Spotswood.

Tours of the Scienceworks collection store and Pumping Station continued on a daily basis. Special interest group tours of the collection stores at Melbourne Museum were also undertaken.

Strategy

Enhance our knowledge-base through research, publication and collection database development.

Actions and results

Museum Victoria implemented the Research Strategy in the main areas of Sciences, History and Technology, and Indigenous Cultures.

The Museum produced 104 books, referred journal articles, reports and other publications.

Projects to enhance the documentation associated with the Museum's collections of arms, trade tokens, and domestic technology were undertaken.

In accordance with the 2004/05 implementation schedule, 14 databases were transferred from old electronic systems into EMu, Museum Victoria's collection database.

Strategy

Expand the information available on the internet.

Actions and results

Museum Victoria developed two new research and collection-related websites including: *Victorian Railways: Celebrating 150 Years of Railways in Victoria*, and *Fiji's Treasured Culture: Highlighting the Collections of Museum Victoria and the Fiji Museum*.

The Museum participated in the development of the Pest and Diseases Image Library, an online resource for identifying a range of pests and diseases that pose a potential plant health threat to Australia.

The key infrastructure for a Web/EMu publishing system was completed to support integrated online searching of collections, data updates and further development of collection-based Web projects.

An additional 4% of the collection, representing about 100,000 items, was electronically registered.

Strategy

Work with kindred organisations throughout Victoria to help raise standards of collection care.

Actions and results

A detailed Business Case was completed for the Treasure House at Spotswood, involving an agency-wide approach from Museum Victoria, National Gallery of Victoria, ACMI and Victorian Arts Centre Trust.

Museum Victoria's Roving Curator continued to support Indigenous communities in the preservation, protection and management of their cultural heritage.

Museum Victoria staff gave professional advice on the collection management systems EMu and MvCIS at a stakeholders meeting held in Sydney.



Thomas Ramsay Fellow, John Kean

RESEARCH

Museum Victoria is responsible for maintaining a collection of more than 16 million items.

The collection is developed through research and acquisition, and accessed by scholars and communities. Information on Museum Victoria's collection and research focus, including details of current research programs and projects, is available on Museum Victoria's website (www.museum.vic.gov.au).

Museum Victoria's research program is guided by a Research Strategy that was approved by the Museums Board of Victoria in September 2001. The organisation is currently reviewing the Research Strategy, to encompass a vision for Museum Victoria research for the next five years (2005-2010) and this is expected to be in place by late 2005.

Research projects were undertaken in the fields of Sciences, Indigenous Cultures, and History and Technology, in accordance with the Research Strategy Action Plan.

Research

- In 2004/05, Museum Victoria researchers received funding support from a variety of sources including: the Australian Research Council (ARC); Australian Biological Resources Study; Natural Heritage Trust – Department of the Environment and Heritage; Department of Agriculture, Fisheries and Forestry; Smart Water Fund; University of Melbourne; The Myer Foundation; The Norman Wettenhall Foundation; and the Global Biodiversity Information Facility.
- Museum Victoria received additional funding from the Smart Water Fund for the development of a water-activated interactive display at Melbourne Museum, a website, and ongoing series of public programs. This project encourages innovation in water saving and recycling, and has involved a wide range of community, government, and industry stakeholders.
- In another collaborative project, Museum Victoria curators worked with Fiji Museum staff to complete the website, *Fiji's Treasured Culture: Highlighting the Collections of Museum Victoria and the Fiji Museum*. Officially launched in Suva in May 2005, the website focuses on Fijian artefacts and their traditional uses, and provides insight into ancient Pacific cultures and Fiji's fascinating past: www.museum.vic.gov.au/fiji

- The remarkable discovery of a primitive fossil mammal jaw with remnant ear-bone attachments by Dr Thomas Rich (Senior Curator, Vertebrate Palaeontology) and colleagues was published in the prestigious international journal, *Science*, in March 2005. An ARC Discovery Grant was awarded to Dr John Long (Head of Sciences), and a co-investigator from the Australian National University, to collect and study remarkable three-dimensionally preserved fish fossils from sites around Australia. This project is being undertaken to gain new insights into the evolutionary transition from fishes to land animals.

Graduate and Postgraduate Student Supervision

- Six Honours, nine Masters and 24 PhD students were supervised by Museum Victoria staff.
- Museum Victoria awarded four 1854 Student Scholarships in the 2005 round, to encourage the involvement of graduate and postgraduate students in research on the Museum's collections. The scholarship scheme was established as part of Museum Victoria's 150th Anniversary program.

Publications

- Museum Victoria continued to implement the Publications Strategy. This includes a program for publishing monographs and collections of articles on areas of research - particularly those subjects outlined in the Museum Victoria Research Strategy, along with non-specialist publications.
- The *Memoirs of Museum Victoria* Volume 61(1-2) was produced, featuring a series of scientific papers on marine, freshwater and terrestrial animals.
- 104 papers, reports, books and theses were produced, and 149 lectures and talks were presented.

HISTORY AND TECHNOLOGY

Through the History and Technology Department, Museum Victoria conducts research and develops collections that document Victoria's history in a national and international context, with the objective of facilitating the community's understanding of the past, and engagement with issues affecting our future.

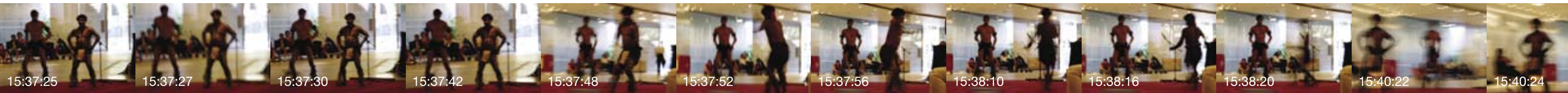
Highlights

- Curators undertook a wide range of research projects - many of these are expected to lead to publication and exhibition. They include: Sustainable Water Practices; Women in Agriculture; Women and Cycling in the Late 19th and Early 20th centuries; Lives of Women in Melbourne's "Little Lon"; Glory Boxes of Immigrant Women; Immigrant Ships; War and Public Memory; History of Telegraphy; Development of Television in Australia; History of Computing in Victoria; the Royal Exhibition Building; and the Melbourne Observatory.
- The Australian Children's Folklore Collection held by Museum Victoria was one of nine collections and artifacts from Australian collecting institutions accepted for inclusion on the UNESCO Australian Memory of the World Program.

- Museum Victoria has coordinated strategic partnerships with cultural, educational and community organisations, to commemorate the 150th Anniversary of the Eight-Hour Day in 2006. The program will include exhibitions, conferences, public lectures, educational programs, community events, publications and a website. Project partners include the Victorian Trades Hall Council, Melbourne Workers Theatre, RMIT University, University of Melbourne, State Library of Victoria, Australian Centre for the Moving Image, Australian Society for the Study of Labor History, City of Melbourne and Parliament of Victoria.
- Museum Victoria, State Library of Victoria and the Australian Lesbian and Gay Archive have established a joint initiative to undertake a survey of lesbian, gay, bisexual and transgender collections in Victoria. The survey will identify gaps in public collections, locate and recognise significant private collections, and map out future collecting strategies. The survey is being undertaken in collaboration with the lesbian and gay community, and was launched during the Midsumma Festival.

- Three projects were undertaken to improve the catalogue data and images for significant collections including: the extensive collection of Australian 19th century halfpenny and penny trade tokens; domestic technology collection; and arms collection (with assistance from the Firearms Registry Branch of Victoria Police). These projects will enable the development of online access to collection data and images of entire sub-collections.
- Curators continued to provide extensive assistance to the Moveable Cultural Heritage Unit of the Department of Environment and Heritage with the assessment of requests for the export of significant cultural artifacts.
- Museum Victoria is collaborating with Professor Mark Burry of RMIT University on an ARC project to test different ways of undertaking architectural design, in particular, the impact of digital technologies on design practice. A key component of the project will be the hosting of seminars and annual displays at Melbourne Museum, with funding from the Australian Research Council. These displays will provide an industry and public showcase on cutting-edge design systems and practices.

- Significant acquisitions included archaeological material from the central city Casselden Place dig (2001-2002). With a focus on the Little Lonsdale street neighbourhood, this is the most extensive collection of material on 19th century Melbourne. Scouts Australia donated a sledge used by Arch Hoadley on the Australasian Antarctic Expedition (1911-1914), led by Douglas Mawson. An armoured commercial van, ordered by the Commonwealth Bank in 1936 and assigned to the Note Printing Branch in Fitzroy for armed escort duties of gold bullion and banknotes, was transferred by the South Australia Museum. Museum Victoria acquired a collection of 34 electric appliances, business records, photos and trade literature associated with Hecla Electrics. Established in 1918, this company was one of Australia's leading manufacturers and suppliers of electric heating appliances. With the generous assistance of Thomas and Barbara Yates, important Victorian Railways artifacts and memorabilia have been acquired at several auctions throughout the year.



Bunjilaka, Melbourne Museum

INDIGENOUS CULTURES

Museum Victoria works with Indigenous communities in Australia and the South Pacific to improve our understanding of Indigenous people and their cultures.

Highlights

- The touring program for the exhibition *Our Place: Indigenous Australia now* was completed, with exhibitions at the Benaki Museum in Athens and the National Museum of China in Beijing. Indigenous Cultures staff also contributed to the exhibitions *Treasures of Aboriginal Australia* and *Twined Together: Kunmadj njalehnjaleken*, both in Bunjilaka at Melbourne Museum. Other exhibitions in development include *Colliding Worlds: Art and Life of the Pintupi People of Central Australia*, in conjunction with National Aboriginal Cultural Institute, Tandanya.

- Further fieldwork was undertaken on the ARC Linkage Grant project Anthropological and Aboriginal perspectives on the Donald Thomson Collection: material culture, collecting and identity. Preliminary fieldwork was also carried out in support of two future projects regarding the Cape York Peninsula component of the Donald Thomson Collection, and the Baldwin Spencer Collection. Local research was carried out on the Officer Collection (from the Solomon Islands) in Melbourne.

- During 2004/05, the Roving Curator Program delivered two photographic conservation workshops and two material culture workshops to Aboriginal community groups in regional Victoria. In conjunction with Bunjilaka, the program also delivered three days of workshops at Melbourne Museum involving traditional Aboriginal fibrework, possum skin etching, printmaking, traditional jewellery making, string games and feather flower manufacture, all in support of the opening of *Twined Together: Kunmadj njalehnjaleken*. The Roving Curator program also engaged in further discussions with the Public Records Office Victoria and the National Archives of Australia regarding the delivery of six Aboriginal community archive workshops, planned for the period August to December 2005.

- The Museum co-published the book *A Record in Stone: the Study of Australia's Flaked Stone Artefacts*, which was launched in August 2004. Staff also contributed two chapters to the book *Donald Thomson: Man and Scholar*, which was launched in May 2005. Work on a reprint of *The Aboriginal Photographs of Baldwin Spencer* is nearly complete, with an expected publication date in September 2005. Preparations are underway for a new publication of Donald Thomson's photographs of his trips to Central Australia in the 1950s and 1960s.

- Major acquisitions during the year included the boxing gloves worn by Lionel Rose during the first defence of his world title in 1968, and an original painting by Kirrae wurrong artist Vicki Couzens, celebrating the repatriation of ancestral remains to her country.

- There continues to be a very high demand for external access to the collections and for copies of photographs. Scanning and registration of 3,500 images in the Donald Thomson Pintupi Collection was completed. Further work was also completed on Thomson's map collection, and significant progress towards a full data enhancement of the manuscript collection was achieved.

- New loans from the Indigenous Cultures collection were processed at the request of the de Young Museum, San Francisco, USA, as well as locally. Long-term loans continued with the Warradjan Cultural Centre in Kakadu, Menmyny Community Museum in Yarrabah, Bairnsdale Keeping Place, and Nyinkka Nyunyu Cultural Centre in Tennant Creek.

Repatriation

With continued funding assistance from the Commonwealth Department of Communication, Information Technology and the Arts (DoCITA), Museum Victoria repatriated Aboriginal ancestral remains from the State Collection and from the University of Melbourne's Berry Collection to representatives of the Ngarrindjerri Aboriginal community in South Australia in August 2004. Further archival research relating to ancestral remains in the State, Berry and Freemasons collections was conducted in support of the repatriation effort. A formal strategy for the repatriation of provenanced Victorian ancestral remains was endorsed by the Aboriginal Cultural Heritage Advisory Committee and approved by the Museums Board of Victoria in June 2005.

Supported by agreements negotiated with the Strehlow Research Centre in Alice Springs, Museum Victoria repatriated over 90 secret sacred objects to a number of Central Australian Aboriginal communities in August 2004.

Negotiations for the return of ancestral remains and secret-sacred objects are currently underway with communities from Blue Mud Bay and the East Alligator River regions in the Northern Territory, and from Wathaurong, Gunditjmarra, Yorta Yorta and Gunai/Kurnai communities in Victoria.



SCIENCES

Museum Victoria aims to promote an understanding of the natural sciences, the human mind and body, and science communication.

Highlights

- Staff were involved in major publications of both academic research and books for the general public. The landmark book by Dr Gary Poore (Senior Curator, Marine Biology) on *Marine Decapod Crustacea of Southern Australia* (CSIRO Publishing) was launched in September 2004.
- Marine biology curators, along with five research assistants and two PhD students, are conducting an extensive faunal survey of the coastline of Victoria, with funding from the Natural Heritage Trust. The results of this study will be used as a basis for understanding the current biodiversity of intertidal reefs, and for monitoring the ecological health of our marine habitats.

- Sciences staff and honorary associates have teamed up to solicit community input from volunteer amateur underwater photographers to help illustrate and understand the biodiversity and habitat preferences of marine nudibranchs and flatworms in Victorian waters, and to make this information available as a photographic atlas on the internet: http://researchdata.museum.vic.gov.au/marine/nudi_home.htm.
- A major collaboration was established between scientists from the Museum Victoria's Population and Evolutionary Genetics Unit and the University of Melbourne's Australian Venom Research Unit to investigate the origin of venomous function in snakes, lizards and fish.
- Staff undertook fieldwork related to their research programs at various Australian and overseas locations, including work in the Northern Territory to collect agamid lizards (funded by the ARC); a survey in Madagascar to collect native bees (funded by the National Geographic Society); and sampling of volcanic minerals and rocks in the Auvergne district, France.

- Mineralogy and petrology staff reached an agreement with CSIRO Minerals in Sydney for the transfer of a significant economic mineral and ore collection to Museum Victoria.
- Other major acquisitions for the Sciences collection included: a Risso Dolphin (Museum Victoria's first complete skeleton) donated by the Department of Sustainability and Environment; a Cuvier's Beaked Whale donated by Parks Victoria; and the acquisition a large silver specimen from Western Australia, plus two important Australian meteorites (Hamilton and Broken Hill) under the auspices of the Cultural Gifts Program.
- Sciences staff provided content and played leading roles in the development of a new marine gallery that will open at Melbourne Museum in late 2005, the refurbishment of the *Sportsworlds* and *Nitty Gritty Super City* exhibitions at Scienceworks, and provided information and supporting program events for the *Dinosaurs from China* touring exhibition.

COLLECTION MANAGEMENT AND CONSERVATION

Milarrri Garden, Bunjilaka, Melbourne Museum

Collection Management

The Museum played a key role in Arts Agencies' reviews of Collections and Collection Storage needs. As a result of the Collection Storage review, the Museum led the case to government for the development of the Treasure House Project - an Integrated Arts Agencies Storage strategy to open the collections to the public and to address the long-term collection storage needs of the Arts Agencies. Subsequently, the Victorian Government agreed to purchase a site in Spotswood, located immediately adjacent to Scienceworks that will be used to develop the Treasure House and to extend the car-parking capacity for Scienceworks. The Museum will continue to lead the Treasure House developments over the forthcoming year, including the development of a Business Case for government and a design brief.

Museum Victoria made other significant achievements in managing the State collections and meeting or exceeding targets in several major projects outlined in the 2004-2014 Collection Strategy and Collection Action Plan. The Collection Registration Project was initiated, resulting in the additional electronic registration of some 100,000 collection items. These figures are equivalent to an additional 4% of the State collections (when counted in Collection Management Units), and represent an exponential leap on previous years.

Collection Information Systems

Museum Victoria had a four-year plan to transfer all its collection databases into a single system (EMu) and the past year was the EMu implementation project's final. All collection disciplines now use EMu proprietary software to manage the collection electronically. Fourteen key associated databases will be transferred in 2005/06.

The application of the Collection Inventory System exceeded its 2004/05 targets of 15,000 History and Technology collection items and the corresponding creation of 22,000 records.

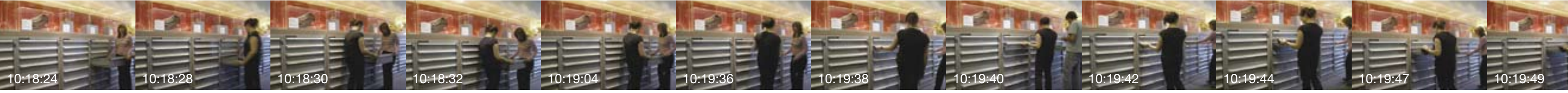
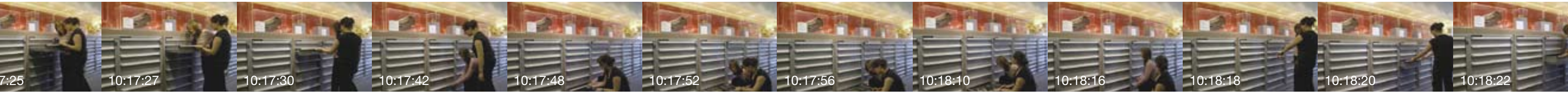
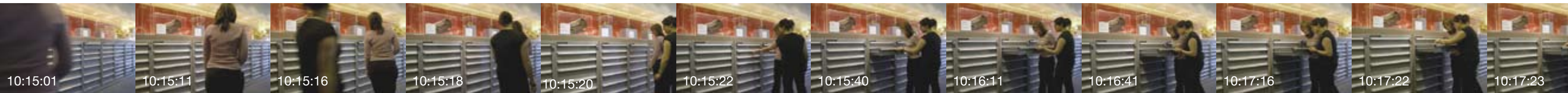
Conservation

Conservation staff travelled to China to install and demount the exhibition *Our Place: Indigenous Australia now* at the National Museum of China, Beijing.

Conservation staff performed extensive work on two new in-house exhibitions, *Station Pier: Gateway to a new life* at the Immigration Museum, and *Twined Together: Kunmadj njalehnjaleken* at Melbourne Museum.

Specialist conservators of paper, photographic and digital media, objects, and large technology items were recruited to assess and conserve significant collections across the Museum.

A number of highly significant bark paintings from the Baldwin Spencer Collection were conserved for outward loan to the Art Gallery of New South Wales where they were a key feature in the exhibition *Crossing Country*.



**MANAGE OUR
RESOURCES**



Printing artwork in the Production Studio, Melbourne Museum

PERFORMANCE OVERVIEW

Strategy

Develop a motivated dynamic, creative and skilled workforce.

Actions and results

Museum Victoria's fourth Staff Partnership Agreement (SPA), formerly known as the Enterprise Partnership Agreement, was certified by the Industrial Relations Commission. A new classification structure and new terms and conditions of employment were also introduced.

Occupational Health and Safety Training was delivered to all target groups with specialised, occupation-based safety training provided to employee groups and individuals where required by regulations and to individuals subject to identified occupational hazards.

The Corporate Training Program for 2005/06 was developed. Induction programs were delivered to all new staff, and included a customer service charter and entry level customer service awareness. Induction programs were also delivered for new managers.

Strategy

Provide an organisation structure and infrastructure that assists our staff to achieve our objectives.

Actions and results

The strategic realignment of the organisation was finalised and organisational changes were implemented. Organisation development focused on training and development of individual and leadership capability.

Secure remote information technology access was provided to staff in November 2004.

Strategy

Improve information management and communication systems.

Actions and results

A draft Information and Knowledge Management Strategy and Action Plan was developed.

An integrated document management system was implemented. The inclusion of a search function resulted in an increase in the use of the records management system across Museum Victoria.

Business tools were added to the Museum Victoria intranet, Musenet, including a Help Desk request service and business reports.

Strategy

Ensure our facilities are well maintained and fit for purpose.

Actions

A review of collection and building security was undertaken and an action plan is being implemented at Melbourne Museum and the Royal Exhibition Building.

Good progress was made with the recycling of materials at Melbourne Museum and the site was re-certified as a Waste Wise facility.

Installation of flow-reduction valves on taps and toilet fixtures across most of Museum Victoria's buildings was completed, with the aim of reducing water consumption. The potential to reclaim and re-use rain water from the roof of the Royal Exhibition Building is being investigated.

Strategy

Employ sound financial and risk management practices.

Actions

Museum Victoria continued to identify and mitigate risks through a review of precedent contracts, and the incorporation of due diligence and risk assessment into all aspects of Museum Victoria management culture. A contract management audit report was reviewed by the Finance and Audit Review Committee in March.

Succession planning was undertaken by the Executive Management Team to ensure that Museum Victoria is prepared to fill critical gaps as the need arises.

Seven policies and associated procedures underwent review and were amended in accordance with legislative, regulatory or corporate requirements.

An IT Risk Assessment and Disaster Recovery Plan was completed and will be updated annually.



March Events
Museum Victoria

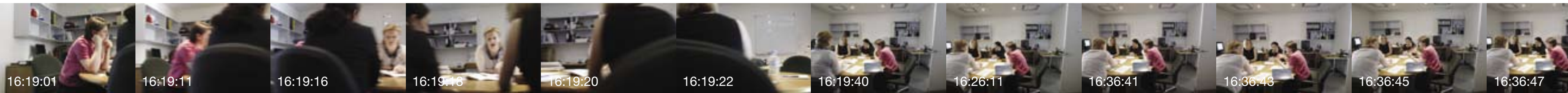
4 March – 10 July
Top Designs 2005
Melbourne Museum

7 March – 22 May
The Buchenwald Boys community exhibition
Immigration Museum

7 March – 24 June
Illusions and Visual Perception
Scienceworks

11 March
The World's Longest Lunch,
Melbourne Food and Wine Festival
Melbourne Museum

13 March – 19 March
Cultural Diversity Week
Activities across Museum Victoria



Meeting room, Melbourne Museum

CORPORATE ACTIVITIES

Human Resources Management

Museum Victoria has implemented a networked organisation structure to enable effective collaboration and swift communication. Organisation development focused on leadership development, team effectiveness and individual performance.

Museum Victoria's fourth Staff Partnership Agreement (formerly known as the Enterprise Partnership Agreement) was certified by the Australian Industrial Relations Commission, with support from the Community and Public Sector Union and in agreement with a majority of staff. Implementation of the new Victorian Public Service classification structure commenced.

The Staff Consultative Committee have commenced implementation of key projects including: Understanding Each Other; Managing Performance; Improving the Way We Do Things; Recognising Our Staff; and Ensuring Merit, Fairness and Equity.

An extensive program of training and development was provided to staff and an enhanced program was developed for the coming year. Key initiatives have included induction programs for all new staff and managers, the first Australian Indigenous Perspectives Program (to be attended by all staff members), and Disability Awareness Programs for frontline staff and volunteers.

Occupational Health and Safety

Museum Victoria continued to apply rigorous standards in managing health and safety across all museums and facilities. Museum Victoria's health and safety program is managed in accordance with the Occupational Health and Safety Act 1985 Regulations, Museums Board of Victoria approved policy and Occupational Health & Safety Management Plan.

The new Victorian Occupational Health and Safety Act 2004 was assented to on 21 December 2004 and came into operation on 1 July 2005. In preparation for meeting its obligations under the Act, Museum Victoria reviewed and amended its Occupational Health and Safety Policies, and Health and Safety Management Plan.

In consultation with approved training providers, Museum Victoria developed executive information sessions and employee training programs to communicate the changes in the Act. These programs commenced in April 2004.

Museum Victoria's management of Occupational Health and Safety included the following achievements:

- Maintenance and testing programs were carried out in accordance with the Building Essential Services Act 1994.

- Emergency evacuation drills were undertaken.

- Museum Victoria's Contractor Safety Management Plan was reviewed to ensure compliance with the 2004 Occupational Health and Safety Act.

- The Melbourne Museum Cooling Tower Risk Management Plan was audited and approved in accordance with the Health (Legionella) Regulations 2001.

- In consultation with approved training providers, Museum Victoria developed Occupational Health and Training Programs for Managers and Supervisors, and for employees responsible for managing external contractors.

- Museum Victoria engaged an approved training organisation to provide employment-specific occupational training (plant & equipment) to meet competency or licensing standards, in accordance with the Occupational Health and Safety (Plant) Regulations 1995.

- Hazards and safety risks identified at all campuses were treated or eliminated in accordance with Museum Victoria's established procedure. A process of hazard identification and risk control will remain at all Museum Victoria buildings.

Buildings and Facilities

A review of collection and building security was undertaken and an action plan is now in place at Melbourne Museum and the Royal Exhibition Building.

Environmental management remains a priority, with continuing investigations into methods of reducing energy consumption and accessing green power. Good progress was made with the recycling of materials at Melbourne Museum. In 2004, the diversion rate of recyclables from landfill was 27.36% - this has increased to 35.1% with the inclusion of timber and glass. Further initiatives are being pursued, and Melbourne Museum was recently re-certified as a Waste Wise facility.

Installation of flow-reduction valves on taps and toilet fixtures to reduce water consumption across most of Museum Victoria's buildings has almost been completed.

A project to reclaim and re-use rain water from the roof of the Royal Exhibition Building is being researched and a submission for funds from the Smart Water Fund is being prepared.

Compliance and Risk Management

Museum Victoria undertook a comprehensive corporate risk assessment with the assistance of Deloitte Touche Tohmatsu in May 2004. The corporate risk management program was applied throughout 2004/05, and quarterly progress reports, including an updated risk register, were provided to the Finance, Audit and Risk Committee of the Museums Board of Victoria. Museum Victoria participated in the State Public Sector Site Risk Survey Program undertaken by the Victorian Managed Insurance Authority. This program seeks to create an organisational risk profile where life safety, property damage, public and other liabilities, environmental, security and operational risk exposures are identified and risk mitigation options are recommended.

As a result of Museum Victoria's close association with the VMIA and the development of an effective risk mitigation program, Museum Victoria has retained its VMIA Gold Medal Rating for all venues.

The Finance Audit and Risk Committee of the Museums Board of Victoria is provided with a copy of the Museum Victoria Site Risk Survey Reports and receive regular updates against the risk mitigation program.

Multimedia

The multimedia team plays an integral role in the Museum Victoria exhibition and program planning, employing technology to deliver high-quality experiences for our visitors.

Highlights this year included:

- Participating in *Station Pier: Gateway to a new life* to design and install audio, video and multimedia components.
- Playing a central role in presenting the *Digital Design Biennale* exhibition, including installing hardware to support ten large-screen projections and a multi-channel soundscape, as well as installing and continuing to support twenty computer installations.
- Preparing and installing the audio visual components for *Dinosaurs from China*.
- Working with staff across Museum Victoria to advise, design, install and operate a wide variety of audio visual and computer-based interactives. These are part of several temporary and touring exhibitions, and education and visitor programs.
- Commencement of the multimedia delivery system hardware and software upgrade in February 2005. The project will encompass all galleries and public spaces at each museum.
- Playing a major role in designing and developing the *Virtual Room II* display which toured internationally.

Information Management

A new intranet, Musenet, was launched in December 2004. It is the main tool for internal communication, and is used both as a means of sharing information and for access to business tools and resources. Musenet receives a daily average of 297 unique visitors, and a daily average of 5,194 Musenet pages are viewed.

Operations Reviews of both Records Management and Museum Victoria Library were completed during 2004/05.

As a result of the Records Management Operations Review, the Executive Management Team agreed to increase Archives and Records staffing, and created an Archives and Records Manager position and an additional Records Officer position, to take effect from 2005/06. This will enable the development of a comprehensive strategy to improve the management of archives and records - including a training and awareness program, enhanced services, and an upgrade to the records management system. At the end of the 2003/04 year, there were 20,259 records in the system.

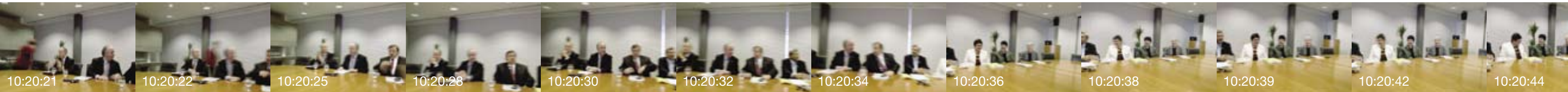
Finance and Administration

Revenue earned was greater than forecast as a result of the large number of visitors viewing the excellent exhibitions on display. At the same time, expenditure was well managed and directed towards the achievement of the objectives stated in the 2004/05 Business Plan. During the year, improved financial reporting was developed and managers now receive financial reports and can access detailed information. The reviewing of financial reports will continue.

Museum Victoria Library

The two key features of the Museum Victoria Library are its large and significant collection of historical value, and the research and information service it provides. As a result of the Operations Review, Library staff role statements have been revised and a Museum Victoria Library strategy has been drafted to address the areas of increasing access to the collection and the ongoing development of the Library collection. A major focus for the Library has been the transferral of data to a new Library Management System. This will be launched in 2005/06.

In the past year, 619 new books and 2,218 journals were added to the collection. Museum staff made 622 loans from the collection. Library staff answered 151 enquiries from staff. Forty external visitors used the Library for research purposes.



COMMERCIAL OPERATIONS

CORPORATE GOVERNANCE

Museums Board of Victoria meeting, Melbourne Museum

Melbourne Museum

Catering and Cafes

The Melbourne Museum Café is operated by Peter Rowland Catering. Following a renovation in 2004, the café now operates in a more streamlined manner and delivered a seven percent increase in sales in 2004/05. Temporary cafes were also established at the Touring Hall exit for the *Dinosaurs from China* and *Mummies: Ancient Egypt and the Afterlife* exhibitions, positively enhancing the visitor experience.

Functions and Venue Hire

Private functions have continued to be popular this year, with hirers taking advantage of Melbourne Museum's unique spaces and exciting exhibits. Almost 300 catered events were held at Melbourne Museum including corporate dinners, product launches and weddings. The venue has also proved to be a popular film location, with crews taking advantage of the striking architecture. The installation of a large screen in the Age Theatre broadened the appeal of the facility, and proved to be popular for conferences, presentations and film screenings.

Retail

The Melbourne Museum shop offers a broad range of predominantly Australian-made gifts, souvenirs, books and toys. The mix of merchandise includes: authentic Indigenous art and artefacts (sourced wherever possible from communities in Victoria), Museum Victoria publications, children's toys and education products, books for all ages and interests, and unique gifts and souvenirs relating to Melbourne and Melbourne Museum exhibitions. The shop delivered net contribution significantly above forecast.

A temporary shop was established for the *Mummies: Ancient Egypt and the Afterlife* touring exhibition on the lower ground level and proved to be very popular with visitors.

Car Park

The Car park offers reasonably-priced and secure city car parking to precinct visitors and city workers. A two-year contract has been offered to Secure Parking to continue managing the car park for Museum Victoria.

Scienceworks

Catering and Café

White Card Corporate Catering operates the Scienceworks Café and provides function catering for Scienceworks and the Immigration Museum.

Functions and Venue Hire

The function and venue hire business at Scienceworks demonstrated strong growth on the previous year, hosting a number of unique and award-winning events. Large corporate family days and dinners proved to be the most popular bookings throughout the year.

Retail

The Scienceworks shop offers a wide range of products that support the permanent and temporary exhibition program at Scienceworks. The merchandise includes educational goods, gifts, souvenirs, toys and books.

Immigration Museum

Retail and Café

An exciting redevelopment in late 2004 saw the opening of a combined café and retail shop in the Immigration Museum foyer. Now serving food and beverages seven days a week, the café shop provides an important service to Museum visitors, as well as creating a warm and welcoming atmosphere in the foyer. The addition of food service increased revenue by one hundred percent. Stocking predominantly Australian-made products, the Immigration Museum shop specialises in unique merchandise that supports the permanent and temporary exhibitions.

Functions and Venue Hire

The Immigration Museum is an elegant venue situated within the heart of Melbourne's CBD. Functions held at the Immigration Museum over the past year include: book launches, weddings, cocktail parties, presentations and formal dinners. Interest in the venue increased significantly after the Immigration Museum won the Australian Tourism Award for Heritage and Cultural Tourism.

Museum Victoria is governed by the Museums Board of Victoria, a statutory body established under the Museums Act 1983 (Vic). It consists of a maximum of 11 members appointed for a three-year term (for a maximum of three terms) by the Governor-in-Council and subject to the direction and control of the Victorian Minister for the Arts.

The Museums Board of Victoria is directly accountable to the Government of Victoria through the Minister for the Arts, and works closely with Arts Victoria to deliver policy objectives.

The Museums Board of Victoria is responsible for the good management of Museum Victoria and has the following functions:

- To control, manage, operate, promote, develop and maintain Museum Victoria
- To control, manage, operate, promote, develop and maintain the Exhibition land as a place for the holding of public exhibitions and for the assembly, education, instruction, entertainment or recreation of the public
- To develop and maintain the State collections of natural sciences, Indigenous culture, social history and science and technology
- To exhibit material from those collections for the purposes of education and entertainment

- To promote use of those collections for scientific research
- To promote the use of Museum Victoria's resources for education in Victoria
- To research, present and promote issues of public relevance and benefit
- To act as a repository for specimens upon which scientific studies have been made or which may have special cultural or historical significance
- To provide leadership to museums in Victoria
- To advise the Victorian Minister for the Arts on matters relating to museums, and co-ordination of museum services in Victoria.

April Events Museum Victoria

2 April – 17 April
Victorian School Holidays
Activities across Museum Victoria

9 April – 17 April
National Youth Week
Activities across Museum Victoria

11 April – 28 August
Speaking with Cloth: Cerita Dalam Kain
Immigration Museum

16 April – 19 June
Tracks, Traps and Tucker.
An exhibition by Fiona Clarke
Bunjilaka, Melbourne Museum

20 April
Dinosaur Learning Environment
Children's Gallery, Melbourne Museum.



MUSEUMS BOARD OF VICTORIA

Museums Board of Victoria meeting,
Melbourne Museum



President
Mr Harold Mitchell AO
Appointed 2001
Harold is the Chairman and CEO of Mitchell & Partners, Australia's largest independent media consultancy, established in 1976. Mitchell & Partners was voted 'Media Agency of the Year 2000'. His work in establishing the Harold Mitchell Foundation, which supports the health and arts sectors, has earned him wide-ranging respect throughout the community. He is actively involved in a number of significant community and arts organisations and holds the following positions: Chairman, National Gallery of Australia; and Board Member of the Opera Australia Council.

Deputy President
Mr Peter McMullin
LLB BCom (Melb) FAIM
Appointed 2001
Peter is a practising solicitor specialising in mediation, administrative and commercial law. He is a former Deputy Lord Mayor of Melbourne, and is involved with a number of community organisations, holding the following positions: Fellow of the Australian Institute of Management; Chairman of Melbourne International Comedy Festival Board; Council Member of Philanthropy Australia and Victoria University; Board Member of Melbourne Community Foundation, Turning Point, Melbourne Convention and Visitors' Board, Victorian Employers' Chamber of Commerce & Industry and Education Foundation; Commissioner, Local Government Best Value Commission; Member, Victorian Casino and Gaming Authority; and Member, Victorian Curriculum and Assessment Authority. Peter was also awarded the Centenary Medal in 2003 for service to the Centenary of Federation celebrations in Victoria.

Treasurer
Mr Michael Perry
Bachelor of Commerce
Appointed 2004
Michael is a Senior Audit and Business Advisory Partner in the Ernst & Young, Melbourne Office. Michael has extensive experience in financial consulting services with specialist skills in auditing, public company floats and takeovers, the preparation of prospectuses, valuation of companies, corporate financing - both locally and offshore, internal audit structures and business acquisition planning and implementation. Michael is the past Treasurer of the Melbourne International Festival of the Arts and is a Board Member of the Australian Print Workshop Inc.

Professor Daine Alcorn
PhD, MSc, BSc (Hons)
Appointed 2002
Daine is currently a Professor of Anatomy and Pro Vice-Chancellor (Science, Engineering & Technology) at RMIT University. Professor Alcorn has a background in research and teaching and has been published on over 100 occasions specialising in the biomedical sciences, including embryology, cell biology, and developmental biology. Daine has extensive experience serving on Boards and committees and is currently a Member of the Baker Medical Research Institute Board, and is the former Chair of the Research Fellowships Committee and Member of the Research Committee of the National Health and Medical Research Council.

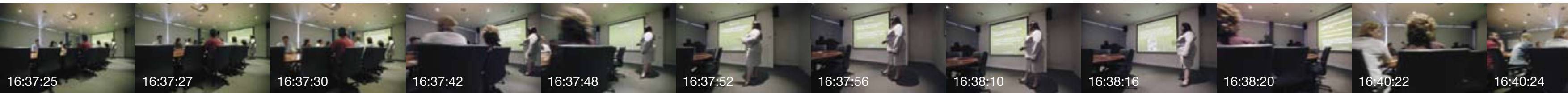
Mr Terry Garwood
Diploma of Arts GradDipEd (Secondary)
Appointed 1997
Terry is a member of the Yorta Yorta people and was Director of Aboriginal Affairs Victoria for seven years, concluding at the end of 1996. He has long been involved with Museum Victoria in the area of Indigenous communities and culture. Now a Regional Director of the Department of Human Services, he also serves as the Chair of the Museums Board's Aboriginal Cultural Heritage Advisory Committee and is a member of Victoria's Centenary of Federation Committee. Terry has a keen interest in Aboriginal community development issues, particularly with respect to cultural heritage and economic development. Terry has been involved with many Aboriginal community organisations and is a Life Member of the Koorie Heritage Trust.

Ms Susan Heron
BEC Dip Appl Sc
Appointed 2001
Susan is currently Chief Executive Officer of the Australian Institute of Management. Susan has extensive management experience across diverse industry sectors, including medical, shipping, finance and higher education. She is currently on a number of boards, including Deputy Chair of the Country Fire Authority.

Mr Peter Hiscock AM
F CPA FCIS
Appointed 1996
Peter was Director of Sovereign Hill at Ballarat for 22 years. In that time he vigorously promoted the cause of regional museums through the Museums Advisory Board of which he was Chair. He is a former Chairman of the Victorian Tourism Commission and chaired the Immigration Museum through its building phase and its initial two years of operation. He currently chairs the Regional & Specialist Museums Advisory Committee of Museum Victoria. An accountant by profession, Peter spent 15 years in financial and general management positions with Petersville Limited.

Dr Gael Jennings
B.Sc (Hons.), Dip.Ed., Ph.D.
Appointed 2002
Gael is a former research scientist with a PhD in Immunology from the Walter and Eliza Hall Institute and is a multi-award winning television current affairs presenter, radio host, science and medical journalist, author, speaker, media and documentary consultant and university lecturer. Gael has anchored the national TV current affairs program Insight on SBS, ABC Radio Metro programs, and made thousands of science/medical reports on national ABC TV for News, *The 7.30 Report* and *Quantum*. She has won 14 national and state journalism awards, and written the award-winning book *Sick As - Bloody Moments in the History of Medicine*.

Gael has held many honorary community and corporate positions and is currently on the Board of the Cancer Council Australia, the Old Treasury Building and Gold Museum Board, and the North Carlton Primary School Council.



Boardroom, Melbourne Museum



The Hon. Joan Kirner AM
Appointed 2003
 Joan has been a community activist for 37 years. Joan became a Member of Parliament in 1982, served as Minister for Conservation from 1985-88 and was instrumental in establishing LandCare. In 1988 Joan moved to the Lower House and became Minister of Education, then Deputy Premier. Between August 1990-1992 she was the first female Premier of Victoria and Minister for Women's Affairs. After a short time as Leader of the Opposition, she left Parliament in 1994.

Professor Janet McCalman
BA PhD FAHA
Appointed 2000
 Janet is Head of the Department of History and Philosophy of Science and Professor in the Centre for the Study of Health and Society at the University of Melbourne. Published widely in Australian and British social history, she has won a number of literary and scholarly awards. She is chair of the Museum Victoria Research Committee.

Ms Sheila O'Sullivan
BA FPRIA
Appointed 2000
 A highly-regarded leader in communications and public relations, with multiple awards from the Public Relations Institute of Australia (PRIA), Sheila has a strong commitment to developing excellence in the public relations profession. She is Chair of the RMIT Public Relations Advisory Committee and Chair of the Public Relations Institute of Australia National Examination Board. Sheila has extensive knowledge of and experience in issues management in the public and community sectors. She has served as a member of many advisory bodies.

During 1994-1996 her activities included: President of the ALP in Victoria; Chair of the Prime Minister's Centenary of Federation Advisory Committee; and Chair of the Employment Services Regulatory Authority. She is currently a member of the following boards: Australian Children's Television Foundation and the Malthouse Playbox Theatre. She is also a Patron of many organisations, including; The Living Museum of the West, the Women's Circus and Positive Women; and she is a Matron of the Women's Electoral Lobby and Co-Convenor of EMILY's List (Australia).

Committees

The Board has established a number of committees under the Museums Act 1983.

Finance Audit and Risk Committee
 Assists the Board in fulfilling its responsibilities with regard to financial reporting, audit activities, accounting and reporting practices, and financial and operational risk management as prescribed by the Museums Act 1983. All members of the Finance, Audit and Risk Committee are independent.

Members:
 Mr Michael Perry (Chair)
 Ms Susan Heron
 Professor Daine Alcorn
 Ms Rosemary Foxcroft

Nominations, Remuneration and Governance Committee
 Responsible for advising the Board on all staffing and governance matters.

Aboriginal Cultural Heritage Advisory Committee
 Responsible for advising the Board on all matters relevant to Aboriginal cultural heritage. The members of the Committee include representatives of Aboriginal communities throughout Victoria, as listed in the Aboriginal and Torres Strait Islander Heritage Protection Amendment Act 1987, Part 2(a).

Regional and Specialist Museums Advisory Committee
 Responsible for advising the Minister on matters relating to museums and the co-ordination of museum services, to stimulate collaborative approaches and provide leadership to museums in Victoria.

Thomas Ramsay Science and Humanities Committee
 Responsible for the awarding of the Thomas Ramsay Science and Humanities Fellowship and conducting the Crosbie Morrison Memorial Lecture.

Immigration Museum Advisory Committee
 Responsible for providing advice to the Board on the ongoing programming and management of the Immigration Museum. The Committee provides advice on all matters relevant to the interpretation of the migration experience and issues of cultural diversity.

Research Committee
 Responsible for advising the Board on strategic matters relating to research and collection development, and oversees the implementation of the Board's Research Strategy.

The Museums Board of Victoria is also represented on the following Committees:

Donald Thomson Collection Administration Committee
 Established to administer the legal agreement between The University of Melbourne, Mrs Dorita Thomson and Museum Victoria for the placement on long-term loan of the Donald Thomson Collection at Museum Victoria.

Museums Project Control Group
 Responsible for planning and implementation of Museum Victoria major projects.

May Events
 Museum Victoria

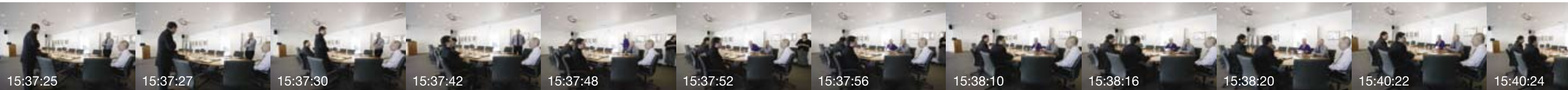
2 May – 8 May
 Innovation Festival
 Scienceworks

13 May - 4 December
 Twined Together: kunmadj njalehnjalken
 Bunjilaka, Melbourne Museum

15 May
 Ship Reunion Day – Post World War II
 Immigration Museum

15 May – 20 May
 National Archaeology Week
 Digging up Ancient Egypt
 Lectures at Melbourne Museum

21 May – 22 May
 Out of the Vaults
 Melbourne Museum



Executive Management Team meeting, Melbourne Museum

EXECUTIVE MANAGEMENT TEAM



**Chief Executive Officer
Dr J Patrick Greene**
OBE BSc PhD FSA FMA FTA
Commenced August 2002
Since taking up his post, Patrick has led a comprehensive review of the organisation, realigning it to meet the needs of visitors and to maximise the effectiveness of staff. He has widespread knowledge of museums internationally and is a former chairman of the European Museum Forum. He has authored and contributed to a number of books, and lectures widely on museum and archaeological subjects.



**Director Corporate Services
Mr Joseph Corponi**
Bbus GradDipIT
Appointed 1993
Responsible for the provision of financial, human resources, property and legal services, development of policy, maintenance of a risk-controlled environment for staff and visitors, business and strategic planning and ensuring the effective and efficient management of Museum Victoria's resources and assets.



**Director Information, Multimedia and Technology
Mr Timothy Hart**
BSc Arch (Hons)
Appointed May 2001 - Director Outreach, Technology, Information and Multimedia
December 2002 - Director Information, Multimedia and Technology
Responsible for Museum Victoria's information technology, information and knowledge management infrastructure and systems, websites and digital publishing, discovery centres at the Immigration Museum and Melbourne Museum and the development and management of the Museum's multimedia installations, including networks and systems. Tim is also responsible for providing leadership in the innovative uses of technology across Museum Victoria.



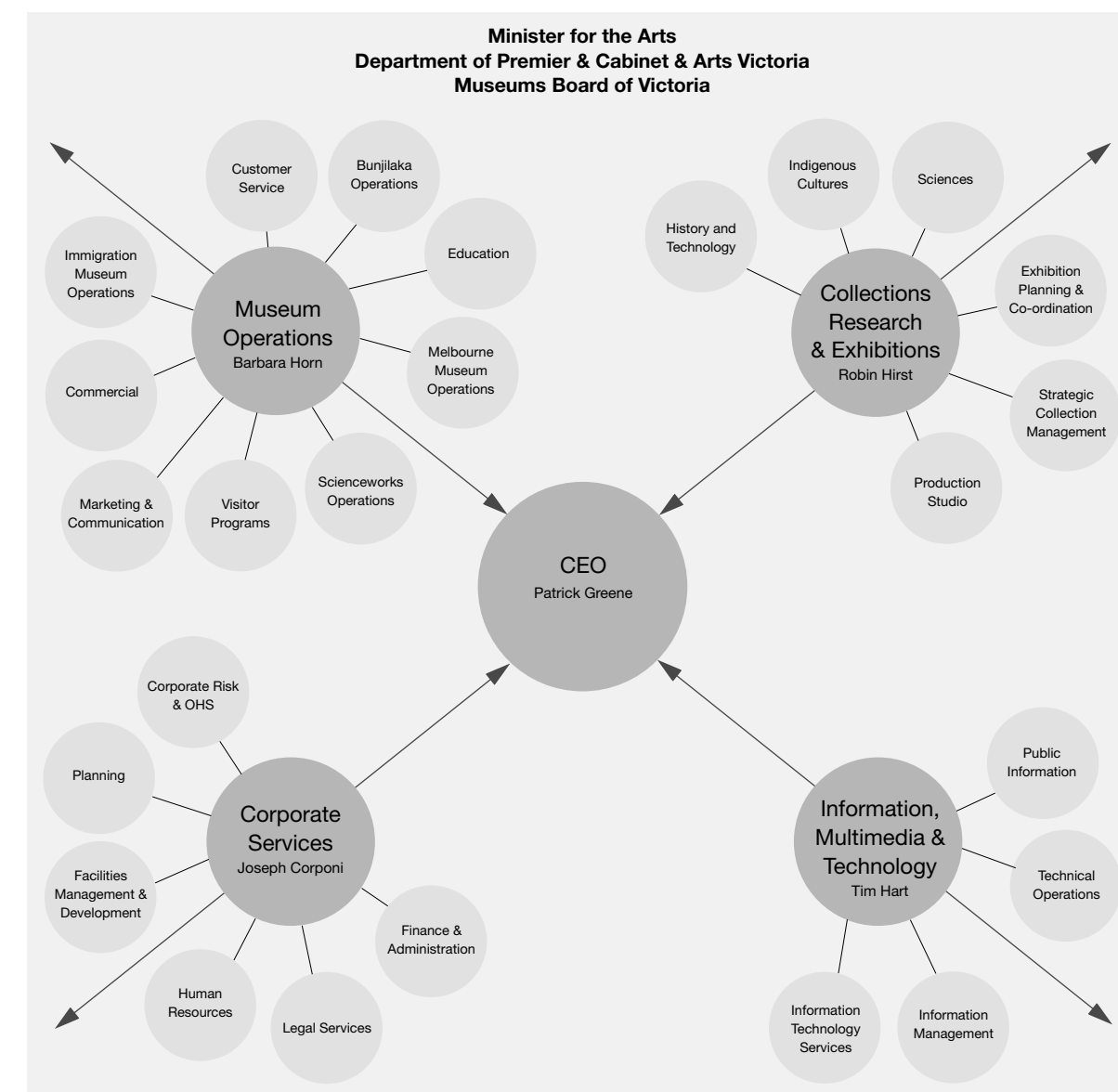
**Director Collections Research and Exhibitions
Dr Robin Hirst**
BSc(Hons) PhD DipEd
Appointed August 1999 - Director Programs Research and Collections
December 2002 - Director Collections
Responsible for the Museum's Research Program; the development, management and conservation of the collections; and the development of Museum Victoria exhibitions, publications, production of planetarium shows, online content and other public programs.



**Director Museum Operations
Ms Barbara Horn**
BA(Hons), GradDipLIS, GradDipMgmt, GAICD
Commenced February 2005
Responsible for implementation of the Museum Victoria Strategic Plan through the provision of daily access for all of our various audiences, to a range of innovative, high quality experiences and programs at Melbourne Museum, Scienceworks, Immigration Museum, IMAX Melbourne and Royal Exhibition Building, as well as through the Discovery Program across Victoria. Responsibilities also include liaising with the Victorian Department of Education and Training and the Catholic Education Office to provide education services throughout Museum Victoria.

Ms Gaye Hamilton (retired December 2004)
BSc(Ed)
Appointed October 1996 - Director Scienceworks
December 2002 - Director Museum Operations

ORGANISATIONAL STRUCTURE



June Events
Museum Victoria

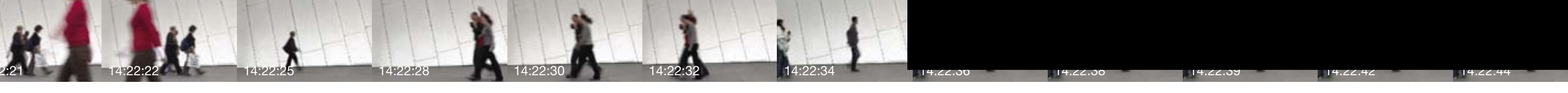
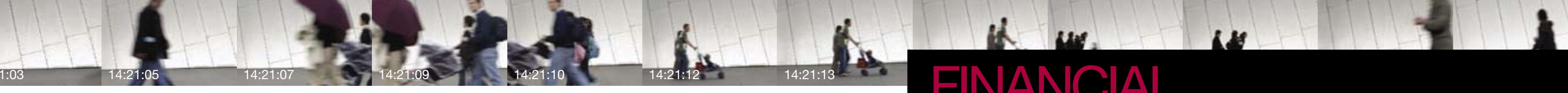
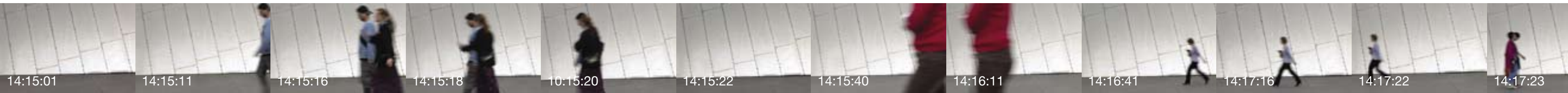
4 June - 21 July
Eureka Moments
Melbourne Museum

5 June - 29 January 2006
30 Years in the Making: Vietnamese in Australia
Immigration Museum

12 June
Vietnamese Festival
Immigration Museum

24 June - 2 October
Mummies: Ancient Egypt and the Afterlife
Melbourne Museum

26 June - 11 July
Victorian School Holidays
Activities across Museum Victoria



FINANCIAL STATEMENTS

MUSEUMS BOARD OF VICTORIA

We certify that the attached financial statements for the Museums Board of Victoria have been prepared in accordance with Standing Direction 4.2 of the Financial Management Act 1994, applicable Financial Reporting Directions, Australian accounting standards and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the statement of financial performance, statement of financial position, statement of cash flows and notes to and forming part of the financial statements, presents fairly the financial transactions during the year ended 30 June 2005 and financial position of the Board as at 30 June 2005.

However, the Board believes that it should be noted that the revenue as stated in the Financial Statements includes revenue of the nature of specific purpose donations and grants which are brought to account when received and not matched with expenditure which may occur in subsequent financial periods.

Museum Victoria receives a substantial proportion of its revenue from Government. The revenue received from Government does not fund depreciation, and accordingly Museum Victoria shows a deficit result from operations for the year. This does not impact on Museum Victoria's ability to operate as a going concern.

We are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.


Mr Harold Mitchell
PRESIDENT


Mr Michael Perry
BOARD MEMBER


Dr J Patrick Greene
CHIEF EXECUTIVE OFFICER


Mr Joseph Corponi
CHIEF FINANCIAL OFFICER


DATED

**Statement of Financial Performance
For the year ended 30 June 2005**

	Notes	2004/05 \$'000	2003/04 \$'000
Revenue from Ordinary Activities			
Victorian Government Grants	2	71,141	73,312
Fees & Charges		7,843	5,304
Sales		2,120	1,982
Other Grants	3	3,474	3,321
Other Income	4	4,527	2,756
Donations		10	274
Rent revenue		1,073	1,609
		90,188	88,558
Expenses from Ordinary Activities			
Employee Benefits	1(f)	27,495	23,873
Other Operating Expenses	5	26,585	26,417
Cost of Goods for Sale		881	713
Capital Charge	1(i)	29,102	30,885
Depreciation & Amortisation	9(a)	19,608	20,655
		103,671	102,543
Net Deficit for the Year	13(b)	(13,483)	(13,985)
Net Increase in Asset Revaluation Reserve	13(c)	66,292	0
Total changes in equity other than those resulting from transactions with Victorian State Government in its capacity as owner		52,809	(13,985)

The above statement of financial performance should be read in conjunction with the accompanying notes.

**Statement of Financial Position
As at 30 June 2005**

	Notes	2004/05 \$'000	2003/04 \$'000
Current Assets			
Cash Assets	6,15.1	14,903	11,764
Receivables	7	1,687	2,247
Inventories	8	680	672
Prepayment		158	0
Total Current Assets		17,428	14,683
Non-Current Assets			
Property, Plant & Equipment & Exhibitions	9(b),(c)& (d)	446,029	409,709
Collections	9(a)	243,408	228,791
Prepayment		316	0
Total Non-Current Assets		689,753	638,500
Total Assets		707,181	653,183
Current Liabilities			
Payables	10	3,299	3,215
Provisions	11(a)	2,848	2,241
Interest Bearing Liability	12(a)	23	6
Total Current Liabilities		6,170	5,462
Non-Current Liabilities			
Provisions	11(b)	3,381	2,992
Interest Bearing Liability	12(b)	137	45
Total Non-Current Liabilities		3,518	3,037
Total Liabilities		9,688	8,499
Net Assets		697,493	644,684
Equity			
Contributed Capital	13(a)	587,770	587,770
Accumulated Deficit	13(b)	(56,558)	(42,310)
Reserves			
Trust Funds	13(c)	4,601	4,229
Externally Funded Special Projects	13(c)	3,188	2,795
Asset Revaluation Reserve	13(c)	158,492	92,200
Total Equity		697,493	644,684

The above statement of financial position should be read in conjunction with the accompanying notes.

Financial Statements

Museums Board of Victoria

Statement of Cash Flows For the year ended 30 June 2005

Notes	2004/05 \$'000	2003/04 \$'000
Cash Flows from Operating Activities		
Receipts		
Grants & Donations	3,484	3,595
Interest	833	551
Fees & Charges	7,795	5,269
Sales – Commercial Operations	2,100	2,001
Other	5,856	3,332
Goods and Services Tax on Receipts	1,471	1,013
Goods and Services Tax recovered from the ATO	1,441	1,498
Government Grants: recurrent	71,141	73,312
Total Receipts	94,121	90,571
Payments		
Salaries & Associated Costs	(26,699)	(22,854)
Operating Expenses	(53,644)	(51,993)
Building Repairs & Maintenance	(2,886)	(2,942)
Cost of Goods for Resale	(896)	(557)
Goods and Services Tax on Expenditure	(2,755)	(2,848)
Total Payments	(86,880)	(81,194)
Net Cash Inflow from Operating Activities	15.2	9,377
Cash Flows from Investing Activities		
Payments		
Great Hall	(796)	(408)
Scienceworks	0	(110)
Melbourne Museum Development	(611)	(1,906)
Property, Plant & Equipment	(2,555)	(1,317)
Exhibitions	(65)	(2,519)
Collections	(65)	(108)
Net Cash (Outflow) from Investing Activities	(4,092)	(6,368)
Cash Flows from Financing Activities		
Receipts		
Government Contributed Capital	13(a)	0
1,906		
Payments		
Finance Lease	(10)	(2)
Net Cash Inflow /(Outflow)from Financing Activities	(10)	1,904
Net Increase in Cash Held	3,139	4,913
Cash at the Beginning of the Financial Year	11,764	6,851
Cash at the End of the Financial Year	15.1	11,764

The above statement of cash flows should be read in conjunction with accompanying notes.

Notes to the Financial Statements

For the year ended 30 June 2005

1. Significant accounting policies

(a) This general-purpose financial report has been prepared in accordance with the Financial Management Act 1994, Australian Accounting Standards, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board, and Urgent Issues Group Consensus Views. The financial report has been prepared under the historical cost convention and has not been adjusted to take account of changing money values, or except where stated, the current cost of specific assets or the impact of that cost on the operating result. The financial report has been prepared on an accrual and going concern basis.

Museum Victoria is economically dependent on the Victorian State Government grant to assist in funding its operations.

(b) Non-Current Assets

Museum Victoria has progressively valued all its assets under the provisions of Victorian Government Policy – Revaluation of Non-Current Physical Assets – June 2002. Since the policy was issued, Museum Victoria has completed revaluation of its land, buildings and its collections. Valuations of Museum Victoria's land, buildings, plant and equipment and collections were undertaken at 30 June 2005.

Property, Plant & Equipment

Museum Victoria periodically values its property using the services of independent valuers. Any costs incurred between valuations are deemed to be an increase in the fair value of the property and are recorded at cost.

Plant and equipment

A net revaluation increment relating to a class of non-current assets is credited to an asset revaluation reserve except that, to the extent that the increment reverses a revaluation decrement previously recognised as an expense in respect of the same class of assets, it is recognised as revenue.

A net revaluation decrement relating to a class of non-current assets is recognised as an expense – except that, to the extent that a credit balance exists in the asset revaluation reserve in respect of that same class of assets, the revaluation decrement is debited directly to the revaluation reserve.

Revaluations are assessed annually and supplemented by independent valuations at least every three years.

Collections

During the financial year, Museum Victoria arranged for the revaluation of its collections. This project formed the basis for the valuation of all the Museum collections. The collections have been valued in accordance with the principles set out in the Australian Accounting Standard AASB 1041- Revaluation of Non-Current Assets.

The collection was valued utilising the fair value method of valuation. The effect of this valuation is disclosed in note 9(a).

Museum Victoria intends revaluing its collections every three years with any future acquisitions being valued at cost until the next valuation.

Library

During the 2002-2003 financial year Museum Victoria arranged for the revaluation of its library collections. The valuation included an itemised valuation of individual items which exceeded a defined threshold value, an index taken from these items has been applied to the remaining rare books collection. The general collection has been revalued by reference to the acquisition records maintained by the Museum since the 1997 valuation. The collections have been valued using the fair value method of valuation. The library collection will be revalued at 30 June 2006.

Depreciation

Depreciation is charged on non-current assets, other than land, at rates assessed to match the cost of these assets against their estimated economic lives to the entity.

Depreciation is calculated on the straight-line method. No provision is made for the depreciation of the Collections or for the Library – rare books collection as they are heritage assets and are deemed to have an indefinite useful life.

Estimates of remaining useful lives to the entity are made on a regular basis for all assets, with annual reassessments for major items. The expected useful lives are as follows:

Buildings	20-100 years
Plant and equipment	3-10 years
Library – general collection	3-5 years
Exhibitions	1-5 years

Exhibitions with a life of one year or less are expensed immediately. Exhibitions with an anticipated life of more than one year are capitalised and depreciated over their remaining useful life.

(c) Inventory

Stocks have been valued at the lower of cost and net realisable value.

(d) Receivables

Trade debtors are recognised at the amount receivable, as they are due for settlement no more than 30 days from the date of recognition. Collectibility of trade debtors is reviewed on an ongoing basis. A provision for doubtful debts is raised where some doubt as to collection exists. A debt is written off when there appears no possibility of the account being collected.

(e) Revenue Recognition

Revenue from the sale of goods and services is recognised upon delivery of the goods and services to the customer.

Interest revenue is recognised on the proportional basis taking into account interest rates applicable to the financial assets.

Grants from Government and other sources are brought to account as revenue as and when received, with the exception of Government grants for the construction of the new Melbourne Museum and Immigration Museum building and fitout costs which have been treated as contributed capital in line with Note 1 (h). Expenditure from such grants is recognised when incurred.

Specific donations, for exhibition development have been treated in these financial statements as revenue.

(f) Employee Benefits

Provision is made in respect of the Museum Victoria's liability for annual leave and long service leave at balance date.

(i) Wages, Salaries & Annual Leave

Liabilities for wages and salaries and annual leave expected to be settled within 12 months of the reporting date are recognised in respect of employees' services up to the reporting date and are measured as the amounts expected to be paid when the liabilities are settled.

(ii) Long Service Leave

The liability for long service leave expected to be settled within 12 months of the reporting date is recognised in the provision for employee benefits and is measured in accordance with (i) above. The liability for long service leave expected to be settled more than 12 months from the reporting date is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using interest rates on national Government guaranteed securities with terms to maturity that match, as closely as possible, the estimated future cash outflows.

(iii) Employee Benefit On-costs

Employee benefit on-costs, including payroll tax are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.

(g) Rounding

All figures in the financial statements and notes thereto have been rounded to the nearest \$1,000.

(h) Treatment of Capital Contribution

Consistent with UIG Abstract 38 Contributions by Owners to Wholly-owned Public Sector Entities appropriations for additions to net assets have been designated as contributed capital. Other transfers that are in the nature of contributions or distributions have also been designated as contributed capital.

(i) Capital charge

In accordance with Government policy, a capital charge has been applied to distribute the centrally-funded annual cost of capital. The rate charged for the 2004/05 financial year was 8 per cent. This charge represents the interest which Museum Victoria would have paid for the capital works portion of its grant. This charge has been recognised as revenue within the Government grant and disclosed separately as an expense within the financial statements.

(ii) Other Financial Assets

Investments are held for the purpose of gaining income and are not normally sold before maturity. They are recorded in the Statement of Financial Position at cost. No provision for diminution in value is made.

(k) Payables

These amounts represent liabilities for goods and services provided prior to the end of the financial year and which are unpaid. The amounts are unsecured and are usually paid within 30 days following the month of recognition.

(l) Leased Assets

Operating lease payments are charged to the statement of Financial Performance in the periods in which they are incurred, as this represents the pattern of benefits derived from leased assets.

Finance leases are capitalised. A leased asset and liability are established at the present value of minimum lease payments. Lease payments are allocated between the principal component of the lease liability and the interest expense. The finance lease facility was ratified by Cabinet as part of the new Vic Fleet facility and is restricted to vehicle acquisitions.

(m) Events after Balance date

Museum Victoria is not aware of any material events after balance date which would effect these financial statements.

(n) Impact of Adopting AASB equivalents to IASB Standards

For interim and annual reporting periods ending on or after 30 June 2004, AASB 1047 Disclosing the Impacts of Adopting Australian Equivalents to International Financial Reporting Standards (IFRS) requires an explanation of how the transition process is being managed and a narrative explanation of the key differences in accounting policies that are expected to arise from the adoption of Australian equivalents to IFRS. Refer to Note 21 for further details.

Notes to the Financial Statements

For the year ended 30 June 2005

2. Victorian government grants

The Museums Board of Victoria received the following grants from the Victorian Government

	2004/05	2003/04
	\$'000	\$'000
Recurrent Grant		
Applied to Operations	42,039	42,427
Capital Charge	29,102	30,885
	71,141	73,312
Melbourne Museum Funding		
Applied to Contributed Capital	0	1,906
Total	71,141	75,218

3. Other grants

Grants from other Agencies	2,667	2,671
Commonwealth Grants	433	468
Other Grants	374	182
Total	3,474	3,321

4. Other Income

Interest	828	625
Miscellaneous Income*	3,699	2,131
Total	4,527	2,756

*Includes contribution in kind for Museum Victoria's activities

5. Other Operating Expenses

	2004/05	2003/04
	\$'000	\$'000
Building and Equipment Maintenance	2,886	2,942
Administration		
Consumables	11,756	12,615
Miscellaneous*	6,583	6,002
Consultants**	18	14
Audit Fees ***		38
	- External	
	39	
	- Internal	
	101	136
Bad/Doubtful Debts	0	515
Interest	0	1
Exhibitions		
Contractors & Display Costs	5,012	3,880
Research and Collections		
Collection Management	190	274
Total	26,585	26,417

*The majority of the expenses in this category fall into two areas: Corporate Charges and Advertising.

**No Consultants were engaged or paid over \$100 000 during the year

*** Audit Fees payable to the Victorian Auditor- General's Office relating to the audit for the year ended 30 June 2005 were \$39,600 (\$38,530 2003/04).

6. Cash Assets

Cash Assets		
Cash	1,605	1,217
Negotiable Certificates of Deposit and Interest Bearing Deposits	13,298	10,547
Total	14,903	11,764

7. Receivables

Debtors	1,450	2,732
Less Provision for Doubtful Debts	0	(659)
	1,450	2,073
Accrued Revenue	237	174
Total Receivables	1,687	2,247

8. Inventories

	2004/05	2003/04
	\$'000	\$'000
Stock of Goods for Sale	767	915
Less Provision for Stock Obsolescence	(87)	(243)
Total	680	672

9. Non Current Assets

9(a) Collections

At Valuation		
Indigenous Collections*	84,354	77,100
History & Technology Collections*	22,274	20,900
Natural Science Collections*	129,098	123,000
Library**	7,682	7,682
At Cost	0	109
Total Collections	243,408	228,791

* Valued at 30 June 2005 by the Australian Valuation Office

**Valued at 30 June 2003 by Barbara Hince of Kenneth Hince Old & Fine Books Pty Ltd

9(b) Property

	2004/05	2003/04
	\$'000	\$'000
Property At Valuation ***		
Land	127,000	97,090
Buildings		
Abbotsford Building	0	4,000
Scienceworks Museum	23,200	15,724
Royal Exhibition Building	34,160	23,000
Immigration Museum	18,900	15,014
Moreland Store	11,050	5,500
Melbourne Museum (including IMAX)	191,980	199,600
	406,290	359,928
At Cost		
Scienceworks Museum	0	110
Royal Exhibition Building	0	922
Melbourne Museum	0	1,906
	0	2,938
	406,290	362,866
Less Accumulated Depreciation		
Abbotsford Building	0	(400)
Scienceworks Museum	0	(786)
Royal Exhibition Building	0	(465)
Immigration Museum	0	(601)
Moreland Store	0	(220)
IMAX	0	(328)
Melbourne Museum	0	(3664)
	0	(6,464)
Total Land and Building at Valuation net of Accumulated Depreciation	406,290	356,402

*** Abbotsford, Scienceworks, Royal Exhibition Building, Moreland, Immigration Museum, Melbourne Museum (including IMAX). The Australian Valuation Office undertook a valuation of Museum Victoria's land and buildings at fair value in June 2005

Notes to the Financial Statements

For the year ended 30 June 2005

9(c) Plant, Equipment & Exhibitions

	2004/05	2003/04
	\$'000	\$'000
Plant & Equipment –at cost		
Plant & Equipment at cost	63,042	60,824
Less accumulated depreciation	(29,501)	(23,163)
Total	33,541	37,661
Plant & Equipment under finance lease		
Plant & Equipment under finance lease at cost	172	53
Less accumulated amortisation	(12)	(3)
Total	160	50
Total plant & equipment	33,701	37,711
Exhibitions		
Melbourne Museum at cost	46,323	46,323
Less accumulated depreciation	(41,298)	(32,011)
Scienceworks Museum at cost	2,435	2,369
Less accumulated depreciation	(1,470)	(1,145)
Immigration Museum at cost	4,723	4,723
Less accumulated depreciation	(4,675)	(4,663)
Total Exhibitions	6,038	15,596
Total property, plant & equipment, & exhibitions	446,029	409,709

9(d) Property, Plant & Equipment, Exhibitions & Collections Reconciliation

	Land	Buildings	Plant & Equipment	Exhibitions	Sub-Total	Collections	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
2005							
Carrying amount at start of year	97,090	259,312	37,711	15,596	409,709	228,791	638,500
Additions	0	1,407	2,788	65	4,260	66	4,326
Disposal	0	0	(73)	0	(73)	0	(73)
Transfer	7,100	(7,100)	0	0	0	0	0
Revaluation	22,810	28,931	0	0	51,741	14,551	66,292
Depreciation	0	(3,260)	(6,725)	(9,623)	(19,608)	0	(19,608)
Carrying amount at end of year	127,000	279,290	33,701	6,038	446,029	243,408	689,437
2004							
Carrying amount at start of year	97,090	260,123	43,607	23,243	424,063	228,682	652,745
Additions	0	2,424	1,369	2,518	6,311	109	6,420
Disposal	0	0	(10)	0	(10)	0	(10)
Depreciation	0	(3,235)	(7,255)	(10,165)	(20,655)	0	(20,655)
Carrying amount at end of year	97,090	259,312	37,711	15,596	409,709	228,791	638,500

10. Payables

	2004/05	2003/04
	\$'000	\$'000
Trade Creditors	1,889	1,864
Other Creditors	1,057	799
Accrued Salaries	353	552
Total Payables	3,299	3,215

11. Provision for employee benefits

11(a) Current Liabilities

	2004/05	2003/04
	\$'000	\$'000
Employee Benefits		
Annual Leave	2,473	1,909
Long Service Leave	375	332
Total	2,848	2,241

11(b) Non-Current Liabilities

	2004/05	2003/04
	\$'000	\$'000
Employee Benefits		
Long Service Leave	3,381	2,992
Total	3,381	2,992
Total (including on-costs) – Refer Note 1 (f)	6,229	5,233

12. Interest bearing liabilities

	2004/05	2003/04
	\$'000	\$'000
12(a) Current Secured		
Lease liabilities (Note 19)	23	6
Total	23	6
12(b) Non-current Secured		
Lease liabilities (Note 19)	137	45
Total	137	45
Total interest bearing liabilities	160	51

Lease liabilities are effectively secured as the rights to the leased assets revert to the lessor in the event of default

12(c) Assets pledged as security

The carrying amounts of non – current assets pledged as security are:

	2004/05	2003/04
	\$'000	\$'000
Finance lease		
Plant & equipment under finance lease (Note 9(c))	160	51
Total non – current assets pledged as security	160	51

13. Equity

13 (a) Contributed Capital*

	2004/05	2003/04
	\$'000	\$'000
Balance at beginning of year	587,770	585,864
Capital Receipts		
Victorian Government		
Melbourne Museum Development	0	1,906
Balance at End of the Year	587,770	587,770

Notes to the Financial Statements

For the year ended 30 June 2005

13 (b) Accumulated Deficit

	2004/05	2003/04
	\$'000	\$'000
Balance at beginning of year	(42,310)	(28,049)
Deficit for the Year	(13,483)	(13,985)
Transfers Between Reserves		
Transfer (to) from Trust Funds	(372)	(1,312)
Transfer from (to) Externally Funded Special Projects	(393)	1,036
Balance at end of the year	(56,558)	(42,310)

13 (c) Reserves

	2004/05	2003/04
Trust funds**		
Balance at beginning of the year	4,229	2,917
Transfer Between Reserves		
Transfer from Accumulated Deficit	372	1,312
Balance at end of the year	4,601	4,229
Externally funded special projects***		
Balance at beginning of year	2,795	3,831
Transfer between Reserves		
Transfer (to) from Accumulated Deficit	393	(1,036)
Balance at end of the year	3,188	2,795
Asset revaluation reserve		
Balance at beginning of year	92,200	92,200
Add Increment	66,292	0
Balance at end of the year	158,492	92,200

** "Contributed Capital" consists of capital funds provided by the Victorian Government for the building of the new Melbourne Museum, Immigration Museum and Royal Exhibition Building. Ministerial approval has been received for the treatment of these amounts as Contributed Capital.

** "Trust Funds" consist of those funds which may be used by the Museums Board of Victoria for Museum purposes defined by the relevant Trust deed or will.

*** "Externally Funded Special Projects" consist of unexpended Government and other grants tied to a specific purpose.

14. Contingent liabilities and contingent assets

Museum Victoria believes that there are no contingent liabilities or contingent assets.

15. Notes to the cash flow statement

15.1 Reconciliation of Cash

For the purposes of the Statement of Cash Flows, Museum Victoria considers cash to include cash on hand and in banks and investments in money market instruments. Cash at the end of the reporting period, as shown in the Statement of Cash Flows, is reconciled to the related items in the Statement of Financial Position as follows:

	2004/05	2003/04
	\$'000	\$'000
Cash	1,605	1,217
Other Financial Assets	13,298	10,547
Total (refer to Note 6)	14,903	11,764

15.2 Reconciliation of Operating Result to Net Cash Inflow from Operating activities

Operating Deficit	(13,483)	(13,985)
Add (Less) items classified as Investing/Financing activities		
(Profit) Loss on Sale of Non-current Assets	73	10
Add (Less) non cash items:		
Assets Acquired	(114)	0
Depreciation & Amortisation	19,608	20,655
Provisions	180	1,215
Net cash provided by operating activities before change in Assets and liabilities	6,264	7,895
Increase/(Decrease) in Creditors & Accruals	84	2,317
(Increase)/Decrease in Receivables	1,282	(755)
(Increase)/Decrease in Inventories	148	10
(Increase)/Decrease in Accrued Revenue	(63)	(90)
(Increase)/Decrease in Prepayments	(474)	0
Net cash provided by operating activities	7,241	9,377

16. Related party transactions

(a) The Minister, the Director & Board Members of the Museum Board of Victoria

The Minister for the Museums Board of Victoria is the Hon. Mary Delahunty MP. The names of each person holding the position of Board member of the Museums Board of Victoria during the financial year are Mr Harold Mitchell, Mr Peter McMullin (resigned 8 July 2004, reappointed 22 March 2005), Ms Sheila O'Sullivan, Mr Terry Garwood, Mr Peter Hiscock AM, Dr Janet McCalman, Mr Michael Perry, Dr Gael Jennings, Professor Daine Alcorn, Ms Susan Heron and the Hon. Joan Kirner AM). The Chief Executive Officer of the Museum is Dr J Patrick Greene. There were no related party transactions by the Minister, the Chief Executive Officer and Board Members.

(b) There are no other related party transactions

17. Responsible persons remuneration

(a) Responsible Persons

Persons who hold positions of Responsible Persons in relation to the Board at any time during the reporting period are:

Responsible Minister – Mary Delahunty MP
Accountable Officer – Dr J Patrick Greene
Board Members – As disclosed in note 16 (a).

(b) Remuneration of Responsible Persons

Members of the Board act in an honorary capacity.
The remuneration of the Accountable Officer, who is not a Member of the Board, is reported below.

(c) Executives Officer Remuneration

Income Band	Total Remuneration		Base Remuneration	
	2005	2004	2005	2004
	No.	No.	No.	No.
\$40,000 - \$49,999	1	0	1	0
\$60,000 - \$69,999	0	0	1	0
\$100,000 - \$109,999	1	0	0	0
\$110,000 - \$119,999	0	0	0	2
\$120,000 - \$129,999	0	2	2	2
\$130,000 - \$139,999	1	1	1	0
\$140,000 - \$149,999	1	1	0	0
\$150,000 - \$159,999	1	0	0	0
\$180,000 - \$189,999	0	1	0	1
\$190,000 - \$199,999	0	0	1	0
\$220,000 - \$229,999	1	0	0	0
Total Numbers	6	5	6	5
Total	\$808,000	\$716,000	\$704,000	\$667,000

18. Superannuation

Museum Victoria has, in its staffing profile, a number of employees who are members of the following public sector superannuation schemes:

(a) State Superannuation Fund (Revised Scheme & New)

Employer contributions paid to the above Schemes were \$646,692 (2003/04 \$638,268). Contributions outstanding at 30 June 2005 were \$Nil. The contributions rate for the above Schemes is not available to Museum Victoria.

(b) State Superannuation Fund (VicSuper Scheme)

Employer contributions paid to the above Scheme were \$1,497,820 (2003/04 \$1,268,298). Contributions outstanding at 30 June 2005 were \$Nil. This represented a contribution rate of 9% of normal salary.

Museum Victoria is required to recognise all superannuation payments as expenses in its operating statement. The Department of Treasury and Finance shall recognise the aggregate unfunded superannuation liability relating to employing entities in its financial statements of 30 June 2005 as the Victorian Government has assumed responsibility for this liability.

19. Leasing commitments

	2004/05	2003/04
	\$'000	\$'000
Operating Leases		
Non-Cancellable Operating Leases contracted for but not capitalised in the accounts		
Payable:		
not longer than 1 year	667	624
longer than 1 year but not longer than 5 years	1,182	1,011
Total	1,849	1,635

Finance Leases

Commitments in relation to finance leases are payable as follows:

within 1 year	32	9
longer than 1 year but not longer than 5 years	148	49
Minimum lease payments	180	58
Less future finance charges	20	7
Recognised as a liability	160	51
Representing lease liabilities:		
Current (Note 12)	23	6
Non-Current (Note 12)	137	45
Total	160	51

Notes to the Financial Statements

For the year ended 30 June 2005

20. Financial instruments

(a) Credit Risk Exposures

The credit risk on financial assets which have been recognised on the Statement of Financial Position, is generally the carrying amount, net of any provisions for doubtful debts.

(b) Interest Rate Risk Exposure

Museum Victoria's exposure to interest rate risk and the effective weighted average interest rate for each class of financial assets and liabilities is set out below.

Exposures arise predominantly from assets and liabilities bearing variable interest rates as the economic entity intends to hold fixed rate assets and liabilities to maturity.

Fixed interest maturing in:

2005 interest rate	Notes	Floating or less \$'000	1 year to 5 years \$'000	Over 1 than 5 years \$'000	More interest bearing \$'000	Non-\$'000	Total \$'000
Financial Assets							
Cash and deposits	6	1,560	0	0	0	45	1,605
Receivables	7	237	0	0	0	1,450	1,687
Investments	6	6,298	7,000	0	0	0	13,298
		8,095	7,000	0	0	1,495	16,590
Weighted average interest rate		5.27%	5.7%	0%	0%		

Financial liabilities

Trade and other creditors	0	0	0	0	0	3,299	3,299
Finance lease	0	23	137	0	0	0	160
		0	23	137	0	3,299	3,459
Weighted average interest rate		0%	6.5%	6.5%	0		
Net Financial Assets (Liabilities)		8,095	6,977	(137)	0	(1,804)	13,131

Fixed interest maturing in:

2004	Notes	Floating interest rate \$'000	1 year or less \$'000	Over 1 to 5 years \$'000	More than 5 years \$'000	Non-interest bearing \$'000	Total \$'000
Financial Assets							
Cash and deposits	6	1,173	0	0	0	44	1,217
Receivables	7	121	0	0	0	2,126	2,247
Investments	6	5,547	5,000	0	0	0	10,547
		6,841	5,000	0	0	2,170	14,011
Weighted average interest rate		5.27%	5.44%	0%	0%		

Financial liabilities

Trade and other creditors	0	0	0	0	3,215	3,215	
Finance lease	0	6	45	0	0	0	51
		0	6	45	0	3,215	3,266
Weighted average interest rate		0%	6.50%	6.50%	0%		

Net Financial Assets (Liabilities)	6,841	4,994	(45)	0	(1,045)	10,745	
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Reconciliation of Net Financial Assets to Net Assets

	2004/05 \$'000	2003/04 \$'000
Net Financial Assets as above	13,131	10,745
Non-Financial Assets and Liabilities:		
Inventories	680	672
Property, Plant & Equipment	446,029	409,709
Collections	243,408	228,791
Provisions	(6,229)	(5,233)
Prepayment	474	0
Net Assets per Statement of Financial Position	697,493	644,684

(c) Net Fair Value of Financial Assets and Liabilities

On-balance sheet

The net fair value of cash and cash equivalents and non-interest bearing monetary financial assets and financial liabilities of Museum Victoria approximates their carrying value.

The net fair value of other monetary financial assets is based upon market prices where a market exists or by discounting the expected future cash flows by the current interest rates for assets with similar risk profiles. In the 2003-04 financial year Museum Victoria did not have any financial assets in this class.

21. Impacts of adopting Australian equivalents to international financial reporting standards

Following the adoption of Australian equivalents to International Financial Reporting Standards (A-IFRS), Museum Victoria will report for the first time in compliance with A-IFRS when results for the financial year ended 30 June 2006 are released.

It should be noted that under A-IFRS, there are requirements that apply specifically to not-for-profit entities that are not consistent with IFRS requirements. Museum Victoria is established to achieve the objectives of government in providing services free of charge or at prices significantly below their cost of production for the collective consumption by the community, which is incompatible with generating profit as a principal objective. Consequently, where appropriate, Museum Victoria applies those paragraphs in accounting standards applicable to not-for-profit entities.

An A-IFRS compliant financial report will comprise a new statement of changes in equity in addition to the three existing financial statements, which will all be renamed. The Statement of Financial performance will be renamed as the Operating Statement, the Statement of Financial Position will revert to its previous title as the Balance Sheet and the Statement of Cash Flows will be simplified as the Cash Flow Statement. However, for the purpose of disclosing the impact of adopting A-IFRS in the 2004-05 financial report, which is prepared under existing accounting standards, existing titles and terminologies will be retained.

With certain exceptions, an entity that has adopted A-IFRS must record transactions that are reported in the financial report as though A-IFRS had always applied. This requirement also extends to any comparative information included within the financial report. Most accounting policy adjustments to apply A-IFRS retrospectively will be made against accumulated funds at the 1 July 2004 opening balance sheet date for the comparative period. The exceptions include deferral until 1 July 2005 of the application and adjustments for:

- AASB 132 Financial Instruments: Disclosure and Presentation;
- AASB 139 Financial Instruments: Recognition and Measurement.

The comparative information for transactions affected by these standards will be accounted for in accordance with existing accounting standards. Museum Victoria has taken the following steps in managing the transition to A-IFRS and has achieved the following scheduled milestones:

- established a steering committee to oversee the transition to and implementation of A-IFRS;
- established an A-IFRS project team to review the new accounting standards to identify key issues and the likely impacts resulting from the adoption of A-IFRS and any relevant Financial Reporting Directions as issued by the Minister for Finance;
- participated in an education and training process to raise awareness of the changes in reporting requirements and the processes to be undertaken; and
- initiated reconfiguration and testing of user systems to meet new requirements.

This financial report has been prepared in accordance with current Australian accounting standards and other financial reporting requirements (Australian GAAP). It is considered that there is no significant impact on the financial position of the Museum as at 30 June 2005 and on the current year's result had the Financial Statements been prepared using A-IFRS.



INDEPENDENT AUDIT REPORT
Museums Board of Victoria

To the Members of the Parliament of Victoria and Members of the Museums Board of Victoria

Scope

The Financial Report

The accompanying financial report for the year ended 30 June 2005 of the Museums Board of Victoria consists of the statement of financial performance, statement of financial position, statement of cash flows, notes to and forming part of the financial report, and the supporting declaration.

Members' Responsibility

The Members of the Museums Board of Victoria are responsible for:

- the preparation and presentation of the financial report and the information it contains, including accounting policies and accounting estimates
- the maintenance of adequate accounting records and internal controls that are designed to record its transactions and affairs, and prevent and detect fraud and errors.

Audit Approach

As required by the Audit Act 1994, an independent audit has been carried out in order to express an opinion on the financial report. The audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement.

The audit procedures included:

- examining information on a test basis to provide evidence supporting the amounts and disclosures in the financial report
- assessing the appropriateness of the accounting policies and disclosures used, and the reasonableness of significant accounting estimates made by members
- obtaining written confirmation regarding the material representations made in conjunction with the audit
- reviewing the overall presentation of information in the financial report.

These procedures have been undertaken to form an opinion as to whether the financial report is presented in all material respects fairly in accordance with Accounting Standards and other mandatory professional reporting requirements in Australia, and the financial reporting requirements of the Financial Management Act 1994, so as to present a view which is consistent with my understanding of the Board's financial position, and its financial performance and cash flows.

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

Victorian Auditor-General's Office Level 34, 140 William Street, Melbourne Victoria 3000
Telephone (03) 8601 7000 Facsimile (03) 8601 7010 Email comments@audit.vic.gov.au Website www.audit.vic.gov.au

Auditing in the Public Interest



INDEPENDENT AUDIT REPORT
(Continued)

Independence

The Auditor-General's independence is established by the Constitution Act 1975.

The Auditor-General is not subject to direction by any person about the way in which his powers are to be exercised. The Auditor-General and his staff and delegates comply with all applicable independence requirements of the Australian accounting profession.

Audit Opinion

In my opinion, the financial report presents fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia, and the financial reporting requirements of the Financial Management Act 1994, the financial position of the Museums Board of Victoria as at 30 June 2005 and its financial performance and cash flows for the year then ended.

MELBOURNE
19 September 2005

JW CAMERON
Auditor-General

Victorian Auditor-General's Office Level 34, 140 William Street, Melbourne Victoria 3000
Telephone (03) 8601 7000 Facsimile (03) 8601 7010 Email comments@audit.vic.gov.au Website www.audit.vic.gov.au

Auditing in the Public Interest

Financial Review of Operations and Financial Condition

Five year financial summary

	2004/05	2003/04	2002/03	2001/02	2000/01
	\$1000	\$'000	\$'000	\$'000	\$'000
Revenue	90,188	88,558	87,752	81,219	76,093
Expenditure	103,671	102,543	99,917	93,835	89,360
Net Deficit for the Year	(13,483)	(13,985)	(12,165)	(12,616)	(13,267)
Assets	707,181	653,183	662,315	672,489	594,956
Liabilities	9,688	8,499	5,552	5,631	5,332
Equity	697,493	644,684	656,763	666,858	589,624

Significant changes in The Museums Board of Victoria's financial result throughout the year are as follows:

Financial Position

Land and Buildings and the Museum's Collections were revalued at 30 June 2005. These revaluations resulted in an increase in value of \$66.3 million which contributed to a positive change in equity of \$52.8 million.

New Capital Funding Initiatives

An amount of \$1.5 million was received from the Victorian Government for the upgrade of the Planetarium at Scienceworks.

Disclosure Index

The Annual Report of Museum Victoria is prepared in accordance with all relevant Victorian legislation. This index has been prepared to facilitate identification of the Museum's compliance with statutory disclosure requirements.

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Financial Statements

Financial statements required under Part 7 of the FMA

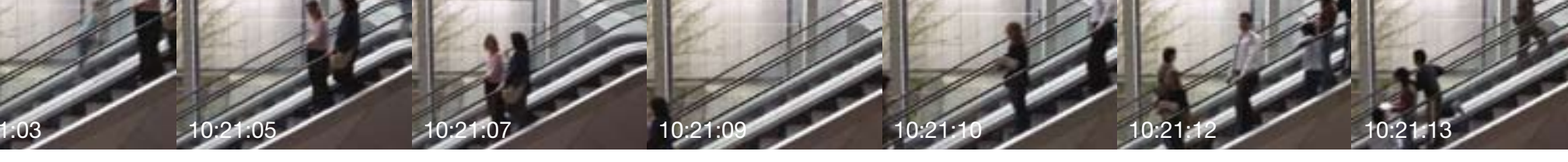
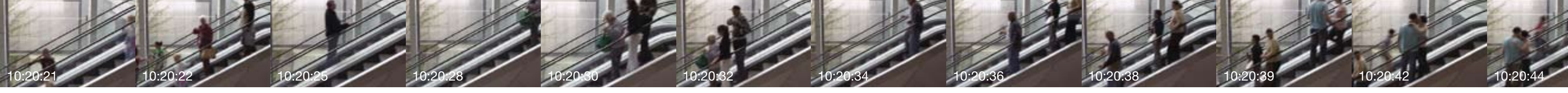
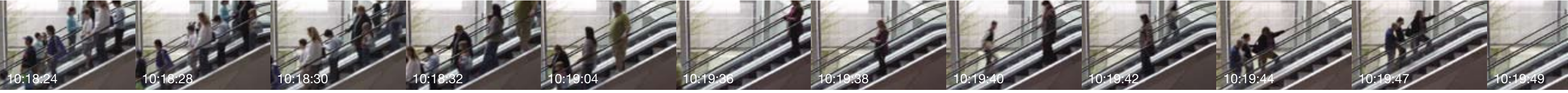
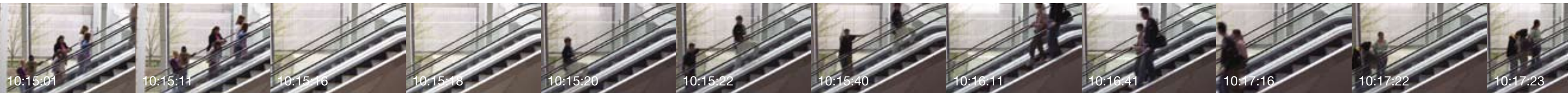
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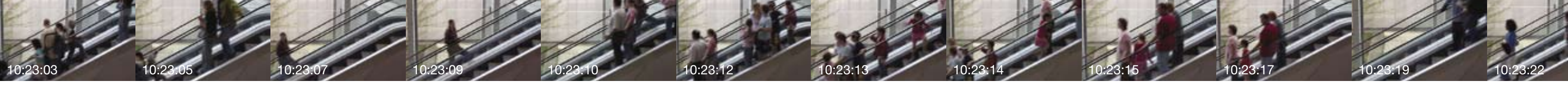
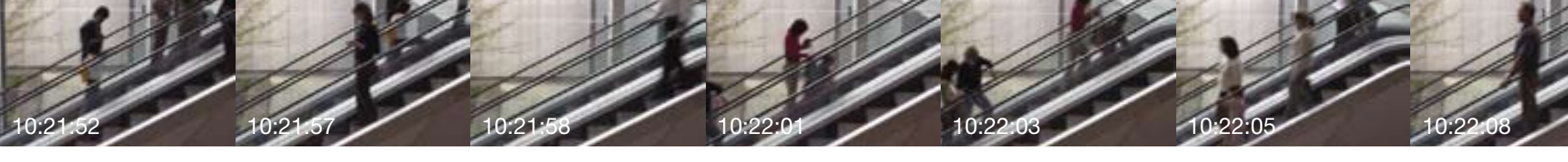
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**ADDITIONAL
INFORMATION**



Additional Information

Research Projects

Externally Funded projects

The following projects received external funding and commenced during the year:

Allen, Lindy. *Twined Together: Kunmadj njalehnjaleken*. The Myer Foundation.

Allen, Lindy. Donald Thomson: Cape York language program. The University of Melbourne.

Batty, Philip. *Colliding Worlds*: catalogue and opening. The Australia Council.

Birch, William. A.B. Edwards mineral, rock and ore collection. CSIRO.

Dale-Hallett, Liza. Development of stories for *Women on Farms Gathering* display. Women on Farms Gathering.

Dale-Hallett, Liza. Water Smart Lifestyles in and around Melbourne: Stage 2. Smart Water Fund.

Ferraro, Paul and Norman, Janette. Taxonomy and population structure of the Mahogany Glider. Rainforest CRC, James Cook University.

Gillespie, Richard. Commemoration of the Eight Hour Day. Grants from: Arts Victoria; Australian Workers Union; Cambridge Integrated Services Victoria; Community and Public Sector Union; Industrial Relations Victoria; Members Equity Bank; Robert Salzer Foundation; RMIT University; The University of Melbourne; Victorian Trades and Literary Institute; and, Victorian Trades Hall Council.

Gillespie, Richard. Gay and lesbian history of Victoria. State Library of Victoria.

Gillespie, Richard. The history of Australian childhood. PhD sponsorship project. The University of Melbourne.

Marchant, Richard. Assessment of environmental flow requirements for the Latrobe River and wetlands of the Lower Latrobe River. West Gippsland Catchment Management Authority.

Melville, Jane. The evolutionary history of self-replenishment in endemic coral reef fishes. The University of Melbourne.

Norman, Mark. Australia’s argonauts: taxonomy, biology and a revision of the family Argonautidae. Australian Biological Resources Study.

Norman, Mark and Wilson, Robin. Publication of *Nudibranchs and Relatives of Southeastern Australia*. The Norman Wettenhall Foundation.

O’Hara, Tim. Ecological ‘health’ of Victorian intertidal rock platforms. Natural Heritage Trust, Department of the Environment and Heritage.

Poore, Gary. Interactive keys and guide to non-asselote marine Isopoda of Australia (Crustacea). Australian Biological Resources Study.

Poore, Gary. Guides to the marine fauna of Port Phillip and Westernport Bay. Port Phillip and Westernport Regional Catchment Management Authority.

Walker, Ken. Pest and Disease Image Library: development, facilitation and maintenance. Plant Health Australia, Department of Agriculture, Fisheries and Forestry.

Willis, Elizabeth. ‘Little Lonsdale’ archaeological collection. Heritage Victoria.

Wilson, Robin. Australian Nereididae bioinformatics: PARTNER project. Australian Biological Resources Study.

The following collaborative projects administered by other institutions received external funding and commenced during the year:

Long, John. Australia’s exceptional Palaeozoic fossil fishes, and a Gondwana origin for land vertebrates. Australian Research Council. This grant is administered by the Australian National University.

Schmidt, Rolf. A global species database of Phylum Bryozoa. Global Biodiversity Information Facility, Denmark. This grant is administered by the Field Museum of Natural History, Chicago, USA.

Wilson, Robin. Ports survey integration project. Natural Heritage Trust, Department of the Environment and Heritage. This grant is administered by The Australian Museum.

Research Supervision

Graduate and Post-Graduate Supervision:

(Museum Victoria supervisors in italics)

Anderson, Debbie: PhD, University of Melbourne. Supervisors: Liza Dale-Hallett, Kate Darian-Smith, Peter Christoff.

Project: Drought, risk and rural endurance: rethinking the Australian climate.

Blamey, Libby: MA, Public History, Monash University. Supervisors: Deborah Tout-Smith, Seamus O’Hanlon.

Project: Material evidence of immigrant depots and camps in mid-19th century Victoria.

Buchanan, Lucas: PhD, Monash University. Supervisors: Thomas Rich, Patricia Vickers-Rich. Project: Australian fossil crocodiles from the Rundle Oil Shale of Queensland: mirrors of past climate & ecological associations.

Cohn, Helen: PhD, University of Melbourne. Supervisors: Thomas Darragh, Rod Home. Project: Novelty to rarity: a history of the National Herbarium of Victoria.

Consoli, Christopher: PhD, Monash University. Supervisors: Thomas Rich, Jeffrey Stilwell, Patricia Vickers-Rich.

Project: Late Cretaceous environments and biotas of the Chatham Islands: Old fragments of the Gondwana supercontinent.

Costa, Trudy: PhD, University of Melbourne. Supervisors: Tim O’Hara, Mick Keough. Project: Human impacts on the rocky intertidal coast of Victoria.

Cotter, Mary: MA, Public History, Monash University. Supervisors: Elizabeth Willis, Seamus O’Halloran. Project: A descriptive analysis of research material relating to Victorian trade union banners.

Dolman, Gaynor: PhD, University of Queensland. Supervisors: Jeremy Austin, Sandie Degnan, Craig Moritz. Project: Speciation in Carlia skinks from the wet tropics.

Ferraro, Paul: MSc, Rainforest CRC, James Cook University. Supervisors: Janette Norman, Chris Johnson, Peter Latch, John Winter. Project: Conservation genetics of the Mahogany Glider.

Finn, Julian: PhD, La Trobe University. Supervisors: Mark Norman, Simon Goldsworthy. Project: Systematics and biology of argonauts (Family Argonautidae).

Fitzgerald, Erich: PhD, Monash University. Supervisors: Thomas Rich, Patricia Vickers-Rich. Project: The functional anatomy and phylogeny of toothed Mysticeti (Cetacea) from the Late Oligocene of Australia.

Hansen, Amber: MEnvSc, University of New South Wales. Supervisors: Tim O’Hara, Ronnie Harding. Project: Cryptic speciation in the eleven-armed seastar, *Coscinasteria muricata*.

Harding, Lucy: MSc, Department of Earth Sciences, University of Melbourne. Supervisors: Thomas Darragh, Stephen Gallagher. Project: Early Pliocene molluscan palaeontology and palaeoenvironments of the Marine Plain Area (Antarctica).

Harris, Collette: MA, Public History, Monash University. Supervisors: Richard Gillespie, Seamus O’Hanlon. Project: The relationship between design and manufacturing in Victorian industry.

Hogan, Fiona: PhD, Deakin University. Supervisors: Janette Norman, Raylene Cooke, Chris Burridge, Chris Austin. Project: Genetic variability of Powerful Owls in the south-east Australian forests.

Holland, Timothy: BSc(Hons), Department of Zoology, Latrobe University. Supervisors: John Long, Anne Warren. Project: Carboniferous rhizodont fishes from Mansfield, Victoria.

Hoskin, Conrad: PhD, University of Queensland. Supervisors: Jeremy Austin, Hamish McCallum, Craig Moritz. Project: The roles of historical isolation and ecological gradients in generating reproductive isolation in wet tropics frogs.

Kefford, Ben: PhD, RMIT University. Supervisors: Richard Marchant, Dayanthi Nugegoda. Project: The role of salinity in structuring stream invertebrate communities.

Lee, Katrina: BSc(Hons), Department of Zoology, University of Melbourne. Supervisors: Robin Wilson, Mick Keough. Project: The diversity and endemism of the family Serpulidae (Annelida: Polychaeta) in south-eastern Australia.

Lees, Joannah: PhD, University of Canberra. Supervisors: Martin Birch, David Phillips, Ian Grey, James Robertson, Terry Chesser. Project: Molecular methods for the diagnosis of Glossy Black-Cockatoo populations and their application in forensics.

Lockett, Matthew: PhD, University of Technology, Sydney. Supervisors: Martin Gomon, David Booth. Project: Comparative biology of introduced gobies in Sydney and Melbourne estuaries.

Maroske, Sara: PhD, University of Melbourne. Supervisors: Thomas Darragh, Rod Home. Project: Science by correspondence: Ferdinand Mueller (1825-1896).

Mills, Stuart: PhD, University of Melbourne. Supervisors: William Birch, David Phillips, Ian Grey. Project: Secondary minerals in the Broken Hill deposit, New South Wales.

Morris, Jasmine Sarah: MA, Public History, Monash University. Supervisors: Deborah Tout-Smith, Helen Doyle. Project: Old Customs House, Melbourne: furniture and fittings of the Long Room.

Ng, Julienne: BSc(Hons), Department of Zoology, University of Melbourne. Supervisors: Jane Melville, Josh Van Buskirk. Project: Conservation genetics of the Anglesea Earless Dragon (*Tympanocryptis diemensis*).

Nicholls, James: PhD, University of Queensland. Supervisors: Jeremy Austin, Anne Goldizen, Craig Moritz. Project: Examining the ecological and evolutionary causes of call variation in Satin Bowerbirds.

Piper, Katarzyna Julia: PhD, Monash University. Supervisors: Thomas Rich, Patricia Vickers-Rich. Project: Analysis of the early-mid Pleistocene Portland mammalian fauna.

Plant, Rhyllis: MA, Visual Arts, La Trobe University. Supervisors: Thomas Darragh, James McArdle, John Robinson. Project: Natural history illustration: woodblock to website.

Pocklington, Jacqueline: PhD, University of Melbourne. Supervisors: Tim O’Hara, Michael Keough. Project: Examining the role of species as habitats on intertidal rocky shore ecosystems.

Pohl, Gwynneth: MA, Public History, Monash University. Supervisors: Elizabeth Willis, Seamus O’Halloran. Project: Ship models from the Straits Settlement, on display at the 1880 Melbourne International Exhibition.

Raadik, Tarmo: PhD, University of Canberra. Supervisors: Martin Gomon, Arthur Georges, Mark Adams. Project: Conservation biology and systematics of the mountain galaxias.

Rheindt, Frank: PhD, University of Melbourne. Supervisors: Janette Norman, Les Christidis, Jon Martin. Project: Speciation in neotropical tyrannids: the Eleania complex.

Rose, Rebecca: BSc(Hons), Department of Zoology, University of Melbourne. Supervisors: Jane Melville, Josh Van Buskirk. Project: Population genetics and background colour matching in Victorian painted dragons (*Ctenophorus pictus*).

Schwartz, Leah: PhD, Monash University. Supervisors: Thomas Rich, Patricia Vickers-Rich. Project: The Bullock Creek mid-Cainozoic small mammal assemblage.

Smith, Katie: BSc(Hons), Department of Zoology, University of Melbourne. Supervisors: Jane Melville, Josh Van Buskirk. Project: Species boundaries in two genetically separated but morphologically and ecologically overlapping species of Agamid lizards (*Diporiphora bilineata* and *D. magna*). Storey, Melissa: PhD, University of Melbourne. Supervisors: Gary Poore, David Macmillan. Project: Systematics and biogeography of the isopod family Serolidae (Crustacea).

Syme, Anna: PhD, University of Melbourne. Supervisors: Gary Poore, David Macmillan. Project: Systematics and biogeography of cylindroleberidid ostracods (Crustacea) in southern Australia.

Thompson, Vanessa: PhD, University of Melbourne. Supervisors: Jane Melville, Stephen Swearer. Project: Determining the mechanisms of self-recruitment in Australian coral reef fishes: a comparison of the evolutionary relationships and population genetics of endemic and non-endemic species.

York, Kate: BSc(Hons), Department of Genetics, University of Melbourne. Supervisors: Janette Norman, Belinda Appleton. Project: Microsatellite analysis of the Bentwing Bat, *Miniopterus schreibersii*.

Research Publications

Publications – Refereed Journals

Austin, J.J., Bretagnolle, V. and Pasquet, E. 2004. A global molecular phylogeny of the small *Puffinus* shearwaters and implications for the systematics of the Little-Audubon’s shearwater complex. *Auk* 121: 847-864.

Austin, J.J., Arnold, E.N. and Jones, C.G. 2004. Reconstructing an island radiation using ancient and recent DNA: the extinct and living day geckos (*Phelsuma*) of the Mascarene islands. *Molecular Phylogenetics and Evolution* 31: 109-122.

Bardeleben, B., Moore, R.L., Austin, J.J. and Robson, T. 2005. Isolation of polymorphic tetranucleotide microsatellite markers for the Satin Bowerbird (*Ptilonorhynchus violaceus*). *Molecular Ecology Notes* 5: 305-307.

Bardeleben, C., Delaney, K.S., Austin, J.J. and Moore, R.L. 2005. Isolation of polymorphic tetranucleotide microsatellite markers for the grey-headed robin (*Poecilodryas albispecularis*). *Molecular Ecology Notes* 5: 146-148.

Bardeleben, C., Gray, M.M., Austin, J.J. and Amorim do Rosario, I. 2005. Isolation of polymorphic tetranucleotide microsatellite markers for the large-billed scrubwren (*Sericornis magnirostris*). *Molecular Ecology Notes* 5: 143-145.

Batty, P. 2005. White redemption rituals: repatriating Aboriginal secret-sacred objects. *Arena Journal* 23: 29-36.

Beadell, J.S., Gering, E., Austin J.J., Dumbacher, J.P., Peirce, M.A., Pratt, T.K., Atkinson, C.T. and Fleischer, R.C. 2004. Prevalance and differential host-specificity of two avian blood parasite genera in the Austral-Papuan region. *Molecular Ecology* 13: 3829-3844.

Black, A.B. and Longmore, N.W. 2004. The bird collection of R.C. Chandler: Tarcoola to Ooldea (Yellabinna region), 1908-9. *South Australian Ornithologist* 34: 185-198.

Bock, P.E. and Cook, P.L. 2004. Dimorphic brooding zooids in the genus Adeona Lamouroux from Australia (Bryozoa: Cheilostomata). *Memoirs of Museum Victoria* 61(2): 129–133.

Bock, P.E. and Cook, P.L. 2004. A review of Australian Conescharelliniidae (Bryozoa: Cheilostomata). *Memoirs of Museum Victoria* 61(2): 135–182.

Cook, C.E., Austin, J.J. and Disney, R.H.L. 2004. A mitochondrial 12S and 16S rRNA phylogeny of critical genera of Phoridae (Diptera) and related families of Aschiza. *Zootaxa* 593: 1-11.

Darragh, T.A. 2004. Ferdinand Mueller and Charles La Trobe. *La Trobeana, Journal of the La Trobe Society of Australia* 2(2): 1-5.

Darragh, T.A. 2005. Review of: Moyal, A. (2003) *The Web of Science: The Scientific Correspondence of the Rev. W.B. Clarke, Australia’s Pioneer Geologist*, Australian Scholarly Publishing: Melbourne. *Archives of Natural History* 32(1): 124-125. Federle, W. and Rheindt, F.E. 2005. *Macaranga* ant-plants hide food from intruders: correlation of food presentation and presence of wax barriers analysed using phylogenetically independent contrasts. *Biological Journal of the Linnaean Society* 84: 177-193.

Fitzgerald, E.M.G. 2004. A review of the Tertiary fossil Cetacea (Mammalia) localities in Australia. *Memoirs of Museum Victoria* 61(2): 183–208.

Fitzgerald, E.M.G. 2005. Holocene record of the dugong (*Dugong dugon*) from Victoria, southeast Australia. *Marine Mammal Science* 21(2): 355-361.

Frost, R.L., Carmody, O., Erickson, K.L., Weier, M.L., Henry, D.A. and Cejka, J. 2005. Molecular structure of the uranyl mineral uranopilite–a Raman spectroscopic study. *Journal of Molecular Structure* 733(1-3): 203-210.

Frost, R.L., Mills, S.J. and Erickson, K.L. 2004. Thermal decomposition of peisleyite: a thermogravimetry and hot stage Raman spectroscopic study. *Thermochimica Acta* 419(1-2): 109-114.

Frost, R.L., Mills, S.J. and Weier, M.L. 2004. Peisleyite, an unusual mixed anion mineral: a vibrational spectroscopic study. *Spectrochimica Acta, Part A, Molecular and Biomolecular Spectroscopy* 61(1-2): 177-184.

Frost, R.L., Weier, M.L., Erickson, K.L., Carmody, O. and Mills, S.J. 2004. Raman spectroscopy of minerals of the variscite group. *Journal of Raman Spectroscopy* 35(12): 1047-1055.

Gomon, M.F. 2004. Two new species of roughly (Trachichthyidae: *Optivus*) from coastal waters of southern Australia. *Records of the Australian Museum* 56: 173–178.

Gomon, M.F., and Tomoyasu, S. 2004. A new cucumberfish (Paraulopidae) of the *Paraulopus nigripinnis* complex from central eastern Australia. *Records of the Australian Museum* 56: 195–199.

Greene, J.P. 2004. Content and contention: can museums present controversial issues? *Open Museum Journal* [?Vol. 7, Sept 2004 – check, pages??]

Harvey, G. 2004. Expanding aesthetic boundaries in Australian garden design. *Traffic, An Interdisciplinary Postgraduate Journal* 4: 51-71.

Henry, D.A. 2005. Gem beryl in Australia. *ExtraLapis* 7: 76-78.

Henry, D.A., Birch, W.D. and MacRae, C. 2005. Manganaxinite from Pyles limestone, near Benambra, and ferroaxinite from Corop, Victoria. *Australian Journal of Mineralogy* 11(1): 27-33.

Henry, D.A., Pogson, R.E. and Williams, P.A. 2005. Threadgoldite from the South Alligator Valley uranium field, Northern Territory, Australia: second world occurrence. *Australian Journal of Mineralogy* 11(1): 9-14.

Holloway, D.J. 2004. The trilobite subfamily Monorakinae (Pterygometopinae). *Palaeontology* 47: 1015-1036.

Holmes, F.C. 2004. A new Late Eocene cassiduloid (Echinoidea) from Yorke Peninsula, South Australia. *Memoirs of Museum Victoria* 61(2): 209–216.

Just, J. 2004. Sicafoidiidae, fam. nov. for *Sicafoidia stylus*, gen. nov., from the marine bathyal of south-eastern Australia (Crustacea: Amphipoda: Gammaridea). *Memoirs of Museum Victoria* 61(1): 65–73.

Kuiter, R.H. 2004. A new pygmy pipehorse (Pisces: Syngnathidae: *Idiotropiscis*) from eastern Australia. *Records of the Australian Museum* 56: 163–165.

Kuiter, R.H. 2004. Description of a new species of butterflyfish, *Roa australis*, from northwestern Australia (Pisces: Perciformes: Chaetodontidae). *Records of the Australian Museum* 56: 167–171.

Long, J.A. and Gordon, M.S. 2004. The greatest step in vertebrate history: a paleobiological review of the fish-tetrapod transition. *Physiological and Biological Zoology* 77(5): 700-719.

Longmore, N.W. and Silveira, L.F. 2005. A replacement name for *Xiphorhynchus fuscus breviostris* (Pinto 1938). *Bulletin of the British Ornithologists Club* 125: 153-154.

McDairmid, H., Day, R. and Wilson, R.S. 2004. The ecology of polychaetes that infest abalone shells in Victoria, Australia. *Journal of Shellfish Research* 23: 1179–1188.

Nicholls, J.A. and Austin J.J. 2005. Phylogeography of an east Australian wet-forest bird, the satin bowerbird (*Ptilonorhynchus violaceus*), derived from mtDNA, and its relationship to morphology. *Molecular Ecology* 14: 1485-1496.

Norman, M.D., Boucher, R. and Hochberg, F.G. 2004. The Sharkclub Octopus, *Galeoctopus lateralis*, a new genus and species of deep-water octopus from the western Pacific Ocean (Cephalopoda: Octopodidae). *Journal of Molluscan Studies* 70: 247-256.

Norman, M.D., Hochberg, F.G. and Boucher-Rodoni, R. 2004. *Microeledone mangoldi* n. gen. and n. sp., a deep-water pygmy octopus from the Norfolk Ridge, New Caledonia (Cephalopoda: Octopodidae). *Molluscan Research* 24(3): 193-209.

Novas, F.E., Valais, S., Vickers-Rich, P. and Rich, T.H. 2005. A large Cretaceous theropod from Patagonia, Argentina, and the evolution of the carcharodontosauroids. *Naturwissenschaften* 92: 226-230.

O’Loughlin, P.M., and Waters, J.M. 2004. A molecular and morphological revision of genera of Asterinidae (Echinodermata: Asteroidea). *Memoirs of Museum Victoria* 61(1): 1–40.

Poore, G.C.B. 2005. *Biremia kensleyi*, new species of Bathynataliidae, a small southern hemisphere family (Crustacea: Isopoda: Sphaeromatidea). *Proceedings of the Biological Society of Washington* 118: 55-62. Poore, G.C.B., and Bardsley, T.M. 2004. Pseudidotheidae (Crustacea: Isopoda: Valvifera) reviewed with description of a new species, first from Australia. *Memoirs of Museum Victoria* 61(1): 75–83.

Rheindt, F.E. 2004. Review of: *Handbook of the Birds of the World, Volume 8, Broadbills to Tapaculos. Australian Field Ornithology* 21(3): 127-130.

Museums Board of Victoria
Annual Report 2004/05

Legislation and Compliance

Freedom of Information

The Freedom of Information Act 1982 entitles members of the public to obtain information, other than information that is exempt under the Act, held by Museum Victoria. No Freedom of Information requests were received in the reporting year.

The information below is required to be published annually under Part II of the Freedom of Information Act 1982. The information required to be published under sections 7(1)(a)(i), 7(1)(a)(iii), 7(1)(a)(iv), 7(1)(a)(vii) and7(1)(a)(viii) is located elsewhere in this annual report.

Contacts
Principal Officer: Dr J. Patrick Greene (Chief Executive Officer)
FOI Officer: Rose Bollen
Address: GPO Box 666E Melbourne 3001
Telephone: 8341 7777
Fax: 8341 7778
Email: foi@museum.vic.gov.au

Categories of Documents

Documents maintained in the possession of Museum Victoria include:

- records pertaining to its buildings and other assets
- records pertaining to the objects in Museum Victoria collections
- Museum Victoria policies and procedures
- records of Divisional operations
- records of Museums Board of Victoria meetings
- finance and accounting records
- volunteer records
- personnel and salary records
- Board member records
- Museum Member records

Requests for Access to Documents

Access to documents (as defined in section 5 of the Act) may only be obtained through a written request to the Freedom of Information Officer. A fax will be sufficient. However, each request should be accompanied by a \$21.00 application fee. An applicant may request photocopies of documents, inspection of specific documents at Museum Victoria or other access arrangements as may be appropriate to the application.

Applications should be as specific as possible to enable Museum Victoria to identify the documents sought. Where a request does not sufficiently identify the documents sought, the applicant will be advised and provided with an opportunity to consult with Museum Victoria in order to redefine the request.

Section 21 of the Act requires that all reasonable steps be taken to enable an applicant to be notified of the decision concerning the release of documents as soon as practicable. It must be no later than 45 days after day on which the request was received.

Charges under the Act

Section 22 of the Act outlines the principles for the levy or waiver of judges required to be paid by an applicant before access to a document is given. The current application fee is \$21.00. Further charges may be levied for photocopying, searching, or supervising access. Some charges may be waived in certain circumstances.

Literature available by subscription or free mailing lists

The following subscription services and free mailing lists are maintained by Museum Victoria:

- Museum Victoria magazine
- Memoirs of Museum Victoria
- Calendar of Events
- E-news
- Play & Folklore
- Museum Bites
- Melbourne Museum Volunteer Newsletter
- Volunteer Program Email Bulletin
- Museum Victoria Members Email Bulletin

Availability of Additional Information

The following information relating to Museum Victoria, relevant to the financial year, has been prepared and is available to the Minister, Members of Parliament and the public on request.

- Declarations of pecuniary interests duly completed by all relevant officers.
- Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.
- Details of publications produced by Museum Victoria about the Museum, and the places where publications can be obtained.
- Details of changes in prices, fees, charges, rates and levies charged by Museum Victoria.
- Details of major research and development activities undertaken by Museum Victoria.
- Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit.
- Details of major promotional, public relations and marketing activities undertaken by Museum Victoria to develop community awareness of the Museum and the services it provides.
- Details of assessments and measures undertaken to improve the occupational health and safety of employees.
- A general statement on industrial relations within Museum Victoria and details of time loss through industrial accidents and disputes.
- A list of major committees sponsored by Museum Victoria, the purpose of each committee and the extent to which the purposes have been achieved.

Information Privacy

Museum Victoria complies with the Information Privacy Act 2000 (Victoria). The Information Privacy Principles contained within the Act establish standards for the use of personal information in the public sector. Museum Victoria received no complaints in relation to breaches of privacy in 2003/04.

For inquiries or to request a copy of Museum Victoria's Privacy Policy, contact:
Privacy Officer: Rose Bollen
Address: GPO Box 666E Melbourne 3001
Telephone: 8341 7777
Fax: 8341 7778

Legislative Changes

There were no amendments to the Museums Act 1983 in the 2004/05 financial year.

Public sector values and public sector employment principles.

During the 2004/05 financial year, Museum Victoria complied with the Public Sector Management and Employment Act 1998, as well as the Public Administration Act 2004.

Museum Victoria understands its obligation to make staff aware of the requirements of the Code of Conduct and Policies and Procedures. These documents will be made available and readily accessible to staff at the start of their employment, are explained through the Induction Program and are readily accessible through Musenet.

Our Commitment to the Way We Do Things

As partners in the future of Museum Victoria, we strive to:

- interact courteously and professionally with colleagues and members of the public;
- respect cultural diversity;
- work safely and promote safe work behaviour;
- act ethically and maintain our personal and professional integrity;
- respect our colleagues and help each other at all times;
- work collaboratively with colleagues across all Divisions and Departments;
- reject the use of aggressive behaviour, intimidation or any other form of harassment in the workplace;
- make informed decisions;
- take responsibility for decisions and accept accountability for outcomes;
- provide regular feedback in a fair, open and timely manner;
- practise open, two-way communication;
- consistently apply the principles of fairness and equity;
- use the resources provided efficiently and minimise waste wherever possible; and
- strive to improve the way we do things;

Our Commitment to Leadership

We are committed to achieving excellence in the management of people. Staff in management roles have a specific accountability for adopting a leadership style that fosters a co-operative and collegiate approach, within their workgroup, Department and with other Departments. We believe that staff performing management tasks have added responsibility for their actions and that they will:

- communicate the Museum Victoria Vision and instil commitment to the organisation's goals;
- effectively plan the workloads of staff,
- support staff so that they are able to perform in their roles;
- show confidence in the ability of staff to perform their duties;
- be highly visible, actively listen and respond to all staff;
- work safely, understand their duty of care to staff and promote safe work behaviour;
- consistently apply the principles of fairness and equity;
- encourage staff to broaden their understanding of the organisation;
- provide opportunities for staff to continually improve their professional skills; and,
- assist staff to achieve an effective work-life balance.

Cultural Diversity Statement

Museum Victoria Cultural Diversity Statement

We value and are committed to fairness and equity in all we do. We actively encourage access and participation, and embrace the principles of sustainability, social justice and reconciliation.

Relevant Activities undertaken during the 2004/05 financial year

- Ongoing community engagement undertaken at Immigration Museum to deliver exhibitions and festivals.
- Partnerships with Australian Multicultural Foundation and Australia China Council to present Chinese Costumes at the Immigration Museum.
- Staff Partnership Agreement projects have been identified from issues raised through the Staff Survey. A team has been established to implement the Ensuring Merit, Fairness and Equity project.
- Ongoing provision of facilities for Indigenous groups to meet free of charge.
- Bunjilaka has established itself as a key provider

of Indigenous cultural training. During the year Bunjilaka provided professional development and training sessions for the Victoria Police and Brotherhood of St Laurence.

- The Indigenous community continued to have general access to the ethnographic and photographic Indigenous collections.
- Two regional Aboriginal community workshops on photographic archiving delivered.
- Two regional Aboriginal community workshops on fibre craft delivered.

- Indigenous Employment Coordinator employed and review of the Aboriginal Employment Strategy and Wur-Cum Barra Strategy commenced.

- A Cultural Awareness Program was developed for launch on July 19th 2005
- Indigenous Cultures continued research into the Donald Thomson Collection as well as into episodes of first contact between the Pintupi and Europeans, and the history of Melbourne's Koori organisations

- Successful repatriation of the remains of 74 individuals to Ngarrindjeri Aboriginal traditional owners (SA).

- Further financial support (via the RICIP grant) to the Barkindji Aboriginal traditional owners (NSW).
- Successful repatriation of 41secret/sacred objects to Aboriginal traditional owners in Central Australia, and negotiation of an agreement with the Strehlow Research Centre in Alice Springs for the local storage of a further 64 secret/sacred objects to facilitate community access and negotiations for future repatriation.

- Initiation of dialogue with other Victorian State Government agencies as a means of developing and implementing a "Whole of Government" approach to Aboriginal cultural heritage management in Victoria

- Enhanced understanding of the Indigenous Cultures collections through a research program, and develop priority areas of the collection.

- Continued safeguarding of the internationally-significant Indigenous Cultures collection through best-practice collection management.

- Continued repatriation program of ancestral remains and secret and sacred objects to Aboriginal communities.

National Competition Policy

Museum Victoria is committed to competitive neutrality principles ensuring fair and open competition. Many non-core activities, such as cleaning, food and beverage services, security, design, exhibition construction, car park management, facilities and events management have been outsourced.

Consultancies

Museum Victoria did not commission any consultancies over 2004/05.

Building and Maintenance Compliance

Building Works (over \$50,000)

Royal Exhibition Building

- North entrance works - \$605,000

Minor Works (under \$50,000)

Melbourne Museum

- Repairs and maintenance to playground equipment - \$7,000

Royal Exhibition Building

- Installation of electric window winders to clerestory windows – \$47,000

- Construction of tour zone barriers - \$8,000

- Installation of basement ventilation pits - \$5,200

- Condition survey of south, east & west facades - \$20,000

- Repair of bluestone steps to south entrance - \$15,000

The Whistleblowers Protection Act 2001

There were no disclosures made to Museum Victoria during 2004/2005.

Museum Victoria Whistleblowers procedures

1. Statement of Support to Whistleblowers

Museum Victoria is committed to the aims and objectives of the Whistleblowers Protection Act 2001 ('the Act'). It does not tolerate improper conduct by its employees, officers or members, nor the taking of reprisals against those who come forward to disclose such conduct.

Museum Victoria recognises the value of transparency and accountability in its administrative and management practices, and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Museum Victoria will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure.

2. Purpose of these Procedures

These procedures establish a system for reporting disclosures of improper conduct or detrimental action by Museum Victoria or its employee. The system enables such disclosures to be made to the Protected Disclosure Co-ordinator or to the nominated Protected Disclosure Officer. Disclosures may be made by employees or by members of the public.

These procedures are designed to complement normal communication channels between management and employees. Employees are encouraged to continue to raise appropriate matters at any time with their managers. As an alternative, employees may make a disclosure of improper conduct or detrimental action under the Act in accordance with these procedures.

These procedures are not intended to replace other existing Museum Victoria procedures that deal with grievances or complaints.

These procedures may be amended from time to time if necessary to comply with guidelines published by the Ombudsman under the Act. The guidelines can be found at www.ombudsman.vic.gov.au.

Legislation and Compliance

3. Objects of the Act

The purpose of the Act is to encourage and facilitate the making of disclosures of improper conduct by public officers and public bodies. The Act provides protection to whistleblowers who make disclosures in accordance with the Act, and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

4. The reporting system

The reported system is represented as follows:

CEO or President of Museums Board of Victoria Authority and Decision Making
Director Corporate Services
Protected Disclosure Co-ordinator
Reports to CEO or Board President in cases of disclosure.
Human Resources Manager
Protected Disclosure Officer
Welfare Manager.
Reports to Director Corporate Services in cases of disclosure.
Investigator
Appointment authorised by the CEO or Board President
Reports to Protected Disclosure Co-ordinator.

4.1 Contact Persons within Museum Victoria

Disclosures of improper conduct or detrimental action by Museum Victoria or its employees may be made to the following officers:

Protected Disclosure Officer –
Manager Human Resources

Location: Level 1West
Melbourne Museum
Carlton Gardens
Phone: (03) 8 341 7746
Fax: (03) 8 341 7273

Protected Disclosure Co-ordinator –
Director Corporate Services

Location: Level 1West
Melbourne Museum
Carlton Gardens
Phone: (03) 8 341 7768
Fax: (03) 8 341 7237

All correspondence, phone calls and emails from internal or external whistleblowers will be referred to the Protected Disclosure Co-ordinator.

Where a person is contemplating making a disclosure and is concerned about approaching the Protected Disclosure Co-ordinator or a Protected Disclosure Officer in the workplace, he or she can call the relevant officer and request a meeting in a discreet location away from the workplace.

Where the Protected Disclosure Co-ordinator, Protected Disclosure Officer, CEO or President is the subject of a claim, the internal reporting system will be modified as follows:

- Role of Protected Disclosure Co-ordinator & Protected Disclosure Officer will be combined. Therefore, if the claim is against the Protected Disclosure Officer, the Co-ordinator will carry out both roles and vice versa.

- If the CEO is the subject of a claim, the Protected Disclosure Co-ordinator will report directly to the President of the Board.

4.2 Alternative contact persons

A disclosure about improper conduct or detrimental action by Museum Victoria or it's employees, may also be made directly to the Ombudsman:
The Ombudsman Victoria
Level 22, 459 Collins Street
Melbourne Victoria 3000
(DX 210174)
Internet: www.ombudsman.vic.gov.au
Email: ombudvic@ombudsman.vic.gov.au
Tel: 9613 6222
Toll Free: 1800 806 314

5. Roles and responsibilities

5.1 Employees

- Employees are encouraged to report known or suspected incidents of improper conduct or detrimental action in accordance with these procedures.

- All employees of Museum Victoria have an important role to play in supporting those who have made a legitimate disclosure. They must refrain from any activity that is, or could be perceived to be, victimisation or harassment of a person who makes a disclosure. Furthermore, they should protect and maintain the confidentiality of a person they know or suspect to have made a disclosure.

5.2 Protected Disclosure Officer

- Be a contact point for general advice about the operation of the Act for any person wishing to make a disclosure about improper conduct or detrimental action;

- Make arrangements for a disclosure to be made privately and discreetly and, if necessary, away from the workplace;

- Receive any disclosure made orally or in writing (from internal and external whistleblowers);

- Commit to writing any disclosure made orally;

- Impartially assess the allegation and determine whether it is a disclosure made in accordance with Part 2 of the Act (that is, a protected disclosure);

- Forward all disclosures and supporting evidence to the Protected Disclosure Co-coordinator; and

- Take all necessary steps to ensure the identity of the whistleblower and the identity of the person who is the subject of the disclosure are kept confidential.

5.3 Protected Disclosure Officer

- Receive all disclosures forwarded from the Protected Disclosure Officer;

- Receive all phone calls, emails and letters from members of the public or employees seeking to make a disclosure;

- Refer all public interest disclosures to the Ombudsman;

- Be responsible for carrying out, or appointing an Investigator to carry out, an investigation referred to the public body by the Ombudsman;

- Be responsible for overseeing and co-ordinating an investigation where an Investigator has been appointed;

- Appoint a Welfare Manager to support the whistleblower and to protect him or her from any reprisals, where required, appoint a welfare manager to carry out this role;

- Advise the whistleblower of the progress of an investigation into the disclosed matter;

- Establish and manage a confidential filing system;

- Collate and publish statistics on disclosures made; and

- Liaise with the CEO or President of the Museums Board.

5.4 Investigator

The Investigator will be responsible for carrying out an internal investigation into a disclosure where the Ombudsman has referred a matter to the public body. An Investigator may be a person from within an organisation or a consultant engaged for that purpose.

5.5 Welfare Manager

The Welfare Manager is responsible for looking after the general welfare of the whistleblower. The Welfare Manager will:

- Examine the immediate welfare and protection needs of a whistleblower who has made a disclosure and seek to foster a supportive work environment;

- Advise the whistleblower of the legislative and administrative protections available to him or her;

- Listen and respond to any concerns of harassment, intimidation or victimisation in reprisal for making disclosure; and

- Ensure the expectations of the whistleblower are realistic.

6. Confidentiality

Museum Victoria will take all reasonable steps to protect the identity of the whistleblower. Maintaining confidentiality is crucial in ensuring reprisals are not made against a whistleblower.

The Act requires any person who receives information due to the handling or investigation of a protected disclosure, not to disclose that information except in certain limited circumstances. Disclosure of information in breach of section 22 constitutes an offence that is punishable by a maximum fine of \$6,000 or six months imprisonment or both.

The circumstances in which a person may disclose information obtained about a protected disclosure include:

- Where exercising the functions of the public body under the Act;

- When making a report or recommendation under the Act;

- When publishing statistics in the annual report of a public body; and

- In criminal proceedings for certain offences in the Act.

However, the Act prohibits the inclusion of particulars in any report or recommendation that is likely to lead to the identification of the whistleblower. The Act also prohibits the identification of the person who is the subject of the disclosure in any particulars included in an annual report.

Museum Victoria will ensure all files, whether paper or electronic, are kept in secure storage and can only be accessed by the Protected Disclosure Co-ordinator, Protected Disclosure Officer, the Investigator or Welfare Manager (in relation to welfare matters). All printed material will be kept in files that are clearly marked as a Whistleblower Protection Act matter, and warn of the criminal penalties that apply to any unauthorised divulging information concerning a protected disclosure. All electronic files will be produced and stored in a secure environment. Backup files will also be kept secure. All materials relevant to an investigation, such as tapes from interviews, will also be stored securely with the whistleblower files.

Museum Victoria will not email documents relevant to a whistleblower matter and will ensure all phone calls and meetings are conducted in private.

7. Receiving and assessing disclosures

7.1 Has the disclosure been made in accordance with Part 2 of the Act?

Where a disclosure has been received by the Protected Disclosure Officer or by the Protected Disclosure Co-ordinator, he or she will assess whether the disclosure has been made in accordance with Part 2 of the Act and is, therefore, a protected disclosure.

7.1.1 Has the disclosure been made to the appropriate person?

For the disclosure to be responded to by Museum Victoria, it must concern an employee, member or officer of Museum Victoria. If the disclosure concerns an employee, officer or member of another public body, the person who has made the disclosure must be advised of the correct person or body to whom the disclosure should be directed. If the disclosure has been made anonymously, it should be referred to the Ombudsman.

7.1.2 Does the disclosure contain the essential elements of a protected disclosure?

To be a protected disclosure, a disclosure must satisfy the following criteria:

- The disclosure was made by a natural person (that is, an individual person rather than a corporation);

- The disclosure relates to conduct of a public body or public officer acting in their official capacity;

- The alleged conduct is either improper conduct or detrimental action has been taken against a person in reprisal for making a protected disclosure;

- The person making a disclosure has reasonable grounds for believing the alleged conduct has occurred.

The Protected Disclosure Co-ordinator & Officer will determine whether the disclosure is a public interest disclosure. This assessment will be made within 45 days of the receipt of the disclosure.

Where a disclosure is assessed not to be a protected disclosure, the matter does not need to be dealt with under the Act. The Protected Disclosure Co-ordinator & Officer will decide how the matter should be dealt with.

In reaching a conclusion as to whether a protected disclosure is a public interest disclosure, the Protected Disclosure Co-ordinator will consider whether the disclosure shows, or tends to show, that the public officer to whom the disclosure relates:

- Has engaged, is engaging or proposes to engage in improper conduct in his or her capacity as a public officer; or

- Has taken, is taking or proposes to take detrimental action in reprisal for the making of the protected disclosure.

Where the Protected Disclosure Co-ordinator concludes that the disclosure amounts to a public interest disclosure, he or she will:

1. Notify the person who made the disclosure of that conclusion; and

2. Refer the disclosure to the Ombudsman for formal determination as to whether it is indeed a public interest disclosure and further action to be taken.

Where the Protected Disclosure Co-ordinator concludes that the disclosure is not a public interest disclosure, he or she will:

1. Notify the person who made the disclosure of that conclusion; and

2. Advise that person that he or she may request the public body to refer the disclosure to the Ombudsman for a formal determination as to whether the disclosure is a public interest disclosure, and that this request must be made within 28 days of the notification.

In either case, the Protected Disclosure Co-ordinator will make the notification and the referral within 14 days of the conclusion being reached by the public body. Notification to the whistleblower is not necessary where the disclosure has been made anonymously.

8. Investigations

8.1 Introduction

Where the Ombudsman refers a protected disclosure to Museum Victoria for investigation, the Protected Disclosure Co-ordinator will appoint an Investigator to carry out the investigation. The objectives of an investigation will be:

- To collate information relating to the allegation as quickly as possible. This may involve taking steps to protect or preserve documents, materials and equipment;

- To consider the information collected and to draw conclusions objectively and impartially;
- To maintain procedural fairness in the treatment of witnesses and the person who is the subject of the disclosure; and

- To make recommendations arising from the conclusions drawn concerning remedial or other appropriate action.

8.2 Terms of reference

Before commencing an investigation, the Protected Disclosure Co-ordinator will draw up terms of reference and obtain authorisation for those terms by the CEO. The terms of reference will require the Investigator to make regular reports to the Protected Disclosure Co-ordinator who, in turn, is to keep the CEO and Ombudsman informed of general progress.

8.3 Investigation plan

The Investigator will prepare an investigation plan for approval by the Protected Disclosure Co-coordinator. The plan will list the issues to be substantiated and describe the avenue of inquiry. At the commencement of the investigation, the whistleblower should be:

- Notified by the Investigator that he or she has been appointed to conduct the investigation;

- Asked to clarify any matters; and

- Provide any additional material he or she might have. The Investigator will be sensitive to the whistleblower's possible fear of reprisals and will make the whistleblower aware of the statutory protections provided to him/her.

8.4 Natural Justice

The principles of natural justice will be followed in any investigation of a public interest disclosure. The principles of natural justice concern procedural fairness and ensure a fair decision is reached by an objective decision-maker.

Museum Victoria will have regard to the following issues in ensuring procedural fairness:

- The person who is the subject of the disclosure is entitled to know the allegations made against him or her and must be given the opportunity to respond. (This does not mean the person must be advised of the allegation as soon as the disclosure is received or the investigation has commenced);

- If the Investigator is contemplating making a report adverse to the interests of any person, that person should be given the opportunity to put forward further material that may influence the outcome of the report and that person's defense should be fairly set out in the report;

- All relevant parties to a matter should be heard and all submissions should be considered;

- A decision should not be made until all reasonable inquiries have been made;
- The Investigator or any decision maker should not have a personal or direct interest in the matter being investigated;

- All proceedings must be carried out fairly and without bias. Care should be taken to exclude perceived bias from the process; and

- The Investigator must be impartial in assessing the credibility of the whistleblowers and any witnesses. Where appropriate, conclusions as to credibility should be included in the investigation report.

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8.5 Conduct of the Investigation

The Investigator will make contemporaneous notes of all discussions and phone calls, and all interviews with witnesses will be taped. All information gathered in an investigation will be stored securely. Interviews will be conducted in private and the Investigator will take all reasonable steps to protect the identity of the whistleblower. Where disclosure of the identity of the whistleblower cannot be avoided, due to the nature of the allegations, the Investigator will warn the whistleblower and his or her welfare manager of this probability.

It is in the discretion of the Investigator to allow any witness to have legal or other representation or support during an interview. If a witness has a special need for legal representation or support, permission should be granted.

8.6 Referral of an Investigation to the Ombudsman

The Protected Disclosure Co-ordinator will make a decision regarding the referral of an investigation to the Ombudsman where, on the advice of the Investigator:

- The investigation is being obstructed by, for example, the non-cooperation of key witnesses; or

- The investigation has revealed conduct that may constitute a criminal offence.

8.7 Reporting requirements

The Protected Disclosure Co-ordinator will ensure the whistleblower is kept regularly informed concerning the handling of a protected disclosure and an investigation.

The Protected Disclosure Co-ordinator will report to the Ombudsman about the progress of an investigation.

Where the Ombudsman or the whistleblower requests information about the progress of an investigation, that information will be provided within 28 days of the date of the request.

9. Action taken after an investigation

9.1 Investigator's Final Report

- At the conclusion of the investigation, the Investigator will submit a written report of his or her findings to the protected disclosure coordinator. Where the Investigator has found that the conduct disclosed by the whistleblower has occurred, recommendations made by the Investigator will include:

- The steps that need to be taken by Museum Victoria to prevent the conduct from continuing or occurring in the future; and

- Any action that should be taken by Museum Victoria to remedy any harm or loss arising from the conduct. This action may include bringing disciplinary proceedings against the person responsible for the conduct, and referring the matter to an appropriate authority for further consideration.

Legislation and Compliance

The report will be accompanied by:

- The transcript or other record of any oral evidence taken, including tape recordings; and

- All documents, statements or other exhibits received by the officer and accepted as evidence during the course of the investigation.

Where the Investigator's report is to include an adverse comment against any person, that person will be given the opportunity to respond and his or her defence will be fairly included in the report.

The report will not disclose particulars likely to lead to the identification of the whistleblower.

9.2 Action to be taken

If the Protected Disclosure Co-ordinator is satisfied that the investigation has found that the disclosed conduct has occurred, he or she will recommend to the CEO the action that must be taken to prevent the conduct from continuing or occurring in the future. The Protected Disclosure Co-ordinator may also recommend that action be taken to remedy any harm or loss arising from the conduct.

The Protected Disclosure Co-ordinator will provide a written report to the CEO, Ombudsman and the whistleblower setting out the findings of the investigation and any remedial steps taken.

10. Managing the welfare of the whistleblower

10.1 Commitment to protecting whistleblowers

Museum Victoria is committed to the protection of genuine whistleblowers against detrimental action taken in reprisal for the making of protected disclosures. The Protected Disclosure Co-ordinator is responsible for ensuring whistleblowers are protected from direct and indirect detrimental action, and that the culture of the workplace is supportive of protected disclosures being made.

The Protected Disclosure Co-ordinator will appoint a Welfare Manager to all whistleblowers who have made a protected disclosure. The welfare manager will:

- Examine the immediate welfare and protection needs of a whistleblower who has made a disclosure and, where the whistleblower is an employee, seek to foster a supportive work environment;

- Advise the whistleblower of the legislative and administrative protections available to him or her;

- Listen and respond to any concerns of harassment, intimidation or victimisation in reprisal for making disclosure;

- Keep a contemporaneous record of all aspects of the case management of the whistleblower including all contact and follow-up action; and

- Ensure the expectations of the whistleblower are realistic.

All employees will be advised that it is an offence for a person to take detrimental action in reprisal for a protected disclosure. The maximum penalty is a fine of \$24,000 or two years imprisonment or both. The taking of detrimental action in breach of this provision can also be grounds for making a disclosure under the Act and can result in an investigation. Detrimental action includes:

- Causing injury, loss or damage;

- Intimidation or harassment; and

- Discrimination, disadvantage or adverse treatments in relation to a person's employment, career, profession, trade or business (including the taking of disciplinary action).

10.2 Keeping the Whistleblower Informed

The Protected Disclosure Co-ordinator will ensure the whistleblower is kept informed of action taken in relation to his or her disclosure, and the time frames that apply. The whistleblower will be informed of the objectives of an investigation, the findings of an investigation, and the steps taken by Museum Victoria to address any improper conduct that has been found to have occurred. The whistleblower will be given reasons for decisions made by Museum Victoria in relation to a protected disclosure.

10.3 Occurrence of Detrimental Action

If a whistleblower reports an incident of harassment, discrimination or adverse treatment that would amount to detrimental action taken in reprisal for the making of the disclosure, the welfare manager will:

- Record details of the incident;

- Advise the whistleblower of his or her rights under the Act; and
- Advise the Protected Disclosure Co-ordinator or Chief Executive Officer of the detrimental action.

The taking of detrimental action in reprisal for the making of a disclosure can be an offence against the Act as well as grounds for making a further disclosure. Where such detrimental action is reported, the Protected Disclosure Co-ordinator will assess the report as a new disclosure under the Act. Where the Protected Disclosure Co-ordinator is satisfied that the disclosure is a public interest disclosure, he or she will refer it to the Ombudsman. If the Ombudsman subsequently determines the matter to be a public interest disclosure, the Ombudsman may investigate the matter or refer it to another body for investigation as outlined in the Act.

10.4 Whistleblowers Implicated in Improper Conduct

Where a person who makes a disclosure is implicated in misconduct, Museum Victoria will handle the disclosure and protect the whistleblower from reprisals in accordance with the Act, the Ombudsman's guidelines and these procedures. Museum Victoria acknowledges that the act of whistleblowing should not shield whistleblowers from the reasonable consequences flowing from any

involvement in improper conduct. Section 17 of the Act specifically provides that a person's liability for his or her own conduct is not affected by the person's disclosure of that conduct under the Act. However, in some circumstances, an admission may be a mitigating factor when considering disciplinary or other action.

The CEO will make the final decision on the advice of the Protected Disclosure Co-ordinator as to whether disciplinary or other action will be taken against a whistleblower. Where disciplinary or other action relates to conduct that is the subject of the whistleblower's disclosure, the disciplinary or other action will only be taken after the disclosed matter has been appropriately dealt with.

In all cases where disciplinary or other action is being contemplated, the CEO must be satisfied that it has been clearly demonstrated that:

- The intention to proceed with disciplinary action is not causally connected to the making of the disclosure (as opposed to the content of the disclosure or other available information);

- There are good and sufficient grounds that would fully justify action against any non-whistleblower in the same circumstances; and

- There are good and sufficient grounds that justify exercising any discretion to institute disciplinary or other action.

The Protected Disclosure Co-ordinator will thoroughly document the process including recording the reasons why the disciplinary or other action is being taken, and the reasons why the action is not in retribution for the making of the disclosure. The Protected Disclosure Co-ordinator will clearly advise the whistleblower of the proposed action to be taken, and of any mitigating factors that have been taken into account.

11. Management of the Person against whom a Disclosure has been made

Museum Victoria recognises that employees against whom disclosures are made must also be supported during the handling and investigation of disclosures. Museum Victoria will take all reasonable steps to ensure the confidentiality of the person who is the subject of the disclosure during the assessment and investigation process. Where investigations do not substantiate disclosures, the fact that the investigation has been carried out, the results of the investigation, and the identity of the person who is the subject of the disclosure will remain confidential.

The Protected Disclosure Co-ordinator will ensure the person who is the subject of any disclosure investigated by or on behalf of a public body is:

- Informed as to the substance of the allegations;

- Given the opportunity to answer the allegations before a final decision is made;

- Informed as to the substance of any adverse comment that may be included in any report arising from the investigation; and

- Has his or her defense set out fairly in any report.

Where the allegations in a disclosure have been investigated, and the person who is the subject of the disclosure is aware of the allegations or the fact of the investigation, the Protected Disclosure Co-ordinator will formally advise the person who is the subject of the disclosure of the outcome of the investigation.

Museum Victoria will give its full support to a person who is the subject of a disclosure where the allegations contained in a disclosure are clearly wrong or unsubstantiated. If the matter has been publicly disclosed the CEO will consider any request by that person to issue a statement of support setting out that the allegations were clearly wrong or unsubstantiated.

12. Criminal Offences

Museum Victoria will ensure officers appointed to handle protected disclosures and all other employees are aware of the following offences created by the Act:

- It is an offence for a person to take detrimental action against a person in reprisal for a protected disclosure being made. The Act provides a maximum penalty of a fine of \$24,000 or two years imprisonment or both.

- It is an offence for a person to divulge information obtained as a result of the handling or investigation of a protected disclosure without legislative authority. The Act provides a maximum penalty of \$6,000 or six months imprisonment or both.

- It is an offence for a person to obstruct the Ombudsman in performing his responsibilities under the Act. The Act provides a maximum penalty of \$24,000 or two years imprisonment or both.

- It is an offence for a person to knowingly provide false information under the Act with the intention that it be acted on as a disclosed matter. The Act provides a maximum penalty of \$24,000 or two years imprisonment or both.

13. Review

These procedures will be reviewed every three years along with the policy statement to ensure they meet the objectives of the Act and accord with the Ombudsman's guidelines.

Fees and Charges

Museum Prices

	Adult	Child	Concession
Melbourne Museum	\$6.00	\$0.00	\$0.00
Scienceworks Museum	\$6.00	\$0.00	\$0.00
Melbourne Planetarium	\$5.00	\$3.50	\$4.00
Victoria University High Voltage Theatre	\$5.00	\$3.50	\$4.00
Immigration Museum	\$6.00	\$0.00	\$0.00

Notes

- Tours of the Royal Exhibition Building: adult \$5.00 or \$3.00 add-on to Melbourne Museum ticket, child \$1.00.

- Special fees apply for various ticket options such as combined IMAX Theatres, Melbourne Planetarium, Victoria University High Voltage Theatre and school bookings, special activities and programs. Surcharges apply for some special touring exhibitions.

Membership fees for Museum Victoria Members

Adults	\$25.00
Children	\$12.00
Concession	\$12.00
Household	\$49.00
Additional Child	\$6.00
Joining fee	\$11.00 (inc GST)

Notes

- All fees are for a one year membership.

- Joining fee not applicable for child or additional child.

- Household Membership covers 2 adults and up to 4 dependant children, 16 years and under at the one address.

- Membership provides: unlimited entry to all venues, discounts for touring exhibitions, Melbourne Planetarium and retail outlets, member-only events and previews, free admission to a number of interstate museums and subscription to Museum Victoria's Museum magazine.

Website

www.museum.vic.gov.au

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Melbourne Museum

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Scienceworks Museum

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Immigration Museum

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Photography

Cameron Crowley, Ben Healey



museum
VICTORIA



This film captures One Day in the Life of Museum Victoria. The sun rises on the Royal Exhibition Building and we follow a day's progress at each of our museums. We even take a peek behind the scenes. You will be fascinated by the diverse range of activities that take place on a single day in the life of Museum Victoria.

