



MUSEUMS  
BOARD OF  
VICTORIA  
ANNUAL  
REPORT

0607



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# President's Message



On behalf of the Museums Board of Victoria, I am delighted to present the 2006–07 annual report, detailing Museum Victoria's operations and achievements over the last 12 months. This year we celebrate the leadership shown by Museum Victoria, and I congratulate the Executive Management Team and all staff for their significant contributions in 2006–07.

Museum Victoria enjoyed a very successful year, with Melbourne Museum attracting its highest attendance figures ever. Scienceworks continued to be a favourite destination for families, achieving record attendances over the summer school holiday period. Scienceworks also welcomed its five millionth visitor in April 2007. The Immigration Museum received a Victorian Tourism Award in the Heritage and Cultural Tourism category for the fourth year in a row.

Museum Victoria is constantly seeking new ways to extend its reach into the community. As an example of this reach, the Museum Victoria website continues to attract new audiences, recording 4.5 million user sessions during 2006–07. This is an increase of one million from 2005–06. During the year, the stunning *Caught and Coloured: Zoological Illustrations from Colonial Victoria* website received three awards, including the inaugural McFarlane Prize for Excellence in Australian Web Design.

In 2006–07, the museum piloted a new project, *Discovering Science at the Museum*, with an Innovative Project grant from the Department of Education, Science and Training's National Adult Literacy Program. The project, which has been developed by Museum Victoria,

targets families from disadvantaged communities and runs programs that aim to increase their science literacy through family-based learning. In 2007–08, Museum Victoria will deliver training in the program to other museums throughout Australia.

Partnerships with the Victorian Government through Arts Victoria and other agencies continued to be essential to the success of our organisation. My appreciation is also extended to our corporate and philanthropic supporters. Their generous support enables Museum Victoria to demonstrate excellence in the delivery of exhibitions, public programs and research outcomes.

I would like to acknowledge the significant contributions made by the individuals who support Museum Victoria's operations. This year two new members joined the Museums Board of Victoria: Dr Gaye Sculthorpe and Mr Tim Sullivan. I look forward to working with them on the Board and appreciate the commitment that they have made to Museum Victoria through their roles on the Aboriginal Cultural Heritage Advisory Committee and Finance, Audit and Risk Committee.

I would especially like to thank the Minister for the Arts, Lynne Kosky MP, for her support, my fellow members of the Museums Board of Victoria, and the staff, whose expertise and passion has enabled Museum Victoria to become a leader in its field.

A handwritten signature in black ink, appearing to read 'H. Mitchell', with a stylized flourish at the end.

Harold Mitchell AO

President, Museums Board of Victoria

## Chief Executive Officer's Message



Museum Victoria is the most visited museum organisation in Australia, with almost 1.5 million visitors in 2006–07. In addition to this, more than 4.5 million people visited the Museum Victoria website or engaged with the Discovery Program during the year.

Many of Museum Victoria's achievements in 2006–07 were the result of strong partnerships created with government, community, cultural and research organisations.

Five exhibitions developed by Museum Victoria in collaboration with other museums and cultural organisations toured throughout Australia and New Zealand during 2006–07. These included *Colliding Worlds*, which tells the story of the Pintupi people's first episodes of contact with Europeans, and *Twined Together*, showcasing contemporary and historical fibrework from western Arnhem Land. *The Virtual Room*, developed in conjunction with Swinburne University, toured to France, Singapore, New Zealand and Italy.

The museum's leadership in building community partnerships was recognised at the 2006 Victorian Arts Portfolio Leadership Awards, with awards received for the Celebration of the 150th Anniversary of the Eight Hour Day, and the Women on Farms Gathering Heritage projects.

Partnerships are also one of the keys to Museum Victoria's research success. Museum Victoria received two Australian Research Council (ARC) grants in 2006–07, and was listed as a partner in another eight ARC grants that were awarded funding. One of the field projects that Museum Victoria undertook during the year was in Alaska, where museum

palaeontologists are collaborating with the North University of Alaska to retrieve polar dinosaurs from the permafrost on the North Slope in order to compare them with those known from Victoria.

Work commenced on the Integrated Arts Agencies Storage Facility, converting an open-plan warehouse for the storage of non-collection material held by Museum Victoria, the Australian Centre for the Moving Image, the National Gallery of Victoria and the Victorian Arts Centre Trust. The project is being led by Museum Victoria, with the State Government as a funding partner for this first phase.

The State Government has also supported the Museum Victoria's long-term exhibition renewal program. The redeveloped Leaving Home Gallery was launched at the Immigration Museum in 2006–07, and the innovative Welcome Map display was installed in the Melbourne Museum foyer. Work has progressed well on two major projects that will be launched during 2007–08, the *Mind: Enter the Labyrinth* and *Story of Melbourne* exhibitions.

The achievements of Museum Victoria throughout the year are also due to the efforts of the Board, staff, volunteers and supporters. I would like to thank everyone for their contribution to the excellent results we have enjoyed over the past 12 months. It is essential, in order to maintain this level of excellence, that we continue to invest in our museums for the future.

A handwritten signature in dark ink that reads "Patrick Greene". The signature is fluid and cursive, with the first name "Patrick" and last name "Greene" clearly distinguishable.

Dr J. Patrick Greene  
Chief Executive Officer

## 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 collection of more than 16 million items, 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 the establishment, in 1870, of the Industrial and Technological Museum of Victoria (later known as the Science Museum of Victoria).

By proclamation of the *Museums Act 1983 (Vic.)*, 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 and a collections storage facility, and is custodian for the World Heritage-listed Royal Exhibition Building.



MUSEUM VICTORIA MELBOURNE MUSEUM  
SCIENCE WORKS IMMIGRATION MUSEUM  
ROYAL EXHIBITION BUILDING



## IMMIGRATIONMUSEUM

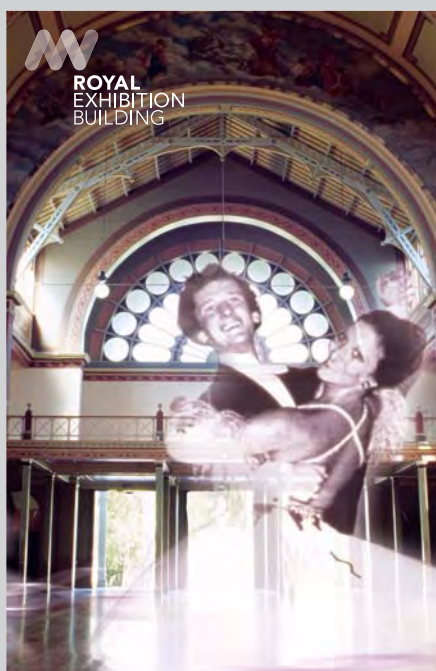
*Opened 12 November 1998*

The Immigration Museum is one of the world's leading social history museums, and is situated in the Old Customs House on Flinders Street. It explores issues of immigration and cultural diversity.

## MELBOURNEMUSEUM

*Opened 21 October 2000*

The iconic 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. Museum Victoria also operates the IMAX Theatre at Melbourne Museum.



## ROYALEXHIBITIONBUILDING

*Constructed 1879–1880*

*Museum Victoria ownership since 1996.*

Located in Carlton Gardens and alongside Melbourne Museum, the Royal Exhibition Building was built for the 1880 Melbourne International Exhibition and continues to host exhibitions and other events. The building and gardens were inscribed on the UNESCO World Heritage register in July 2004.

## SCIENCEWORKS

*Opened 28 March 1992*

Located in the grounds of and incorporating the historic Spotswood Pumping Station, this extremely popular science and technology museum features modern interactive exhibition galleries, Melbourne Planetarium and the Lightning Room.

## MORELANDANNEXE

*Opened 30 October 1996*

Museum Victoria's off-site collection storage facility houses the largest of the museum's collection items and complements collection stores at Melbourne Museum and Scienceworks.

# The Year in Brief

Key Outputs	2006–07	2005–06
Exhibitions presented	51	60
Publications by staff	106	97
Presentations and lectures by staff	152	143
Research projects (externally funded)	22	24
Education, outreach and regional audience development programs*	144	233
Visitors satisfied with visit overall	93%	95%

\* *Note* In 2005–06, community engagement activities were included in this performance indicator.

Visitors	2006–07	2005–06
Immigration Museum	121,732	126,606
Scienceworks and Melbourne Planetarium	366,209	397,861
Melbourne Museum	690,485	680,175
IMAX	297,028	281,213
<b>Total ticketed entry</b>	<b>1,475,454</b>	<b>1,485,855</b>
Discovery Program	51,300	60,812
Website	4,552,729	3,540,961
<b>Total</b>	<b>6,079,483</b>	<b>5,087,628</b>

*Note* In addition to the above, events held at the Royal Exhibition Building attracted 408,121 visitors. This brings total visitation to Museum Victoria venues to 6,486,604.

Memberships	2006–07	2005–06
Memberships	9,115	10,445

Staff			2006–07	2005–06	Variation
Employment status	Male	Female	Total	Total	
Ongoing	171	239	410	412	–2
Fixed	37	66	103	101	+2
Casual	31	36	67	83	–16
<b>Total</b>	<b>239</b>	<b>341</b>	<b>580</b>	<b>596</b>	<b>–16</b>
FTE*	192	261	453	462	–9

\*FTE Full-time equivalent

## 06

### **Australian Publishers Association Awards for Excellence in Educational Publishing**

Winner, Primary School (Student Reference) category: awarded to *The Big Picture Book: See Life on Earth Unfolding Through Time* by Dr John Long, illustrated by Brian Choo (published by Allen & Unwin)

### **Festival International d'Audiovisuel et du Multimedia sur le Patrimoine (FIAMP), managed by the International Council of Museums (ICOM)**

Silver Medal, Best Virtual Exhibition category: awarded for *Caught and Coloured: Zoological Illustrations from Colonial Victoria*

### **McFarlane Prize for Excellence in Australian Web Design (Inaugural Prize)**

Winner, awarded for *Caught and Coloured: Zoological Illustrations from Colonial Victoria*

### **National Tourism Awards**

Finalist, Heritage and Cultural Tourism category: awarded to the Immigration Museum

### **National Tourism Awards**

Finalist, Significant Tourism category: awarded to Scienceworks

### **The Australian Newspaper**

Finalist, Tourism Competition: awarded to the Immigration Museum

### **Victorian Tourism Awards**

Winner, Heritage and Cultural Tourism category: awarded to the Immigration Museum

### **Victorian Tourism Awards**

Finalist, Major Tourist Attraction category: awarded to Melbourne Museum

### **Victorian Arts Portfolio Leadership Awards**

Highly Commended, Leadership in Business Improvement category: awarded for the Implementing EMu: A New Collection Management System for Museum Victoria project

### **Victorian Tourism Awards**

Winner, Significant Tourism category: awarded to Scienceworks

### **Victorian Arts Portfolio Leadership Awards**

Highly Commended, Leadership in Public Programs category: awarded for the *Spirit of the Games: The Opening Ceremony Revealed* exhibition

### **Victorian Arts Portfolio Leadership Awards**

Winner, Leadership in Collaboration category: awarded for the Celebration of the 150th Anniversary of the Eight Hour Day project

### **Victorian Arts Portfolio Leadership Awards**

Winner, Leadership in Community category: awarded for the Women on Farms Gathering Heritage project

### **Wilderness Society Environment Award for Children's Literature**

Winner, Non-fiction Picture Book category: awarded to *The Big Picture Book: See Life on Earth Unfolding Through Time* by Dr John Long, illustrated by Brian Choo (published by Allen & Unwin)

### **Australian Council of Trade Unions (ACTU) Annual Awards**

Winner, Best Communications Strategy category: awarded for the Celebration of the 150th Anniversary of the Eight Hour Day project

### **Best of the Web Award, Museums and the Web Conference, San Francisco, USA**

Honourable Mention, Best Online Exhibition category: awarded for *Caught and Coloured: Zoological Illustrations from Colonial Victoria*

### **MUSE Awards,**

**American Association of Museums**  
Gold Award, Public Relations and Development category: Melbourne Museum Dinosaur Television Commercial Campaign

**Museums Australia Multimedia and Publication Design Awards (MAPDA)**  
Highly Commended, Corporate (Level C) category: awarded for the Museum Victoria annual report 2005–06, *A Networked Museum in Action*

**Museums Australia Multimedia and Publication Design Awards (MAPDA)**  
Winner, Exhibition Catalogue major category: awarded for *Freestyle: New Australian Design for Living*  
**Museums Australia Multimedia and Publication Design Awards (MAPDA)**  
Highly Commended, Website (Level C) category: awarded for *Caught and Coloured: Zoological Illustrations from Colonial Victoria*

**Victorian Coastal Awards for Excellence, Victorian Coastal Council and Coast Action/Coastcare**  
Finalist, Education category: awarded for the *Marine Life* exhibition (finalist)

# Highlights of the Year

## 06

### July

The Hon. John Cain, former premier of Victoria, launched The Maltese Festa at the Immigration Museum.

Scienceworks hosted the International Planetarium Society Conference, and more than 300 delegates from 25 countries participated.

The *new design 2006* exhibition was launched at Melbourne Museum, featuring the work of exceptional young graduate designers.

### August

At a media conference at Museum Victoria, it was announced that honorary associate Erich Fitzgerald had made a highly significant discovery of one of the oldest members of the baleen whale family.

National Science Week activities were held at Scienceworks, and included BASF Kids Lab and a Machines in Action Day. Many activities were also held at Melbourne Museum.

Melbourne Museum hosted the Other Film Festival – new cinema by, with and about people with a disability.

### September

*Destination Australia: Ports of Immigration* was launched by Senator the Hon. Rod Kemp, Minister for the Arts and Sport, at Old Parliament House Canberra.

The well-attended forum series Future Melbourne was held at Melbourne Museum, exploring urban planning, suburban life, cultural diversity, the rising rate of obesity and transport.

### October

The Dutch Festival at the Immigration Museum attracted a near-record crowd of more than 2,000 community members. National Water Week was launched at Scienceworks.

A paper describing the 380-million-year-old fossil fish *Gogonasus* was published in the prestigious science journal *Nature*, attracting much international attention.

The Royal Exhibition Building open day attracted more than 7,000 visitors.

Museum Victoria hosted Many Players, Many Parts, a national forum on performance in cultural organisations. More than 5,000 people attended *Romp & Stomp* at Melbourne Museum, an event aimed at families with children under the age of five.

### November

*Beyond the Postcard Image: Mauritians and Rodriguans in Victoria*, an exhibition by the Mauritian and Rodriguan communities, opened at the Immigration Museum.

The EPA 2007 Calendar Competition entries were displayed at Scienceworks. Robert Manne, Professor of Politics at La Trobe University, presented the History Council of Victoria's annual lecture, attracting a capacity audience in the Age Theatre.

The community exhibition *The First Eleven: Aboriginal Cricketers Ahead of Their Time*, developed for the Immigration Museum, was presented at the Festival of Cricket in Bowral, New South Wales.

### December

A new Lightning Room show was launched at Scienceworks.

The extremely popular exhibition *The Ashes*, featuring the famous urn on loan from Lords, opened at Melbourne Museum to coincide with the Boxing Day cricket test match.

*The First Eleven: Aboriginal Cricketers Ahead of Their Time* was presented at Flinders University in Burra, South Australia.

# 07

## January

The Immigration Museum's *Kids' Fest: Experience Bollywood* Program attracted 1,776 visitors – the highest ever attendance for this annual event.

*Backyard Bug Circus*, presented in partnership with the National Institute of Circus Arts, was seen by more than 28,000 visitors at Melbourne Museum. Scienceworks recorded its highest January visitation ever.

Collections of whistles, snow domes and minerals were featured in the final Community Collections display at Melbourne Museum.

## February

Mr Telmo Languiller MP, Parliamentary Secretary on Multicultural Affairs, launched the 2007 Community Connections Program at the Immigration Museum.

*Destination Australia: Ports of Immigration* opened at the South Australian Maritime Museum.

Finalist entries for the BHP Billiton Science Awards were displayed at Scienceworks.

The exhibition *How to Make a Monster: The Art and Technology of Animatronics*, created by John Cox's Creature Workshop, was launched at Scienceworks.

The Birrarung Koorie community exhibition *Footprints Through the Bush: Koorie Elders Talkin' Up Country* was displayed in the Bunjilaka Aboriginal Cultural Centre at Melbourne Museum.

## March

More than 180 volunteers from 25 community groups presented *La Faya* – the Mauritian and Rodriguan Festival at the Immigration Museum.

On 27 March, Scienceworks turned 15 years old. Staff and volunteers attended a celebratory breakfast, with special guest the Hon. Joan Kirner AM.

The major touring exhibition *The Great Wall of China: Dynasties, Dragons and Warriors* opened at Melbourne Museum.

*30 Years in the Making: Victoria's Vietnamese Community* was launched at the National Vietnam Veteran's Museum in Phillip Island, on display until August 2007.

The Quest Cultural Diversity Students Awards were presented at the Immigration Museum. The winning entries were displayed to mark Cultural Diversity Week.

## April

Scienceworks welcomed its five millionth visitor since opening in 1992.

As part of the International Palaeontology Conference, a number of international experts took part in the Fossil Finding, News and Controversy public lecture.

## May

*Nyonya Kebaya: Women's Costume from Malaysia* was launched at the Immigration Museum by YAB Dato Seri Abdullah bin Ahmad Badawi, Prime Minister of Malaysia, and Mrs Janette Howard, wife of the Prime Minister of Australia.

*Sci-Quest*, a travelling exhibition from the Waikato Museum in Hamilton, New Zealand, opened at Scienceworks.

Museum Victoria's latest working machinery restoration project – the last steam road roller manufactured in Australia by Cowley's Eureka Ironworks, Ballarat, in 1939 – was unveiled at the Lake Goldsmith Steam Rally, Beaufort.

## June

Developed by Museum Victoria staff, *Black Holes: Journey into the Unknown* was launched at the Melbourne Planetarium. Museum Victoria was listed as a partner organisation in four successful Australian Research Council Linkage Grants in the areas of sciences, Indigenous cultures, and information, multimedia and technology.





## Vision

Museum Victoria will reach out to an increasingly diverse audience through its collections and associated knowledge, using innovative programs that engage and fascinate.

We will contribute to our community's understanding of the world and ensure that our inheritance is augmented and passed on to future generations.

## 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 Lifelong 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.

## Outcomes

Museum Victoria  
will strive to

Reach a diverse audience.

Maintain high levels of community  
satisfaction.

Increase the community's knowledge  
of the natural and cultural heritage  
of Victoria.

Increase the value of the collection  
for future generations.

Increase its capability and maintain  
sustainability.

Be an internationally recognised  
leader in its field.

# Strategic Directions

Museum Victoria will follow five strategic directions to achieve its vision and outcomes.

## 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.

## Create and Deliver Great Experiences

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

- /// creation of exhibitions and programs that are engaging, surprising and authoritative
- /// provision of websites that offer high-quality content and are easy to navigate
- /// use of innovative display methods to convey the wealth of our collections and knowledge
- /// presentation 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.

## 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 relationships with Indigenous communities.

## Develop and Maximise the Value of Our Heritage Collection

Strategically manage and strengthen Victoria's collections and associated research by:

- /// developing and enhancing the collections amassed over 150 years
- /// providing appropriate storage conditions to ensure the long-term survival of the collections
- /// providing enhanced public access through a purpose-built storage facility
- /// enhancing our knowledge base through research, publication and collection database development
- /// expanding the information available on the internet
- /// working with like organisations throughout Victoria to help raise standards of collection care.

## 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.

## Future Priorities

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

### The Integrated Arts

#### Agencies Storage Facility

Museum Victoria will continue to lead the planning of a state-of-the-art collection storage solution for several of the State's collecting institutions, including the development of the Treasure House. An additional car park will also be completed for Scienceworks on the site at Spotswood.

#### Exhibition and Content Renewal

Museum Victoria will undertake a major program of exhibition and content renewal at all of its museums to ensure that its exhibitions remain engaging and dynamic. In order to achieve this goal, renewal of funding for this purpose by the State Government is essential.

#### Profile

Museum Victoria will position itself as a leading, vibrant and community-connected family of museums.

#### Online Access

The new Museum Victoria website will be launched, which includes implementation of a content management system that will enable the dynamic delivery of content to the community. The re-designed website will also feature an improved search function and enhanced access to content sites.

#### Collection Management

Museum Victoria will continue to implement the major projects arising from the collection strategy 2004–14. This includes the collection registration project, which aims to register approximately 70,000 items per year.

#### Environmental Management and Response to Climate Change

Museum Victoria will continue to investigate and implement initiatives to reduce energy and water consumption, as well as to reduce and recycle waste.

### Research

Museum Victoria will continue to implement the research strategy 2005–10. Projects will be undertaken in science, history and technology and Indigenous cultures, and strategic research partnerships with universities and other organisations will be pursued.

#### Community Engagement

Museum Victoria aims to increase diversification of its audience over time, particularly in regard to specific communities, and to develop measures to evaluate the impact of its community engagement activities.

#### Customer Service

Museum Victoria will develop an integrated approach to customer service throughout the organisation. This will result in clear communication of Museum Victoria's commitment to customer service and consistent standards of internal and external service.

#### Staff and Organisation Development

The Leadership Development Program will continue to be rolled out, with the focus moving through organisational levels. Emphasis will be placed on developing coaching skills among senior leaders and self awareness among all staff to ensure that teamwork remains a strength of the organisation.



**MUSEUM VICTORIA MELBOURNE MUSEUM**  
**SCIENCEWORKS IMMIGRATION MUSEUM**  
**ROYAL EXHIBITION BUILDING**

**MUSEUMVICTORIA.COM.AU**

**MUSEUM VICTORIA**

GPO Box 666  
Melbourne 3001 Victoria Australia  
Telephone +61 3 8341 7777  
Facsimile +61 3 8341 7778

**IMMIGRATION MUSEUM**

Old Customs House  
400 Flinders Street  
Melbourne 3000 Victoria Australia  
Telephone +61 3 9927 2700  
Facsimile +61 3 9927 2728

**SCIENCEWORKS**

2 Booker Street  
Spotswood 3015 Victoria Australia  
Telephone +61 3 9392 4800  
Facsimile +61 3 9391 0100

**MELBOURNE MUSEUM**

11 Nicholson Street  
Carlton 3053 Victoria Australia  
Telephone +61 3 8341 7777  
Facsimile +61 3 8341 7778

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MUSEUM VICTORIA



Strategic  
Direction  
One

# Enhance Access, Visibility and Community Engagement

## Performance Overview

- /// Museum Victoria's website recorded 4.5 million individual user sessions for the year.
- /// The Melbourne Museum Discovery Centre received 92,500 visitors, which is the highest annual visitation since the opening of the museum in October 2000.
- /// A total of 7,302 enquiries were logged on the Discovery Centre enquiries database, an increase of more than 1,500 from the previous year. Of these, 35% were received in person, 34% by email, 26% by phone and 5% by post.
- /// The Discovery Program had contact with 51,330 people, more than 60% of them in regional Victoria. More than 900 presentations were delivered as part of the program
- /// A total of 554 Museum Victoria volunteers contributed 53,236 hours.
- /// Across Museum Victoria, 59 students took part in the Vocational Education Program and a Department of Education industry placement scheme.
- /// 269,002 early-learning, primary, secondary, tertiary, adult and international students attended the Immigration Museum, Melbourne Museum and Scienceworks. 107,065 students attended IMAX education programs.
- /// The Museum Victoria membership program is one of the largest cultural membership programs in Australia, with 9,115 memberships in 2006–07, representing 33,557 individuals.

## Profile

The new visual identity system was introduced during 2006–07; it is a key component of the Museum Victoria brand strategy. The visual identity system aims to raise Museum Victoria's profile by communicating in a consistent and coherent way. It represents Museum Victoria as a family of brands with a common organisational logo. Individual identity is given to each venue through appropriate hero images, colour and graphic palettes. Museum Victoria's new identity was launched in September 2006, with the publication of the 2005–06 annual report. A staged rollout has continued through the year across a range of high-profile communications, including advertising, collateral and signage. Research shows that advertisements in the new identity are well recognised.

In 2006–07, Museum Victoria reviewed its advertising strategy to deliver more effective campaigns. The new visual identity system, effective media partnerships and strong campaigns have undoubtedly contributed to the year's high attendance results.

The profile of Museum Victoria is reflected in a variety of media, including television, radio, online and print. In 2006–07, almost 4,000 articles about Museum Victoria and its activities were generated by the museum's public relations team. Worth more than \$27 million in free publicity, this coverage reached millions of people around Australia and the world.

The good reputation of the museum was reflected in the fact that only 0.55% of mentions in media were unfavourable.

Museum Victoria played host to thousands of stakeholders through high-profile events. A highlight of 2006–07 was the visit of The Right Honourable Dato Seri Abdullah Ahmad Badawi, Prime Minister of Malaysia, to launch *Nyonya Kebaya: Women's Costume from Malaysia* at the Immigration Museum.

## Audience Research

During 2006–07, the focus was on developing innovative and more effective methodologies for evaluating all aspects of museum exhibitions and programs. Market Research and Evaluation staff worked closely with project and operation teams to devise research techniques to improve the nature and quality of research outcomes that inform team decision making.

Seventy-eight studies were conducted, including 48 exhibition and program evaluations, eight market research studies and 22 visitor studies. The most significant outcomes included:

- /// identification of benchmarks for the brand strategy;
- /// in-depth environmental scans to inform strategic and tactical planning; and
- /// innovative methodologies for evaluating exhibition text and identifying exhibition titles.

Through its Market Research and Evaluation unit, Museum Victoria regularly measures demographic and psychographic profiles of visitors and non-visitors, drivers for and barriers to visitation, customer loyalty and the delivery of satisfactory visit and online experiences.

## Online Publishing

Museum Victoria websites provide information to a local, national and international audience. A vast array of resources are available via these sites, including corporate, museum, exhibition, collection, research and educational information, as well as many 'showcase' projects.

### Website Redevelopment Project

Museum Victoria's major website redevelopment project continued throughout 2006–07. This project will improve the delivery of web-based content and services, and provide an efficient, comprehensive platform for future development. This includes the establishment of new software, technical infrastructure, workflows, policies and standards.

Detailed planning and consultation across the organisation has set the foundation for this three-year initiative. Outcomes during the 2006–07 phase of the project included the following aspects.

### Information Architecture Plan

This describes the ways in which information is structured, organised and presented to ensure effective communication. This plan establishes goals, guidelines and standards for the future information architecture of Museum Victoria's online presence.

### Audience Development Plan

The plan identifies goals and strategies to increase usage, engagement and user satisfaction with the Museum Victoria website.

### Content Audit

This comprehensive audit has led to a detailed listing of all Museum Victoria website material, as well as documented ownership and lifecycle information. This documentation will prove invaluable when migrating from the current platform to the new content management system (CMS) environment.

A review of the Museum Victoria domain name was also undertaken as part of the website redevelopment project. The result was a change to a new domain name *www.museumvictoria.com.au*.

## Discovery Centres

Discovery Centres at Melbourne Museum and the Immigration Museum welcomed approximately 125,815 visitors during 2006–07.

### Immigration Discovery Centre

The Immigration Discovery Centre continues to offer advice and resources for those seeking to find out more about diverse communities across Victoria, or to explore their own family histories. The centre manages the Share a Story database of personal stories.

The Sarah and Ballieu Myer family generously provided a grant of \$25,000 for the installation of a new multimedia resource in the Immigration Discovery Centre. It will feature personal and community stories and information about museum objects. One of its innovative outcomes is the ability to record and present Immigration Museum community festivals.

The centre has continued its strong partnership with the National Archives of Australia and the Public Record Office, which both participated in ship reunions and cultural festivals during the year.

The centre also developed a range of information resources and provided public enquiry services to support the Dutch and the Mauritian and Rodriguan cultural festivals.

### Melbourne Museum Discovery Centre

New displays were installed, including three showcasing history and technology collections, Indigenous stone tools and Antarctica collections to celebrate International Polar Year. Also on display is a new acquisition – the Berry family's donation of an antique display case featuring 32 Papua New Guinean bird specimens.

The centre continued a partnership with the Monash Science Centre, taking a key role in supporting the Dinosaur Dreaming volunteer program for the 2007 dig at Inverloch.

## Community Engagement

Much of the activity of Museum Victoria can be identified as community engagement. In 2006, Museum Victoria began developing a strategy to consolidate these activities and place them within an organisational context. The strategy will be rolled out over a three-year period, and will link to State Government policies and to trends within the international museum sector. Overall, the strategy aims to:

- /// increase audience diversification over time, particularly in regard to specific under-represented communities;
- /// develop a framework that provides a whole-of-organisation approach and consolidates Museum Victoria's activities; and
- /// develop a methodology for measuring the impact of Museum Victoria's activities.

### Volunteers

Museum Victoria fosters the participation of volunteers. The Volunteers Program provides a means by which the Victorian community can actively support Museum Victoria's mission and activities.

The demographic profile of the volunteers shows a trend towards younger volunteers, with 31% aged between 21 and 30 years. The youngest volunteer is aged 18, and the oldest is 87. Museum Victoria is partnering with Victoria University on a major research project, Knowing Our Volunteers, exploring motivations, expectations and satisfaction levels. Partly funded by an Australian Research Council grant, the project will provide a greater understanding of the Volunteers Program and inform future planning.

In December 2006, Museum Victoria co-hosted the seminar Volunteering in Cultural Institutions, with speakers from Museum Victoria, Victoria University, Melbourne and Victoria University, Wellington, New Zealand.

Highlights of Museum Victoria's

Volunteer Recognition Program were:

- /// the International Volunteers Day event in December 2006, which celebrated the contribution of Museum Victoria volunteers with their family members and friends;
- /// the National Volunteer Week event in May 2007, at which the contribution of Museum Victoria volunteers was celebrated by museum management and staff; and
- /// The Horizons Program, which featured 'Meet the Expert' sessions, cultural excursions, exhibition previews and updates on forthcoming exhibitions and programs.

## Discovery Program

This outreach service provides access to Museum Victoria's collections for people who are unable to visit museum venues due to geographic distance, age, hospitalisation or imprisonment. Drawing on the social and natural history collections, the Discovery Program provides three types of interpretation: presentations, learning and reminiscing kits, and family participation activities at significant regional events.

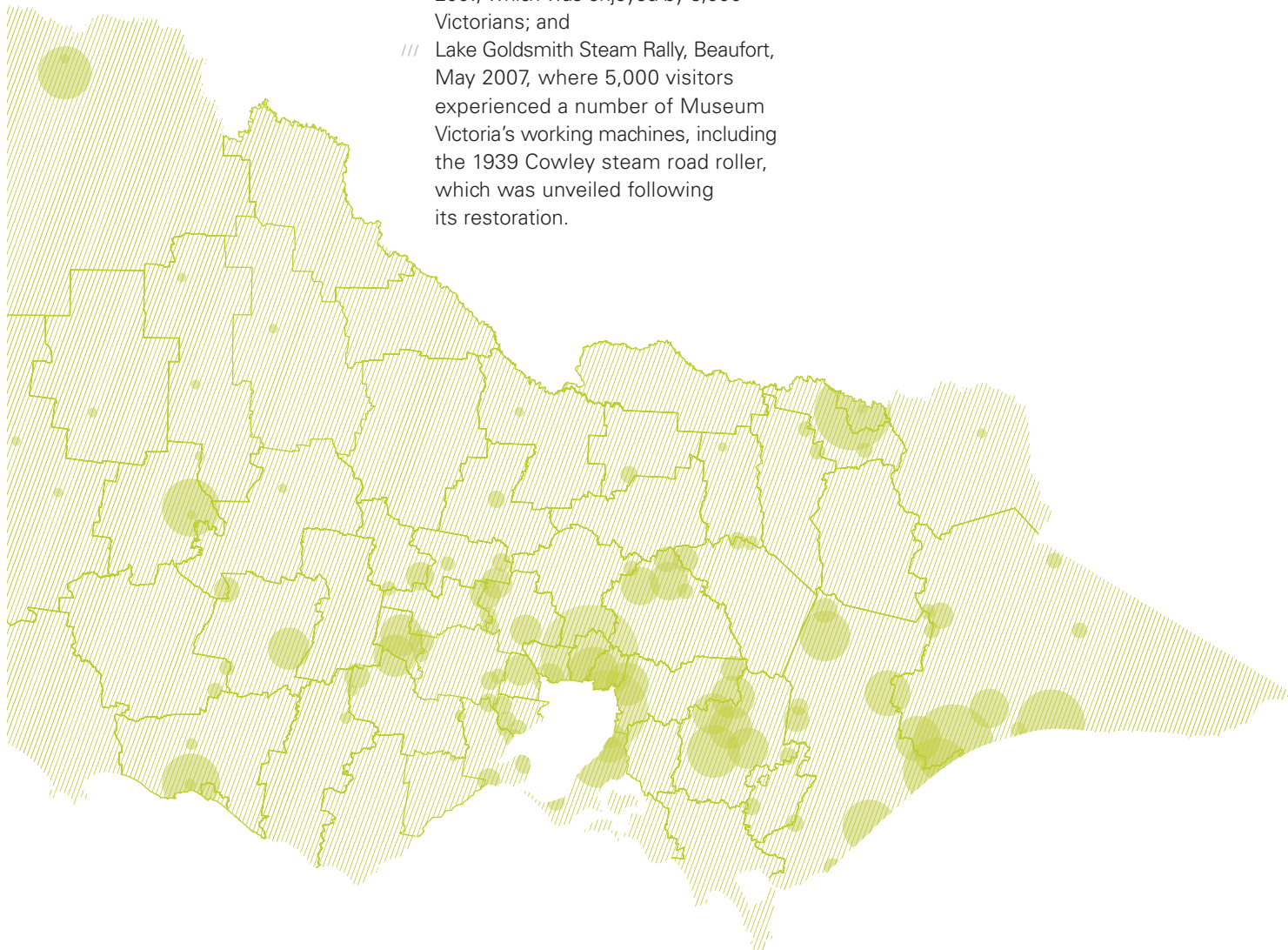
Two 'Museum in a Van' vehicles were in regional Victoria every other week from March to November 2006. Cluster visits were arranged in collaboration with community groups, kindergartens, aged-care facilities and libraries. The areas visited included 28 shire councils and seven regional cities.

Learning and reminiscing kits, hired by schools and community organisations, remain popular. A new learning kit entitled *It's Rocket Science* was developed. It was used by 14 libraries during National Science Week, and continues to be hired by schools and metropolitan and regional libraries, often for school holiday activities.

The new learning kit *Raccontami la tua storia*, based on immigration stories sourced through the Italian Historical Society, has proved popular with schools and community aged-care facilities. Eighty sets of Federation handbells were available for hire to community groups, educators and professional performance organisations.

Participation in regional events during the period of review included:

- /// Wodonga Children's Festival, October 2006, where more than 15,000 children and their families engaged with a selection of fossils, Australian animals and social history objects;
- /// Elmhurst Festival, Ararat, March 2007, which was enjoyed by 5,000 Victorians; and
- /// Lake Goldsmith Steam Rally, Beaufort, May 2007, where 5,000 visitors experienced a number of Museum Victoria's working machines, including the 1939 Cowley steam road roller, which was unveiled following its restoration.



## Education

Museum Victoria student learning programs are based on its research and collections, and linked directly to exhibitions, the Lightning Room and Melbourne Planetarium. At each of the museums, students participate in between one and three programs per visit, making Museum Victoria a preferred learning excursion destination. In 2006–07, there were 314,313 primary and secondary student program interactions at the Immigration Museum, Melbourne Museum and Scienceworks.

During 2006–07, a range of existing programs were reviewed and updated. New programs were developed for key exhibitions, such as *The Great Wall of China*, *Top Designs 2007*, *Sci-Quest* and *Water, Wine and Stone*.

### Teachers and Professional Learning

A major research study, Voice of the Teacher, demonstrated that Museum Victoria is recognised as a trusted and preferred excursion destination, supported by experts and specialist knowledge, which connects learning and teaching with communities and practice beyond the classroom.

MV Teachers, an annual membership program for teachers, entered its second year and membership grew to 2,246. This program aims to build an ongoing relationship with teachers and other educators in Victoria.

More than 4,000 teachers accessed Museum Victoria's professional learning programs at the Immigration Museum, Melbourne Museum, Scienceworks and IMAX, as well as offsite at conferences and in other professional learning environments. The programs covered a broad range of specialist topics and explored the museum as a dynamic, real-world learning environment.

Highlights included:

- /// Melbourne Museum's participation in the Shadowers of History project, aimed at new teachers of history and supported by the Commonwealth History Project Professional Learning for Teachers Program.
- /// The formation of the Robotics Project Group, supported by the Federal Government Quality Teacher Program and the Catholic Education Office, Melbourne. The group comprises five local schools and meets regularly at Scienceworks to share information and resources and to develop skills.
- /// The Socratic Circles project, hosted by the Immigration Museum and convened by Melbourne Interfaith Intercultural Cluster. The project, part of the Values Education Good Practice Schools project, involved 60 student representatives of different faiths and cultural backgrounds who discussed issues of community identity and cultural values.
- /// More than 590 trainee teachers participated in pre-service teacher programs.

### Online Learning and Resources

Education kits are published in print, CD-Rom and/or web formats, providing resources for teachers to deliver integrated units of work. They include teacher notes and curriculum links, topical information, student excursion activities and school-based activities. The following new education sector materials were published:

- /// *The Human Body* (Years 3 to 10 Sciences and VCE Biology)
- /// *Colliding Worlds: First Contact in the Western Desert, 1932–1984* (Years 9 to 12 Humanities)
- /// *The Great Wall of China: Dynasties, Dragons and Warriors* (activities for Years 5 to 10 Humanities and LOTE Chinese)
- /// *Mimetismo e ecosistemi* (middle and later years LOTE Italian), highlighting adaptation and ecosystem exhibits at Melbourne Museum
- /// *Top Designs 2007* (VCE Visual Communication and Design, Design and Technology, Food and Technology, Systems Engineering)
- /// *Wine, Water and Stone: Swiss and Italians of Hepburn* (Years 5 to 10 and VCE LOTE Italian), and
- /// *Sci-Quest* (Years 3 to 10 Sciences).

Key online projects for the year were:

- /// The *Journeys to Australia* website, which provides resources for Immigration Museum education programs and interstate schools visiting the *Destination Australia* exhibition during its national tour.
- /// The Learning Federation *Online Learning Assets* pilot project, based on objects and interpretive material from Museum Victoria history and sciences collections. An initiative of the State, Territory and Federal Governments of Australia, these stand-alone illustrated digital resources will be distributed to all schools in Australia and New Zealand
- /// Development of an interactive educational program, *Italian Carlton*, in collaboration with the Italian Historical Society. The project targets 10 to 18-year-old students of Italian and history from metropolitan and regional Victoria.
- /// The Melbourne stage of the *Australian 2007 History Mysteries Youth Challenge*, hosted by Melbourne Museum and developed by the National Museum of Australia. Students from 16 Victorian schools participated. *The Challenge* focused on enquiry and problem-solving approaches to the study of history.

### Vocational Education

Of the 59 students who participated in the Vocational Education Program during the year, 41 were secondary students (Year 10 work experience, VELS and TAFE), and 18 were student participants in the Tertiary Studies Fieldwork Program from local and international educational institutions.

A selection process that aimed to achieve representation in the Year 10 work experience program from across educational sectors resulted in 44% of participants from Catholic schools, 41% from government schools and 15% from other independent schools.

Development began on a program to support Year 10 Indigenous students undertaking work experience at Museum Victoria. It will be implemented from 2007–08.

Strategic  
Direction  
One  
Case Study:  
Discovering  
Science at  
the Museum



*A participant in the  
Melbourne Museums  
Discovering Science  
Sessions. Families for the  
project came from the  
Fitzroy Learning Network  
and Napier Street Child and  
Family Resource Centre.*  
— Jon Augier  
— Museum Victoria

In 2006, as part of the Department of Education, Science and Training's Adult Literacy project, Museum Victoria was awarded one of 11 Innovative Project grants.

The initiative aims to enhance adult literacy on a national level by creating quality products and building models for national collaboration and resource sharing, and by providing individuals and communities with resources to support lifelong learning.

Making connections between literacy, science, local communities, museums and science centres, Discovering Science at the Museum is a unique national project. Its objectives are to:

- /// assist families from local neighbourhoods recognise public museums as places that belong to them, and which can be used as resources for family learning;
- /// introduce scientific concepts to families, along with the language and literacy to continue discussions at home, in language classes and in playgroups; provide enjoyable activities that will enable families to continue language and science learning together at home, in community settings and in subsequent independent visits to the museum; and assist parents in providing their pre-school children with some of the skills they will need to start out in Australian schools.

Stage one of the project commenced in October 2006, piloting a series of family learning sessions that have been documented according to the adult learning framework (National Reporting System). During the pilot phase, Melbourne Museum worked with local public-housing residents from refugee backgrounds and others with low-level English language. The Brotherhood of St Laurence's Napier Street Child and Family Resource Centre facilitated these local Fitzroy connections.

Scienceworks piloted the program with young parents aged between 14 and 25 from the local area. The Melbourne City Mission and the City of Hobson's Bay facilitated these connections. The project's national partner is Perth-based Scitech, which worked with local residents from refugee and non-English backgrounds through the Metropolitan Migrant Resource Centre Mirrabooka, Perth.

Stage two will be implemented between August and October 2007. Museum Victoria staff will deliver program training to other museums throughout Australia, so they in turn can run the Discovering Science at the Museum Program.

Museum Victoria science researchers and science program staff from Melbourne Museum, Scienceworks and Scitech are members of the project team. The steering committee has representatives from Museum Victoria, Australian Catholic University, CAE, Fitzroy Learning Network and the Brotherhood of St Laurence.

Representatives from Scienceworks and Melbourne Museum attended the National Forum on Early Childhood Learning in Science in October 2006. The forum recognised that science centres, museums, science education centres, zoos and science festivals provide significant informal learning opportunities for very young children and their parents and carers through a range of exhibit and program activities, as well as associated support materials and resources.

Those involved in the pilot phase of the project have observed that science concepts and related exhibitions and activities are an excellent avenue to develop language skills. Whether it's touching and naming Australian animals, or discussing the lifecycles of insects, project community workers recognise joint parent and child participation as particularly relevant to language acquisition.

Discovering Science at the Museum is a sustained community engagement program that connects families locally and fosters the ability and confidence to participate fully in the lifelong learning opportunities museums offer.

Parents, grandparents,  
teachers and children from  
the Fitzroy Learning  
Network and Napier Street  
Child and Family Resource  
Centre at Melbourne  
Museum for Discovering  
Science Sessions  
— Jon Augier  
— Museum Victoria



Strategic  
Direction  
Two

# Create and Deliver Great Experiences

## Performance Overview

- /// Museum Victoria toured six exhibitions developed in conjunction with partners to 13 venues across Australia and New Zealand.
- /// Each of the museums achieved above-forecast visitation in 2006–07. The Immigration Museum attracted 121,732 visitors, Scienceworks 366,209 visitors, and Melbourne Museum 690,485 visitors.
- /// Best-ever visitation numbers for December, January and February were recorded at Scienceworks.
- /// Museum Victoria continued to implement its publications strategy. The most recent book published is *Melbourne's Wildlife: A Field Guide to the Fauna of Greater Melbourne*. *Memoirs of Museum Victoria* vol. 63 was also published, with one of the two parts featuring 12 scientific papers describing 15 new fish species from Australia.
- /// The IMAX Theatre's strong results for 2006–07 were supported by the release of a number of popular films, including *Night at the Museum*, *Happy Feet*, *300* and *Spiderman 3*.
- /// *The Virtual Room* toured to four international destinations, including France, Singapore, New Zealand and Italy.
- /// Two new exhibits were launched at Melbourne Museum – the *Honeybees* display in the Evolution Gallery link, and the *Welcome Map* in the foyer.
- /// The Leaving Home Gallery at the Immigration Museum received a major refurbishment.
- /// A new Planetarium show developed by Museum Victoria, *Black Holes: Journey into the Unknown*, was launched in June 2007.



**IMMIGRATION  
MUSEUM**

Recognised and celebrated as a dynamic and inclusive living cultural centre, the Immigration Museum is a contemporary social history museum that explores Australia's immigration history and contributes to a greater understanding of Victoria's cultural heritage.





Working in partnership with Victoria's culturally and linguistically diverse communities is a key focus of the Immigration Museum. In February 2007, the launch of the Community Connections Program for 2007 and 2008 was attended by 260 representatives of government, non-government and community organisations.

The Tribute Garden is a feature of the Festivals Courtyard. It names 700 participating families, recognising their migration journey. This year the Tribute Garden was renovated and names were set into durable bronze plates.

### Exhibitions

Exhibitions in the five permanent galleries at the Immigration Museum explore the evocative stories of Victorians and Australians, as well as cultural diversity in Australia and around the world. The journey through the museum features experiences of loss, separation, emptiness, trepidation, frustration, fear, compassion, anticipation, excitement, joy and triumph. The Community Gallery provides an important forum for presenting temporary exhibitions developed in conjunction with Victoria's multicultural communities.

In March 2007, the Leaving Home Gallery was launched. This gallery explores the many reasons behind people's decision to settle in Victoria, Australia.

Masumi Jackson's story has been added to the Immigrant Stories and Timeline Gallery. Her story of migration from Japan reveals her contribution to the maintenance and growth of her culture as she makes Melbourne her home.

*Bollywood Dreams: Photographs by Jonathan Torgovnik* was a highlight of 2006–07. This photographic exhibition explored the power of cinema in India as both entertainment and social phenomenon.

*Nyonya Kebaya: Women's Costume from Malaysia* opened at the end of 2006–07. This exhibition presented the history and evolution of the *nyonya kebaya* – women's garments – historically worn by the Peranakan Straits Chinese community in Malaysia. There is now renewed interest in the traditional form of these garments, as well as in new design interpretations. The exhibition comes from the private collection of Datin Paduka Seri Endon Mahmood,

the late wife of the Prime Minister of Malaysia, and is presented by Yayasan Budi Penyayang Malaysia (Penyayang).

### Programs and Events

Immigration Museum programs enhance community engagement; foster involvement of families, distinct communities and older adults; and reflect the issues and interests of our culturally diverse society. Regular programs include tours, films and children's activities to address the needs of adults, tourists and families. Signature programs, such as Kids' Fest and cultural festivals, encourage participation and attract members of the public who would not otherwise visit the museum.

### Community Cultural Festivals

Each year, the Immigration Museum partners with specific communities to present festivals.

The Dutch Festival in October 2006 attracted a crowd of more than 2,000, making it the second-largest festival held at the Immigration Museum. Dutch language activities were a key aspect of the festival, including poetry readings by the Erasmus Society in Dutch and English, storytelling and singing. A *Chandris Liner* Ship Reunion event offered the opportunity for post-World War Two Dutch migrants to meet, reminisce and swap stories about their journeys to Australia. The festival organising committee comprised 12 community volunteers, with 52 community volunteers involved on the day.

In March 2007, 1,816 people attended *La Faya* – the Mauritian and Rodriguan Festival, which complemented the *Beyond the Postcard Image* community gallery exhibition. The festival organising committee comprised seven community volunteers from four community groups, with 186 community volunteers from 25 different community groups involved on the day. Almost half of all performance groups featured young musicians and artists.

### Cultural Diversity Week

On 23 March 2007, the Immigration Museum hosted the Quest Cultural Diversity Student Awards. Mr George Lekakis, Chair of the Victorian Multicultural Commission, and Daniel Andrews, Minister Assisting the Premier on Multicultural Affairs, presented the awards. The winning entries were displayed in the atrium.

### Kids' Fest: Experience Bollywood

In January 2007, 1,776 visitors attended the *Kids' Fest: Experience Bollywood* Program. This was the highest-ever attendance of this annual summer event, which introduces families with children under the age of 10 years to the Immigration Museum.

A wide range of partnerships were developed to present other Bollywood programs, including the *Bollywood Beats* Indian youth event and Bollywood dance classes.

### Holiday Programs

School holiday programs extended the themes and learning associated with the *Bollywood Dreams* exhibition, and the Community Gallery exhibitions *From Kimono to Sushi* and *Wine, Water and Stone*.



**SCIENCEWORKS**

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



In April 2007, Scienceworks welcomed its five millionth visitor since opening in 1992.

The Melbourne Planetarium had a total visitation of 121,085, including 47,274 school students and teachers. Scienceworks hosted the International Planetarium Society (IPS) conference in July 2006, the first time the conference has been held in the southern hemisphere.

A new Planetarium show, *Black Holes: Journey into the Unknown*, was developed in-house and launched in June 2007.

Narrated by Academy Award-winning actor Geoffrey Rush, this show brings to life all that is fascinating and extreme in the world of black holes.

The Lightning Room has continued to grow in popularity, with approximately one in five visitors to Scienceworks experiencing a Lightning Room show. The facility features a Tesla Coil, Jacob's Ladder and other equipment. A new show, *Volts, Jolts and Bolts*, opened in the Lightning Room, exploring electricity generation, consumption and safety.

### Exhibitions

Scienceworks features three long-term exhibitions – *House Secrets*, *Sportsworlds* and *Nitty Gritty Super City* – and two temporary exhibition spaces. A fourth long-term exhibition, *Muck Bunker Stormwater Experience*, is housed in the Pumping Station.

The *Top Secret – Licence to Spy* exhibition, which was developed by Scitech in Western Australia in conjunction with Museum Victoria, showed at Scienceworks during 2006–07.

The exhibition allowed visitors to explore the scientific world of espionage across various locations around the world, including the Sahara Desert, Germany and Australia. Visitors were given a spy file and spy identity, became secret agents, and investigated leads to piece together a series of events.

*How to Make a Monster: the Art and Technology of Animatronics* took visitors

on a journey of monster creation from the original concept and storyboarding process through to the sculpting and moulding of full-size pieces. The exhibition's key focus was on animatronics – the components designed and installed within the monsters to create their 'bones' and 'muscles' and bring them to life.

Highlights on show included the Abominable Snowman, gorillas from the movie *George of the Jungle 2*, Disney's *Inspector Gadget* and the alien from *Pitch Black*.

### Programs and Events

Scienceworks programs enhance audience engagement and promote informal and intergenerational learning. Regular programs include daily tours of the Pumping Station and heritage collection store, daily presentations in the Planetarium and Lightning Room, and weekend activities and science shows.

### Planetarium Lectures

Two sold-out lectures took place in July 2006. Rob Landis, Mission Operations Directorate, NASA Johnson Space Centre, spoke on the return to the Moon, and Professor David Malin from the Anglo-Australian Observatory and RMIT University spoke on the chemistry and physics of outer space.

A new lecture series took place in March 2007. Titled 'Discover the Night Sky', this series of evening lectures covered popular astronomy topics, including black holes, Australian night skies and backyard astronomy.

### National Science Week

A major contributor to National Science Week, Museum Victoria presented events and activities from 12 to 20 August 2006. Scienceworks highlights included the BASF Kids' Lab, the Connell Wagner Bridge Building Competition, and a program partnership with the Australian Skeptics. Museum Victoria partnered with *The Age* Education Unit to develop

the *All About Science* special lift-out. *The Age* reported that it increased their sales on the day by 10,000. *Today Show* live weather crosses from Scienceworks featured a range of science demonstrations to promote National Science Week.

### Model Solar Vehicle Challenge

In October 2006, Scienceworks hosted the state finals of the Model Solar Vehicle Challenge. This long-standing partnership with Monash University supports team-based learning in the areas of physics, engineering and technology.

### Machines in Action

Machines in Action events, featuring steam science shows and the operation and display of Museum Victoria's heritage agricultural equipment at Scienceworks, took place in August, October and March. In May 2007, a selection of vehicles travelled to the Lake Goldsmith Rally in regional Victoria. During 2006–07, the Eltham Steam and Stationary Engine Preservation Society, the Historic Commercial Vehicles Club of Victoria, the International Harvesters Club and the Yarra Valley Machinery Preservation Society presented displays of their members' vehicles, models and engines.

### National Water Week

Scienceworks, in partnership with the Victorian Water Industry Association, hosted the Victorian launch of Water Week on 14 October 2006. On 21 October, a family-focused water education day was presented in partnership with Melbourne Water. The day featured the *Aqua Profunda* performance, science shows and activities.

### Holiday Programs

School holiday programs during 2006–07 extended the themes and learning associated with the *Top Secret*, *Mathamazing* and *Space* exhibitions.






**MELBOURNE**  
MUSEUM

Melbourne Museum is an accessible and valued feature of Melbourne's cultural life. Using innovative exhibitions and programs that engage and fascinate, Melbourne Museum explores themes and topics relating to Australian society, Indigenous cultures, the human mind and body, technology, the environment, and a range of science disciplines.





The Bunjilaka Aboriginal Cultural Centre is a dynamic artistic space and exhibition gallery within Melbourne Museum. It celebrates the survival of Victoria's Aboriginal people and cultures.

Melbourne Museum also houses the Virtual Room, which uses innovative imaging technology to enable visitors to see around, above, below and through digital objects and moving images. New programs in the Virtual Room over the past 12 months include *LifeLab: Wirefire* and *Zoom In Up Close*. *LifeLab* is an interactive virtual space where visitors can interact with 3D 'artificial life', life-like forms and behaviours in non-biological media (usually computers). Through the pioneering 3D macro stereo-photography of Peter and Chris Parks, *Zoom In Up Close* presents a carousel of close-up views of the natural world, including sealife, insects, carnivorous plants and reptiles.

### Exhibitions

Melbourne Museum has nine exhibition galleries: Bunjilaka, Te Pasifika, Australia Gallery, Forest Gallery, Mind and Body Gallery, Science and Life Gallery, Evolution Gallery, Children's Gallery and the Touring Hall. The galleries and the public spaces connecting them are home to a large number of permanent and temporary exhibitions.

Tiger snakes and orchids were displayed in the Forest Gallery for the first time this year, to help demonstrate seasonal change.

The displays on cells and DNA in the Mind and Body Gallery have been updated and part of the gallery is being prepared for an innovative new exhibition, *The Mind*, developed by Museum Victoria.

A new *Honeybees* exhibit opened, featuring a hive of live bees and a foraging garden. The bee information display has a newly acquired museum specimen, a 30-million-year-old fossil bee in Baltic amber, linking it to the adjacent Evolution Gallery.

The *Great Wall of China* exhibition in the Touring Hall featured more than 120 objects from the National Museum of China, the Palace Museum in Beijing and regional museums in northern and western China. The exhibition was accompanied by an animated presentation in the Age Theatre titled the *Great Stone Dragon*, and two lectures by Dr Claire Roberts from the Powerhouse Museum.

The *Ashes* exhibition, which included the iconic Ashes Urn, was visited by 30,404 visitors in the two weeks it was open. Objects from the Marylebone Cricket Club Museum and the current Ashes trophy, made from Waterford crystal, were displayed in the exhibition, which was built by the Historic Houses Trust of New South Wales. Floor talks were given by curator Adam Chadwick and archivist and historian Glenys Williams from the Marylebone Cricket Club.

### Programs and Events

Melbourne Museum programs are thematically linked to its research, collections and exhibitions to enhance audience engagement and promote informal and inter-generational learning. Regular programs comprise daily tours of the Royal Exhibition Building, as well as a Museum Highlights tour, weekend activities and presentations. The lecture program includes staff presentations and lectures co-produced with a range of partners.

### Lectures and Talks

In 2006, the Future Melbourne series explored urban planning, suburban life, cultural diversity, the rising rate of obesity and transport. Speakers included Professor Graeme Davison, Christine Nixon, Waleed Aly and Dr Rob Moodie. The forums attracted capacity audiences in the Age Theatre. Due to the success of the series, the University of Melbourne plans to continue this program partnership in 2007.

The sell-out seminar *Making It: Craft and Design as a Career* was presented in partnership with Craft Victoria on 8 September 2006. Focused on identifying opportunities and dealing with business and commercial interests, as well as creative inspiration, the seminar was part of the *Designed to Inspire Program*.

In November 2006, Robert Manne, Professor Politics at La Trobe University, presented 'Australia and Turkey: Uncomfortable Thoughts on the Gallipoli and the Armenian Genocide', the History Council of Victoria's annual lecture. It attracted a capacity audience to the Age Theatre.

In April 2007, the public lecture 'Fossil Finding, News and Controversy' was presented in association with the International Palaeontology Conference. A number of international experts spoke, including Dr John Long.

### National Science Week

Museum Victoria presented events and activities every day during August. Melbourne Museum and IMAX highlights included Museum Victoria scientists introducing IMAX movies, the Melbourne Museum Discovery Centre offering an identification service, the Crosbie Morrison Memorial Lecture and the Science Comedy Evening.

### National Water Week

The water conservation performance piece *Aqua Profunda*, which was developed by Museum Victoria for Melbourne Museum, was presented at the Water Educators Forum held at Halls Gap in February 2007.

### The Other Film Festival


In August 2006, Melbourne Museum hosted the Other Film Festival, featuring new cinema by, with and about people with a disability. The festival is the only one of its kind in Australia and is seen as a leadership project that supports and reflects the diversity of disability culture and experience. More than 1,400 people attended the event, double the number of attendances of the last festival held in December 2004. At least 30% of those attending had a disability, and organisers responded to 344 requests for specific access services.

### Romp & Stomp

*Romp & Stomp* celebrates Universal Children's Day and took place on Wednesday 26 October 2006. It was the largest such event to date, with more than 5,000 people attending. The event is aimed at families with children under the age of five years.

### Holiday Programs

School holiday programs extended the themes and learning associated with museum visits, and included the development of new presentations such as *Minmi Grows Up*, *Backyard Bug Circus* and *Great Wall Tales*.



The IMAX Theatre performed strongly in 2006–07, recording 297,028 visitors. More than one-third of these visitors (107,065) were part of a formal education visit. The mix of films offered during the year contributed to this strong result. Excellent educational links in regular IMAX films drove the education results, and the increased availability and supply of feature-length films, digitally re-mastered (DMR) into the IMAX experience, were responsible for strong general public response and an increase in awareness. The year closed 7% up on the forecast visitation, and 6% up on visitation during 2005–06.

Significant achievements included the performance of DMR films in the later half of the financial year. *Night at the Museum*, a perfect fit within the Melbourne Museum, achieved almost 30,000 admissions. IMAX Melbourne became the highest grossing cinema in Australia and the top grossing IMAX theatre in the world for *Night at the Museum* (outside the USA). The release of the IMAX DMR version of the film *300* also performed well.

The standout performer for year was, however, the IMAX Corporation film *Deep Sea 3D*. This big-budget release featured a cast of well-known cinematographers, narrators and musical score creators. It achieved more than 70,000 admissions during the year.

With greater film choice afforded by the DMR features, many appealing to a new market segment, IMAX Theatre has been able to grow audience numbers, strengthen the brand and expose Melbourne Museum to more potential visitors.

Films shown in 2006–07 included:

- /// *Jane Goodall's Wild Chimpanzees*
- /// *Ant Bully 3D* (DMR)
- /// *Mystic India*
- /// *Open Season 3D* (DMR)
- /// *Night at the Museum* (DMR)
- /// *Fighter Pilot: Operation Red Flag*
- /// *Happy Feet* (DMR)
- /// *300* (DMR)
- /// *Mystery of the Nile*
- /// *Spiderman 3* (DMR)
- /// *Dinosaurs 3D: Giants of Patagonia*.



## ROYAL EXHIBITION BUILDING

The Royal Exhibition Building and Carlton Gardens precinct is a rare intact reminder of the 19th-century international exhibitions movement.

The World Heritage-listed Royal Exhibition Building had another successful year in its unique capacity as a major events centre and visitor drawcard. During the year, more than 408,000 visitors experienced the Royal Exhibition Building, a 7% increase on the previous year.

More than 7,000 people attended the Royal Exhibition Building Open Day on 29 October 2006. The program, presented in partnership with the City of Melbourne and Heritage Victoria, featured talks, tours, activities, displays and a 19th-century music program.

Significant events and highlights included the return of the biennial Melbourne Art Fair, the staging of the L'Oréal Melbourne Fashion Festival on the Museum Plaza, the Japanese Contemporary Art Exhibition and the Melbourne International Flower and Garden Show. New exhibitions included the Melbourne Travel Expo, Furnitex and the Halal Trade Expo.

During 2006–07, Museum Victoria offered daily guided tours of the Royal Exhibition Building, which were attended by 3,996 people. These tours provide visitors with an insight into the building's history and World Heritage status.

A number of significant facilities projects were completed through the year, including the temporary repair of sections of the timber floor of the Great Hall, upgrading to energy-efficient light bulbs, continued upgrading of the access control system and the resetting of the western entrance bluestone steps.

# Museum Victoria Touring Exhibitions

Museum Victoria works in partnership with a number of organisations to develop and tour exhibitions to national and international venues.

## *Toys: Science at Play*

Collaboratively developed by Museum Victoria and the Scitech Discovery Centre in Western Australia.

**Questacon, The National Science and Technology Centre, Canberra**

1 August 2005 to 27 August 2006

**Museum of Transport and Technology, Auckland, New Zealand**

14 October 2006 to 29 January 2007

**Te Manawa, Palmerston North, New Zealand**

6 February to 6 May 2007

## *Top Secret – Licence to Spy*

Developed in collaboration with the Scitech Discovery Centre in Western Australia.

**Questacon, The National Science and Technology Centre, Canberra**

10 February 2007 to 10 February 2008

## *Twined Together:*

***Kunmadj Njalehnjaleken***

Developed in conjunction with Injalak Arts Centre in the Northern Territory.

**Shepparton Regional Art Gallery**

3 June to 15 July 2006

**National Wool Museum, Geelong**

4 August to 17 September 2006

**Museum and Art Gallery of Northern Territory**

10 November 2006 to 21 January 2007

**Cairns Regional Art Gallery**

3 February to 9 April 2007

**Dell Gallery@QCA, Brisbane**

21 April to 10 June 2007

## *Freestyle:*

***New Australian Design for Living***

Developed in collaboration with Object Gallery in Sydney.

**Object Gallery, Sydney, and National Art School, Sydney**

9 March to 13 May 2007

**QUT Art Museum, Brisbane**

1 June to 22 July 2007

***Colliding Worlds: First Contact in the Western Desert 1932–1984***

Developed in partnership with Tandanya in Adelaide. This exhibition is now on a three-venue tour, two of which will take place in 2007–08.

**Australian Museum, Sydney**

6 April to 19 August 2007

## *Destination Australia:*

***Ports of Immigration***

Developed by Museum Victoria from the successful Immigration Museum exhibition, *Station Pier: Gateway to a New Life*.

**Old Parliament House, Canberra**

14 September 2006 to 4 February 2007

**South Australian Maritime Museum**

14 February to 24 June 2007

## *The Virtual Room: Place-Hampi*

Co-produced with iCinema Centre, UNSW, and Epidemic, France.

**Lille3000, Opera House, Lille, France**

11 October 2006 to 11 January 2007

**IDM Jamboree, Singapore Science Centre, Singapore**

January 2007

## *The Virtual Room: Various Shows*

**Singapore Science Centre, Singapore**

December 2006 to March 2007

**Museum of Transport and Technology, Auckland, New Zealand**

December 2005 to August 2006

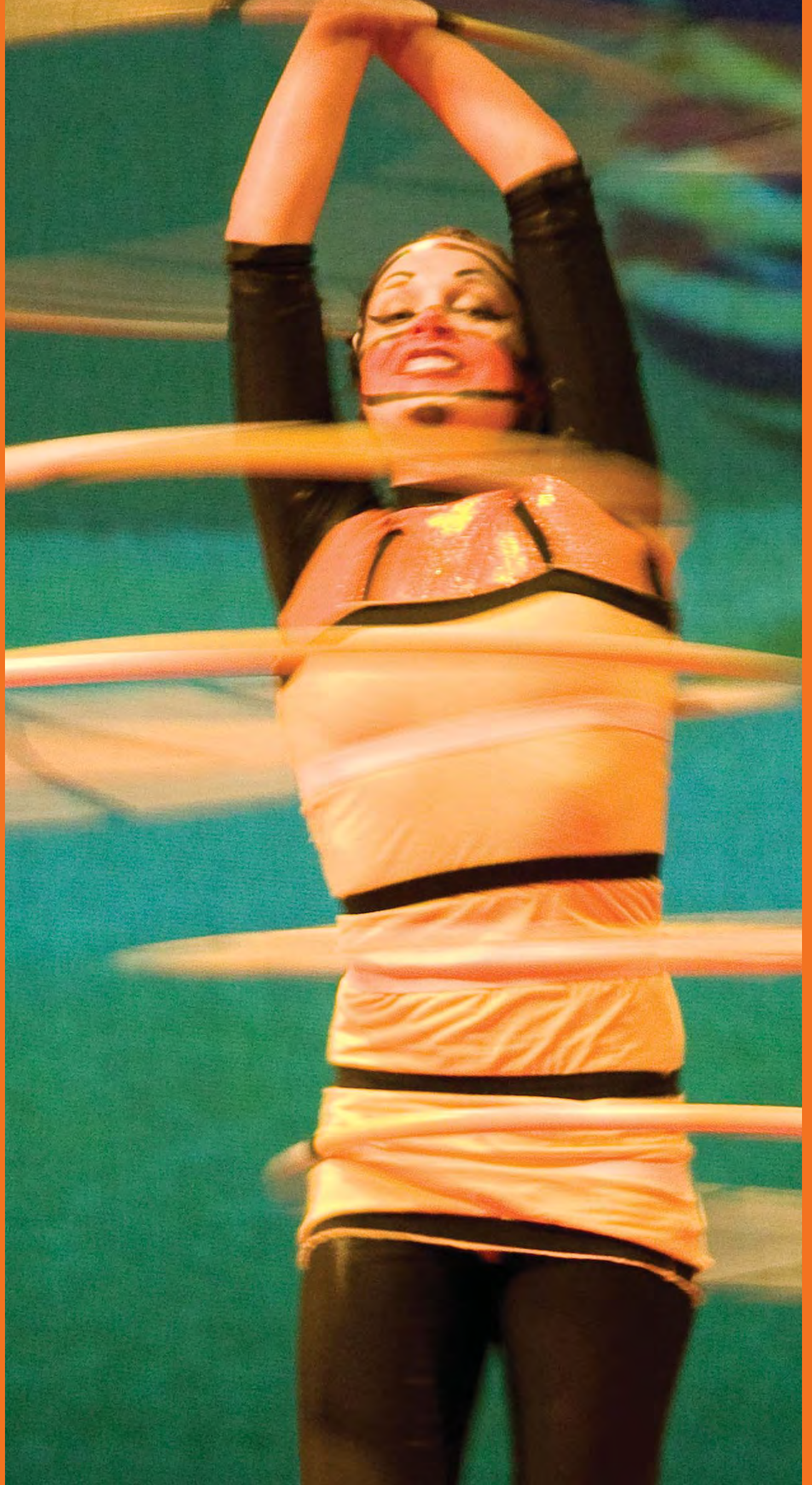
## *The Virtual Room: Sacred Angkor*

**ArcheoVirtual, Paestum, Italy**

November 2006



Strategic  
Direction  
Two  
Case Study:  
Backyard Bug  
Circus



During the 2007 summer holidays, the Melbourne Museum Touring Hall was over-run by spiders, fleas, beetles and caterpillars of a very special kind. Inspired by Museum Victoria's extensive collections and the *Bugs Alive!* exhibition, *Backyard Bug Circus* was a performance about the insect world that featured acrobats from the National Institute of Circus Arts (NICA).

The performance introduced children and their families to local insect species and their fascinating behaviours. Throughout January, performances were presented daily and more than 28,000 people were captivated by the incredible world of bugs and delighted by the skills of the performers.

In early 2006, Museum Victoria formed a partnership with the NICA to create this unique public program at Melbourne Museum. Drawing on their audience interpretation and science communication skills, museum staff developed a brief for the show. Information sessions based on this brief were conducted for final-year circus arts students by Museum Victoria and NICA staff. Once casting for the show had been completed, workshops were undertaken with the museum's entomologist and Live Exhibits teams so the *Backyard Bug Circus* creative team could match the students' specialist performance skills – trapeze, hoop work, tumbling, juggling, rope work, balancing – with biomechanics of representative insect species.

NICA brought together a creative team to work with Museum Victoria and the students to develop the show and bring it to fruition. They included Robin Laurie, Ken James, Helen Rickards, Steph O'Hara, Larry Edwards and Ken Evans, who worked alongside Museum Victoria staff to support the development and delivery of the show.

The final cast of characters featured:

- /// Common House Fly, *Musca domestica*  
– Mark McLauchlan
- /// Dung Beetle, Victorian species  
*Onophagus squalidis*, *Onophagus victoriensis*, *Proctophanus sculptus*  
– Vaughan Curtis
- /// Flea, order *Siphonaptera*  
– Mark McLauchlan
- /// Green Diving Beetle, family *Dytiscidae*  
– Matthew Loudon
- /// Green Mantid, *Orthodera ministralis*  
– Tina Bond
- /// Monarch Butterfly, *Danaus Plexippus*  
– No Mi Che
- /// Net-casting or Ogre-faced Spider,  
*Deinopis species* – Tina Bond.

This was a science show with a difference! Visitors engaged with the biomechanics of the insect world via the excitement of physical theatre and the liveliness of intriguing storylines. All shows played to capacity audiences, who were inspired in many ways. Children leaving the show wriggled like caterpillars, ratcheted down like Mikey the flea and flapped their butterfly wings. After the performance, many visitors headed straight for the *Bugs Alive!* exhibition to view the displays with new insight. The dung beetles were often serenaded with a very descriptive song learned during the show.

The energy and visual appeal of the performance engendered a lot of media interest. Over the summer period, *Backyard Bug Circus* featured in three television shows and 30 articles or listings in the print media.

Museum Victoria's public programs have a history of innovation in presentation and performance. *Backyard Bug Circus* is an outstanding example of how the knowledge and skill from Museum Victoria's research, collections and exhibitions can be brought together with the arts to create memorable experiences that engage curiosity and foster learning.

Building on this success, Museum Victoria will again work with NICA on a circus to be presented in January 2008, based on the honeybees exhibit. The buzz of excitement is building...

Performers and audience  
at the Backyard Bug  
Circus performance  
during Melbourne  
Victoria's stakeholders'  
evening at Melbourne  
Museum, 2007  
— Rodney Start  
— Museum Victoria



Strategic  
Direction  
Three

# Pursue the Development of Strategic Partnerships

## Performance Overview

- /// Three community exhibitions featuring Indigenous artists were displayed in the Birrarung space at Melbourne Museum, and three exhibitions developed in conjunction with Victoria's culturally and linguistically diverse communities were shown at the Immigration Museum.
- /// Melbourne Museum hosted the conference *Seize the Day: Exhibitions, Australia and the World* in October 2006. Held in partnership with the Heritage Council of Victoria, the University of Melbourne, Monash University and Deakin University, this multi-disciplinary conference examined the social, cultural and economic context of international exhibitions.
- /// Museum Victoria hosted the *Many Players Many Parts* conference, which was the third national forum on performance in cultural organisations. Keynote speakers included Wesley Enoch, Theatre Director and Creative Director Melbourne 2006 Commonwealth Games Opening Ceremony and Tony Jackson, Senior Lecturer in Drama and Co-Director of the Centre for Applied Theatre Research, University of Manchester, UK.
- /// In December 2006 Museum Victoria hosted a successful workshop, *Conservation of Geological and Palaeontological Collections*, for conservators, collection managers and fossil preparators from Australian museums. The workshop was delivered by Chris Collins (Head of Conservation) and Lorraine Cornish (Senior Conservator) from the Natural History Museum, London. As the first event in this field in Australia, the workshop provided new information and promising networks between professionals working in allied disciplines on science-based collections.
- /// Exhibition sponsorship was received from the Melbourne Metropolitan Waste Management Group and Sustainability Victoria for the *Nitty Gritty Super City* waste exhibit. Leighton Malaysia and Leighton Australia supported the *Nyonya Kebaya: Women's Costume from Malaysia* exhibition.

## Partnerships

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.

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 January in conjunction with the *Backyard Bug Circus* summer holiday program. Over 280 supporters of Museum Victoria attended the event. Guests included sponsors, patrons and government representatives.

### Research Partnerships

Museum Victoria has a strong research capability based on specialist skills, expertise and knowledge, a world-class collection and state-of-the-art facilities. The museum has an accomplished research track record, fostering participation in significant and productive collaborations. Research partnerships exist with various universities, research institutions, Australian and international museums and Victorian and Commonwealth Government agencies.

Museum Victoria is currently involved in several major research projects under the Australian Research Council's Linkage Grant scheme. These projects are being undertaken in partnership with the University of Melbourne, Monash University, the University of Queensland, the University of New South Wales, The Queensland University of Technology and University of Technology Sydney.

Museum Victoria has representatives on prestigious panels and boards, including the Australian Research Council's College of Experts and the University of Melbourne Research Quality Framework Advisory Committee. Together with associated research funding, these partnerships contribute significantly to the collection's development and promote Museum Victoria's research and reputation both within Australia and to the international research community.

### Program Partnerships

Museum Victoria maintains key partnerships with education and learning organisations such as the Department of Education, Catholic Education Office Melbourne, Victorian Curriculum Assessment Authority, The Learning Federation and CoAsIt.

Partnerships with other organisations ensure that programs link directly with innovative new practices being undertaken by the education sector.

National Science Week programs were developed and presented in partnership with the Australia and New Zealand Association for the Advancement of Science, Department of Primary Industries and the Australian National University's Faculty of Science.

The successful Romp & Stomp program was presented in partnership with not-for-profit organisations such as Playgroup Victoria, Parks Victoria, Toy Libraries, Victorian Co-operative on Children's Services for Ethnic Groups and Early Childhood Management Services.

Public Programs staff presented at a range of professional forums and conferences coordinated by the Association of French Teachers, History Teachers Association of Victoria, Laboratory Technicians Association, Mathematics Teachers Association of Victoria, Modern Language Teachers Association of Victoria, Reggio Emilia Australia, Science Teachers Association of Victoria, Victorian Association of Teachers of English, Victorian Association of Teachers of Italian, Victorian Association of Social Studies Teachers, Victorian Adult Literacy & Basic Education Council, CoAsIt Network Goulburn North East Region and the Department of Education Barwon South Western, Eastern Metropolitan, Grampians, Southern Metropolitan and Western Metropolitan Regions.

### Community Partnerships

For over a century, Museum Victoria has been an important repository for the cultural heritage of Australia's Indigenous peoples. Museum Victoria recognises that this heritage is held in trust on behalf of Indigenous peoples, who regard the resource as forming part of their identity and living culture. Museum Victoria engages with Indigenous communities in conversations about the significance of their cultures, not only for Indigenous Australians, but also for all Australians.

Museum Victoria and its staff have a strong commitment to the achievement of reconciliation between the Indigenous and non-Indigenous peoples of the nation. Museum Victoria pursues reconciliation through the way it operates as an organisation.

Museum Victoria's Family History and Roving Curator Programs continued to facilitate Victorian Aboriginal community connections with the collections in 2006–07. A major project currently underway involves a review of the southeastern Australian Indigenous photographic collection and an update of associated information identifying contemporary Indigenous community and family contacts.

Long-term loans to Australian Indigenous cultural centres and keeping places in 2006–07 included the Krowathunkooloong Keeping Place in Bairnsdale, the Bangerang Cultural Centre in Shepparton, the Warradjan Cultural Centre in Kakadu, the Menmumy Community Museum in Yarrabah, and the Nyinkka Nyunyu Cultural Centre in Tennant Creek.

Museum Victoria has formed a strong partnership with Melbourne-based group iMug, the Internet Macintosh Users Group. Computer experts from iMug and museum staff are working together to document and develop a representative collection of more than 200 items of hardware, software, trade literature and promotional material that records the history of the Apple Company. The collection was acquired by Museum Victoria during 2006–07 and was displayed at Melbourne Museum in December 2006.

## Museum Victoria Supporters

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

### Partners

#### Gold Partners

Commonwealth Bank  
The Sidney Myer Fund  
Tattersall's  
The Grollo Family

#### Silver Partners

Cadbury Schweppes  
Channel Seven Melbourne  
The Ian Potter Foundation  
The Helen MacPherson Smith Trust  
Nestle Peters Ice Cream  
Network Ten

#### Bronze Partners

The Jack Brockhoff Foundation  
Catholic Education Office  
The Danks Trust  
Dame Elisabeth Murdoch AC DBE  
Mr Baillieu and Mrs Sarah Myer  
The Myer Foundation  
The Onbass Foundation  
Peter Rowland Catering  
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The Harold Mitchell Foundation  
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Melbourne Port Corporation  
Mr Richard and Mrs Catherine Price  
The Russell and Mab Grimwade  
Miegunyah Fund Committee of the University of Melbourne  
SPI Powernet  
TRUenergy

#### 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 and Training  
Department of Innovation, Industry and Regional Development  
Department for Victorian Communities  
Environment Protection Authority  
Heritage Victoria  
State Government of Victoria  
University of Melbourne  
VicHealth for Smokefree  
Victoria Police

### Patrons

#### Foundation Gold Patrons

Denton Corker Marshall  
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Millmaine Entertainment  
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Arts Events Management Australasia

#### Silver Patrons

Baci  
Freehills  
Haycom Staging Pty Ltd  
KPMG

#### Bronze Patrons

The Sarah & Baillieu Myer Family Foundation

#### Museum Victoria Patrons

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  
Anonymous (2)

**Research Supporters**

Museum Victoria undertakes an extensive research program with generous support from various funding organisations:  
Aboriginal Affairs Victoria  
Arts Victoria  
The Australia Council  
Australian Academy of Science  
Australian Antarctic Division  
Australian Biological Resources Study  
The Australian Centre,  
University of Melbourne  
Australian Film Finance Corporation  
The Australian Geographic Society  
Australian Manufacturers Workers Union  
The Australian National University  
Australian Nuclear Science  
and Technology Organisation  
Australian Research Council  
Australian Transport Safety Bureau  
Australian Workers Union  
Big Island Pictures  
Community and Public Sector Union  
Corangamite Catchment  
Management Authority  
CSIRO Marine and Atmospheric Research  
Department of Agriculture,  
Fisheries and Forestry  
Department of Communication,  
Information Technology and the Arts  
Department of the Environment  
and Water Resources  
Department for Victorian Communities  
Environment Protection Authority  
GE Healthcare  
Global Biodiversity Information Facility  
The Hermon Slade Foundation  
Hugh D.T. Williamson Foundation  
The Ian Potter Foundation  
iCinema, the University  
of New South Wales  
Industrial Relations Victoria  
International Council of Museums  
(ICOM) Australia  
Linnean Society of New South Wales  
Melbourne 2006 Office  
of Commonwealth Games Coordination  
Members Equity Bank  
The Menzies Foundation  
The Miegunyah Press  
Monash University  
The Myer Foundation  
National Cultural Heritage Account  
National Oceans Office  
Natural Heritage Trust  
The Norman Wettenhall Foundation  
Parks Victoria  
Port Phillip and Westernport Regional  
Catchment Management Authority  
Robert Salzer Foundation

RMIT University  
The Russell and Mab Grimwade  
Miegunyah Fund Committee  
Smart Water Fund  
Swinburne University of Technology  
The University of Melbourne  
The University of Queensland  
Victorian Trades and Literary Institute  
Victorian Trades Hall Council  
Women on Farms Gathering  
Heritage Group

**Honorary Appointments**  
**Honorary Life Fellows**

Granted to 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.  
Professor Margaret Cameron AM  
Professor John Coghlan AO  
Mr Graham Cunningham  
Mrs Amanda Derham  
Mr Bob Edwards AO  
Mr Jack Ellis  
Ms Phyllis Fry  
Ms Jill Gallagher  
Mr Terry Garwood  
Professor Jennifer Graves  
Mr Peter Hiscock AM  
Professor Rod Home  
Mr Steve Howard  
Mr John Kendall AM  
Dr Phillip Law AC AO CBE  
Professor Daryl Le Grew  
Ms Jenny Love  
Ms Tina McMeckan  
Dr Ray Marginson AM  
Dr Angus Martin  
Mr Graham Morris  
Mr Phillip Morrison  
Professor John Mulvaney AO  
Mrs Sarah Myer  
Professor David Penington AC  
Professor Marian Quartly  
Mrs Caroline Searby  
Mr Richard Searby  
Mr Ian Sinclair  
The Hon. Haddon Storey QC  
Professor John Swan  
Professor James Warren  
Ms Deanne Weir  
Dr Barry Wilson  
Mr Garry Woodard

**Curators Emeritus**

Granted to curators who retire after having given distinguished service to Museum Victoria for a minimum of 10 years and have made a distinguished contribution in an appropriate curatorial or research field.  
Mrs J. Hope Black  
Ms Suzanne Boyd  
Dr Thomas Darragh  
Ms Joan Dixon  
Dr Chung-Cheng Lu  
Dr Arturs Neboiss  
Mr John Sharples

**Honorary Associates**

Granted to 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  
Professor Kate Darian-Smith  
Dr Gwenda Davey AM  
Professor Graeme Davison  
Ms Rhonda Diffey  
Dr June Factor  
Dr Geoffrey Holden  
Dr Helen Light AM  
Mr Euan McGillivray  
Mr Peter Marsh  
Ms Laura Mecca  
Dr Seamus O’Hanlon  
Mr Ken Porter  
Mr Gary Presland  
Mr Benjamin Thomas  
Professor Peter Thorne  
Dr Denise Whitehouse  
Dr Graham Willett  
Ms Kerry Wilson

Indigenous Cultures  
Dr Anthony Birch  
Dr David Dorward  
Mr Mark Dugay-Grist  
Dr Diane Hafner  
Dr Louise Hamby  
Dr Colin Hope  
Professor Marcia Langton  
Dr John Morton  
Professor Bruce Rigsby  
Dr Leonn Satterthwait  
Dr Gaye Sculthorpe

#### Sciences

Mr Ken Bell  
Mr Philip Bock  
Mr Robert Burn  
Dr Leslie Christidis  
Dr John Chuk  
Dr Patricia Cook  
Dr Lawrence Cookson  
Dr John Douglas  
Dr Andrew Drinnan  
Dr Ross Field  
Mr Erich Fitzgerald  
Dr Dean Hewish  
Dr Julian Hollis  
Dr Jean Just  
Mr Rudie Kuitert  
Assoc. Professor Murray Littlejohn  
Mr William Loads  
Professor John Lovering  
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Dr Richard Schodde  
Dr Bronwen Scott  
Mr David Staples  
Assoc. Professor Roy Swain  
Professor John Talent  
Ms Elizabeth Thompson  
Professor Patricia Vickers-Rich  
Mr Robert Warneke  
Dr Jeanette Watson  
Mr H. Eric Wilkinson  
Dr Alan Yen

Museology: Information  
Technology and Multimedia  
Professor 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 Deb Anderson  
Ms Judith Hughes  
Ms Meighen Katz  
Ms Joanna Low  
Ms Natalie Pang  
Ms Carla Pascoe  
Mr Jurij Semkiw  
Ms Simone Sharp  
Mr John Spencer

#### Indigenous Cultures

Dr Penelope Edmonds

#### Sciences

Dr Melanie Archer  
Ms Milena Benavides-Serrato  
Ms Valerie Caron  
Ms Kavitha Chinathamby  
Dr Francis Crome  
Dr Bryan Fry  
Dr Philip Lane  
Ms Dragica Maric  
Mr Stuart Mills  
Dr Adnan Moussalli  
Ms Rhyllis Plant  
Ms Wendy Roberts  
Dr Ronald Strahan AM  
Dr Jan Strugnell  
Dr Joanna Sumner

#### Lightning Room

Mr Edward Bondarenko  
Ms Sandra Charles  
Professor Akhtar Kalam

Strategic  
Direction  
Three  
Case Study:  
Fossil Finds





Searching for fossils out in the field is one of most exciting endeavours that museum scientists regularly undertake. Everyone loves to hear news about a dinosaur discovery, but sometimes the lesser-known kinds of fossils can also make the headlines.

Museum Victoria announced several major fossil discoveries of international significance in the past year. Such discoveries are usually not made by chance. They are the result of ongoing, carefully planned collecting programs. They involve partners in universities and are carried out with the assistance of funds from a variety of sources. Major field expeditions bring in significant new specimens to build the scientific collections of the museum. Leadership skills are required not only to attract major funding for such expeditions, but also to attract international collaboration to undertake the research work.

Museum Victoria honorary associate Erich Fitzgerald announced that he had discovered one of oldest and most primitive members of the baleen whale family. The almost-complete skull was found at Jan Juc, near Torquay, by a teenage surfer in the 1990s and donated to the museum. It was named *Janjucetus*, meaning 'whale from Jan Juc'.

Erich undertook three years of painstaking work to free the skull from a block of limestone and then write a paper describing it. The discovery was announced at a media conference at Museum Victoria in August 2006, just as the paper was being published in the prestigious journal *Proceedings of the Royal Society of London*. The find immediately received worldwide media attention.

The next big Museum Victoria fossil discovery was announced only two months later. A 380-million-year-old fossil fish preserved in perfect form proved that some features of all living four-legged animals went further back in evolution than previously thought. The fish, *Gogonasus*, was found during a Museum Victoria expedition to the Kimberley in 2005 by Australian National University researcher Professor Tim Senden, a chemist who heads up the university's ultrafine computer tomography scanning unit. This machine cuts very thin X-ray slices through objects so that the fine details can be studied.

The team of five researchers described the fish using this new technology and published a paper on *Gogonasus* in the well-known journal *Nature* in October 2006. The story received huge international media coverage and *Gogonasus* went from being a virtually unknown fossil to being featured on more than 150,000 websites around the world within a week.

The remarkable discovery of intact complete megafauna skeletons from the caves of the Nullarbor Plain made the front page of *The Age* newspaper in July 2002. Another big announcement in the world of palaeontology came in late January 2007. The Museum Victoria research team's paper about the significance of the Nullarbor fossil fauna was published

in the journal *Nature* and revealed new information about how the megafauna became extinct.

Studies of chemical isotopes measured in the teeth of the fossil animals indicated megafauna adapted to arid climate, so would not have been affected by ensuing aridity caused by the ice ages. The paper provided the first crucial data suggesting an extinction of the megafauna was initiated by human arrival in the country.

While this work was going on in the laboratory, Dr Thomas Rich was searching for dinosaur fossils in the scorching deserts of Saudi Arabia, funded by an invitation from the Saudi Geological Survey. He then flew to northern Alaska to build a tunnel into the permafrost of the Colville River, where his team will later excavate a polar dinosaur bone bed. The project is being made into a documentary film and is funded through the unusual combination of the Australian Film Corporation and the Australian Research Council (ARC).

Major scientific breakthroughs are rarely the result of an individual's work, but mostly the efforts of larger teams. As good art attracts high prices, good science attracts major competitive funding. In the field of vertebrate palaeontology alone, Museum Victoria currently holds two ARC Discovery Grants and one ARC Linkage Grant, totalling almost \$1 million. This makes the museum a national leader in this field.

These grants involve collaborators from around the world. One is with Professor Zhu Min, Director of the Institute of Vertebrate Palaeontology and Palaeo-anthropology in Beijing, China. He and his students visited Museum Victoria twice in the past year and he has given research presentations and public lectures.

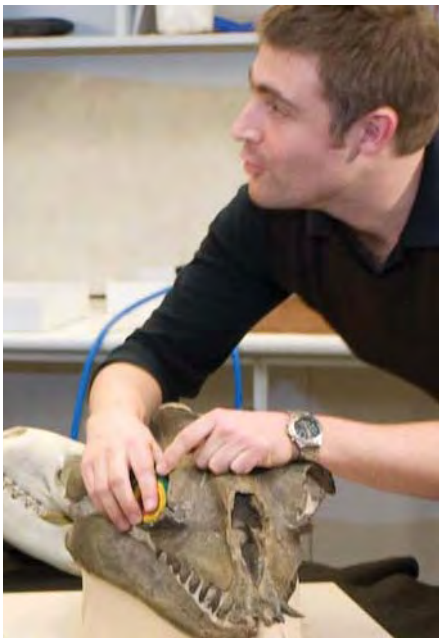
The prehistoric world is one of endless fascination for people of all ages. Such studies address one of the most basic questions of human philosophy: where do we come from? By undertaking cutting-edge palaeontological research, Museum Victoria is able to utilise these findings directly in its new exhibitions, visitor programs, publications and websites.

John Long with Dr Tim Senden, ANU, who discovered the all important Gogonasus fossils, July 2005  
– Brian Choo  
– Museum Victoria

Moythomasia, fish fossil from Gogo c 380 million years old  
– John Long  
– Museum Victoria



Erich Fitzgerald with Janjucetus hunderi skull, 2007  
– Rodney Start  
– Museum Victoria



# Develop and Maximise the Value of Our Heritage Collections

## Performance Overview

- /// Museum Victoria researchers produced 106 refereed journal papers, reports, books and other publications, and presented 152 lectures and talks.
- /// During the year, Museum Victoria continued to implement its research strategy (2005–10), which provides a five-year focus for research, and collection strategy (2004–14), a 10-year plan for the state collection.
- /// Museum Victoria was involved with six successful Australian Research Council (ARC) grants announced in October 2006: four Discovery Grants and two Linkage Grants.
- /// Museum Victoria was also listed as a partner organisation in four successful ARC Linkage Grants announced in June 2007, in the areas of Sciences, Indigenous Cultures, and Information Multimedia and Technology. This is an impressive result given the prestigious and highly competitive nature of ARC grants.
- /// In 2006–07, Museum Victoria researchers received funding support from a variety of sources, including the ARC; Australian Biological Resources Study; CSIRO; Department of Agriculture, Fisheries and Forestry; Department of the Environment and Water Resources; Department of Communications, Information Technology and the Arts; Department for Victorian Communities; the University of Melbourne; and the Ian Potter Foundation.
- /// Student supervision included three Honours, eight Masters and 27 PhD students. Four scholarships were awarded in the 2007 round of the Museum Victoria 1854 Scholarship Scheme.
- /// A collection emergency response strategy was produced, encompassing prevention, preparedness, response and recovery actions for potential disasters posed to collections at each venue.
- /// In April 2007, a project manager was appointed to oversee the implementation of a digital asset management (DAM) system, which will enhance management of and access to current and future digital assets.
- /// The Arts Agencies' Collection Working Group, led by Museum Victoria, held the first cross-agency workshop on collections disaster response.

## 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. It strives to deepen the community's understanding of the past and its engagement with issues affecting the future.

### Research Highlights

Curators undertook a wide range of research projects, most of which will lead to publications and exhibitions. They include research into the history of Melbourne; sustainable water practices; Australian childhood in the 1950s; women in agriculture; women and cycling in the late 19th and early 20th centuries; 19th-century Victorian exhibitions; glory boxes, memory, migration and material culture; immigrant shipping; war and public memory; history of telegraphy; history of computing in Victoria; the Royal Exhibition Building; early collectors of Indigenous material in Victoria; and drought, risk and rural endurance.

Several projects have been undertaken that will contribute to a new exhibition on the history of Melbourne, due to open in March 2008. These include major restoration projects for a Cobb and Co. coach and Luna Park Big Dipper carriage, community-based collecting of historic images of Melbourne life and oral histories with suburban 'pioneers' of the 1950s and 1960s.

The ARC awarded a Linkage Grant for a project entitled 'Childhood, Tradition and Change: A National Study of the Historical and Contemporary Practices and Significance of Australian Children's Playlore'. Museum Victoria is working with the University of Melbourne and National Library of Australia to research and document contemporary children's playlore, extending the museum's existing Australian Children's Folklore Collection.

The Hon. Joan Kirner launched a new website for Women on Farms Gathering (WoFG) at its 18th annual gathering, held in Shepparton in May 2007. The website allows women from across Victoria to access the WoFG collection, held by the museum, and to contribute their own stories and memories.

Museum Victoria received a grant from the Office of Commonwealth Games Coordination to develop a website based on the *Spirit of the Games* exhibition and to catalogue and document the newly acquired Spirit of the Games collection. The latter documents the creation of the opening ceremony for the 2006 Melbourne Commonwealth Games.

Restoration of a Cowley steam roller was completed in the Scienceworks workshop and operated at the Lake Goldsmith Steam Rally in May 2007. Manufactured by Cowley's Eureka Ironworks at Ballarat in 1939, the roller is believed to be the last steam roller made in Australia.

Three projects were undertaken to improve catalogue data and images for the military medals, image collections and joint collection with the Italian Historical Society. The military medals project unearthed a rare Suffragette Medal, awarded to Myra Sadd Brown following her imprisonment in Holloway Prison, London, in 1912, and subsequent force-feeding.

## Acquisitions

Important acquisitions during the year included:

- /// A Cobb and Co. coach built in Geelong in about 1870 for the Western Stage Coach Company;
- /// A representative collection of Apple computers from the 1980s to the present, developed in collaboration with iMug, the Internet Macintosh Users Group;
- /// An early steam-powered winding engine, a unique survivor from Melbourne's gold-rush era of the 1850s, and the only known surviving example from dozens of similar 'donkey engines' that once lined Melbourne's wharves and piers (purchased with the assistance of the National Cultural Heritage Account and a private benefactor);
- /// An applique quilt made in 1843 by Martha Bergin in Athlone, Ireland, and brought to Victoria when she migrated with her husband in 1851;
- /// Two diaries kept by Irish and Scottish migrants in the 1850s and 1870s, documenting their voyages to Melbourne and their early social, cultural and working lives here;
- /// Posters, itineraries, postcards, pamphlets and other ephemera relating to the Chandris Lines, a major Greek shipping line on the postwar Europe–Australia route;
- /// A watercolour sketch by George Grant for a banner for the Victorian Operative Bootmakers Society, c.1890–1900; this rare sketch is by the artist who painted the Tramways Union banner in the collection (donation);
- /// An 1870s Customs House counter from either the Melbourne or Williamstown Customs House;
- /// A rare 19th-century street ballad lamenting the fall of 'Marvellous Melbourne' during the 1890s Depression; and
- /// A collection of early 20th-century kimonos and recently crafted traditional Shimotske paper dolls (from Japanese migrant and Noh theatre performer Masumi Hiraga Jackson).

## Indigenous Cultures

Through the Indigenous Cultures department, Museum Victoria works with Indigenous peoples in Australia and the South Pacific to improve understanding of Indigenous people and cultures.

### Research Highlights

Fieldwork was undertaken throughout the year in support of an ARC Linkage Grant project, Oral Tradition, Memory and Social Change: Indigenous Participation in the Curation and Use of Museum Collections. This project, in partnership with the University of Queensland, Deakin University and Lamalama people of the Cape York Peninsula, investigates how museums respond to Indigenous community aspirations and how heritage collections contribute to the reinvigoration of Indigenous peoples' identity.

Curatorial staff were also successful in their bid for a third consecutive ARC Linkage Grant for the project, Conciliation Narratives and the Historical Imagination in British Pacific Rim Settler Societies. Partners are the University of Melbourne, Tasmanian Museum and Art Gallery and the National Museum of Australia. This project will historicise and explore forms of conciliation between Indigenous and non-Indigenous peoples in British settler colonies of the Pacific Rim, including Van Diemen's Land, Victoria, New South Wales, New Zealand and Canada, using museum artefacts as the vehicle for investigation.

Research in support of a data enhancement project focusing on the Fijian and western Melanesian components of the Pacific Ethnographic Collection was conducted, with assistance from colleagues in Tasmania and South Australia.

The Donald Thomson Collection Administration Committee continued to support research and management initiatives on the Donald Thomson Collection. In particular, the committee supported a successful funding application to the University of Melbourne to digitise the Donald Thomson map collection.

Significant progress was made towards completion of a publication of Donald Thomson's photographs, focusing on his trips to Central Australia in the 1950s and 1960s. The Miegunyah Press will publish this book in 2008.

Work in the Indigenous collections focused on registration and data management. Significant progress was made in registering elements of the Ethnohistory Collection (images and manuscripts, both state and Thomson collections), and the Ancestral Remains Database was transferred into the museum's EMu database.

Staff completed a final report on an ICOM-supported project focused on the Fiji Museum's collections. In 2004, ICOM established an assistance program for Pacific Island museums, which subsequently evolved into the ICOM Australia Museum Partnerships Program (IAMPP). The report made detailed recommendations about design, construction and fit-out of a proposed new collection store for the Fiji Museum.

Indigenous Cultures staff continued to provide extensive assistance to the Moveable Cultural Heritage Unit of the Department of the Environment and Heritage, by helping assess requests for the export of significant cultural artefacts.

### Acquisitions

Important acquisitions during the year included:

- /// A boomerang from Yarrowonga and a decorated spear-thrower from southwestern Victoria, dating from the mid to late 19th century (purchased with financial support from the Department for Victorian Communities, through Aboriginal Affairs Victoria);
- /// Two drawings by Tommy McRae dating to the 1890s (purchased with the financial support of the Department for Victorian Communities, through Aboriginal Affairs Victoria, and with the assistance of the Australian Government through the National Cultural Heritage Account);
- /// A Marrakulu bark painting and painted hollow log by emerging artist Ralwurrandji Wanambi;
- /// One of the canoes used in the Rolf de Heer film, *10 Canoes*; and
- /// A limited-edition print portfolio entitled *Kunwarde Bim: The Injalak Hill Suite*, containing 12 prints by a number of western Arnhem Land artists; the prints have a strong affinity with ancient rock drawings from the western Arnhem Land escarpment.

### Repatriation

Museum Victoria continued its participation in the Return of Indigenous Cultural Property Program, funded by the Commonwealth Department of Communications, Information Technology and the Arts. Ancestral remains were either repatriated or ownership officially transferred to traditional owners at Ord River in the Kimberley, Western Australia (November 2006), Ngarrindjeri traditional owners in South Australia (November 2006) and Tasmanian traditional owners via the Tasmanian Aboriginal Centre, Tasmania (February 2007). Secret-sacred objects were returned to various traditional owner groups in the Kimberley via the Kimberley Aboriginal Law and Culture Centre, Western Australia (November 2006). Negotiations are continuing with Indigenous communities from across Victoria, and from Queensland, South Australia, New South Wales and the Northern Territory. Museum Victoria also received a collection of ancestral remains from Aboriginal Affairs Victoria, and continued to receive ancestral remains referred by the State Coroner's Office.

Following announcements in the 2007 Federal Budget that repatriation will continue to receive significant financial support over the next four years, Museum Victoria will negotiate new funding agreements with the Victorian and Australian Governments that will allow this important work to continue. Museum Victoria has actively led a consortium of Australian museum interests working in this area to ensure that their repatriation efforts are coordinated and that unnecessary impacts on Indigenous communities are minimised.

## Sciences

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

### Research Highlights

Sciences staff, working with university collaborators, were awarded a record number of ARC research grants, totalling nearly \$3 million. Four ARC Discovery Grants were awarded for research in the field of herpetology, venom studies and early vertebrate evolution. These projects will tackle subjects as diverse as climate change and reptile populations, how animals arm themselves with venom systems and how the vertebrate head evolved, using latest computer tomography scan technology. Three major ARC Linkage Grants were awarded to focus on deep-sea exploration of Australia's coast, digging up dinosaurs from Alaska to compare with Victorian polar species, and the study of art produced by people affected by mental illness.

Museum Victoria is participating in one of the Commonwealth Environment Research Facilities (CERF) research hubs. The Marine Biodiversity Hub will provide new tools to support the identification, assessment, conservation and sustainable use of Australia's marine assets. The museum received seed funding from the National Oceans Office (Department of the Environment and Water Resources) to develop the *Fishes of Australia Online* website, which will be a first port of call for people seeking information on Australian fishes.

Terrestrial zoology staff continued to develop the Pests and Diseases Image Library (PaDIL), now one of the key diagnostic databases used to build plant health bio-security in Australia. Publications have been completed that revise the relationships between various groups of Halictine sweatbees in Africa and Madagascar, and examine the biodiversity of Victorian stream communities using life-history information for two species of caddis flies that had accumulated for approximately seven generations each.

Museum Victoria's molecular laboratory continues to underpin the organisation's competitiveness in attracting highly prized research grants worth more than \$3 million in the last five years. A strategic report has been produced looking at future directions for the laboratory.

Museum Victoria marine scientists participated in research voyages with CSIRO Marine Research, aimed at characterising the benthic bio-geography of the deep continental shelf and slope in northwestern Australia and on Tasmanian seamounts. Staff were also involved in a coastal diving survey from Geraldton to Albany, Western Australia, collecting octopuses and squids for a cephalopod toxins project. The museum has received logistical support from the Australian Antarctic Division to enable an investigation of venoms in Antarctic marine life.

Geosciences staff have conducted research into possible links between climate variation and the formation of secondary uranium minerals in south-eastern Australia, with continuing funding from the Ian Potter Foundation. A major PhD thesis on the formation and crystal structure of minerals from the Broken Hill ore body in New South Wales was completed. In palaeontology, the initial phase of a joint project between Museum Victoria and the North University of Alaska occurred, involving cutting a tunnel into permafrost on the North Slope of Alaska for the purpose of obtaining polar dinosaurs to compare with those known from Victoria.

Science communication staff edited a major Museum Victoria publication on Melbourne's wildlife and coordinated the 18th International Planetarium Conference, held at the Melbourne Planetarium.

Museum Victoria was represented nationally and internationally on several major scientific panels. Dr Gary Poore participated on two international committees associated with the Census of Marine Life. Dr Robin Wilson was elected to the Australian Biological Resources Survey Committee. Dr Martin Gomon was appointed deputy chair for the Australian Fishes Barcode of Life project.

### Acquisitions

Significant acquisitions for the year were targeted at rare minerals to enhance Museum Victoria's reference and research collections. These included a suite of 80 rare minerals from countries that were formerly part of the USSR, a large collection of unusual Victorian minerals and two gold nuggets.

## Collections

### Collection Management

Museum Victoria continued to make significant gains in major projects identified in the collection strategy (2004–14). Work continues in transferring collection databases into EMu, maintaining and improving the functionality of EMu and providing training to users. Collection staff also assist in developing procedures for delivering collection information to the web.

During 2006–07, the Collection Registration project recorded 78,800 objects and specimens. The project has provided considerable gains in registering the museum's collection, including the full registration of some major sub-collections of exceptionally high research and exhibition value. This enables the museum to know and manage its collections to levels higher than previously possible.

The Collection Location Systems team exceeded its annual targets with more than 13,000 objects individually barcoded, bringing the total of objects barcoded to more than 100,000. An additional 115,300 new location records were created, facilitating broader implementation of this location infrastructure across all Museum Victoria collections.

Collections were managed in line with legislative requirements. Procedures to deal with hazardous substances in collections were developed to facilitate appropriate management of such substances and mitigate potential risks to staff and external contractors. Training in identifying and monitoring the activity-level of radioactive objects and specimens was delivered, leading to a collection audit to identify such items. Exhibition site safety procedures were developed to provide exhibition installation teams – museum staff and external contractors – with a clear set of operational procedures for installing and de-installing museum exhibitions. These procedures take into account existing occupational health and safety, exhibition management, operational, collection management and conservation guidelines and policies.

### Conservation

Museum Victoria's Manager, Conservation participated in the course, Preventive Conservation: Reducing Risks to Collections (Ottawa, Canada, October 2006), organised by the International Centre for the Study of Preservation and Restoration of Cultural Property and the Canadian Conservation Institute. The course focused on applying risk management concepts, principles and practices to the related fields of preventive conservation and collections preservation.

Planning is underway on a collections – wide risk assessment and management program, beginning with pilot projects on discrete collections in the next financial year. The preparation will involve a detailed analysis of results from ten years of integrated pest-management monitoring in collections at all sites.

Conservation staff conducted a comprehensive audit of the museum's extensive image and audio-visual heritage collections to gain data that will inform the development of a preservation strategy for these collections, which have diverse and unique requirements for access as well as inherent deterioration issues.

Strategic  
Direction  
Four  
Case Study:  
Biggest Family  
Album





Family photographs are something just about all of us can relate to. Whether they are in shoeboxes under the bed, in albums on bookshelves, or hanging proudly on walls, most of us have them and treasure them dearly.

But what many people don't realise is how important they are in documenting a broader history. More than just records of individual family life, family photographs are a wonderful resource for exploring the history of communities, places and events. They show how people lived and played, how they celebrated and mourned, and how they marked significant events in their lives.

Surprisingly, family photographs are not well represented in public collections, which tend to have many more photos of official events, major buildings and stately homes than they do of children playing or families at the beach. Even when family photos do enter public collections, they often do so only when donated by later generations, and many of the associated stories are lost.

In the 1980s and 1990s, Museum Victoria undertook a project to collect copies of family photos from rural and regional Victoria. The Biggest Family Album project was very successful, resulting in a collection of more than 9,000 photos from the 1880s to the 1940s. This collection continues to be widely used by researchers and students alike. The Biggest Family Album concept is based around the copying of images rather than the donation of originals, meaning that families retain their precious photos while archival copies are held at the museum, along with the relevant information about the images.

In 2006, Museum Victoria initiated a new project to copy family photographs relating to Melbourne's history. Through this project – Melbourne's Biggest Family Album – almost 1,200 family photographs were selected and copied for the collection. These wonderful photographs have opened up many new perspectives on Melbourne's history and provide personal insights into life in our city from the 1880s to the 1980s.

The newly collected photographs feature more than 150 different suburbs and many different environments, such as homes, workplaces, schools, streets, fun parks, beaches, rivers, the bay and even farm land. They depict people in a diverse range of activities including home life, work, leisure, travel, celebrations, eating, childcare, religious rituals, education, public events and shopping. They also capture people in spaces that are traditionally hidden from public view or not well documented, such as people travelling on public transport, browsing inside shops, sleeping in their bedrooms and washing in the bathroom.

The project was conducted in partnership with four public libraries, located in Beaumaris, Broadmeadows, Box Hill and Footscray. Library staff and local council officers supported and promoted the project, while ABC Radio, the *Age* and community newspapers assisted with publicity. More than 120 contributors responded enthusiastically to the invitation to share their photographs. Contributors often came along with a family member who could help with accurately documenting the photographs. They brought not just photographs and stories, but emotions and a passion about their place in history. More than a few tears were shed as anecdotes were remembered and recounted to museum staff.

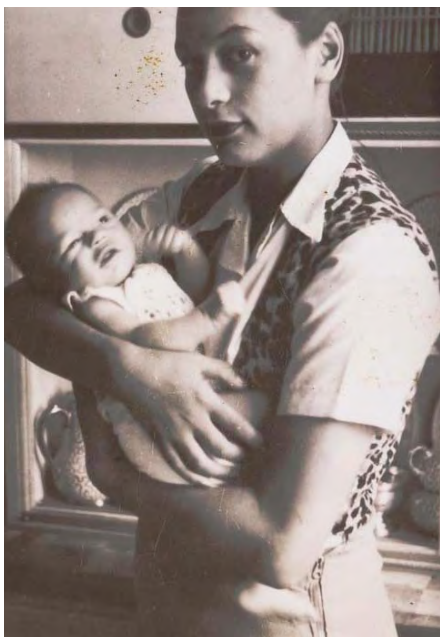
Collecting days at the libraries and Melbourne Museum were carefully planned operations, involving the innovative use of digital technologies. After selections were made from a person's family photos, copying was done in digital format using a high-resolution digital camera. While the copies were made, museum staff recorded information on laptop computers about the content of photographs, including people and places depicted, dates and the underlying stories for each image. Basic family trees were also documented, as most contributors provided photographs across several generations. Back at the museum, information technology staff devised a way to migrate images and data into the museum's collection management database, EMu.

What happens to the photos now? Many of the photos will feature in a new exhibition on the history of Melbourne that will open at Melbourne Museum in 2008. Some are already on display in the Welcome Map in the Melbourne Museum foyer. In the future all 1,200 photos will be accessible on Museum Victoria's website and on the national image website, *Picture Australia*. They will be a resource for the entire community, appearing in education programs, history books, exhibitions, student projects and community displays.

Melbourne's Biggest Family Album will continue to grow, with more collecting days planned in 2008. Just as importantly, the project has developed an innovative methodology that can be applied in other contexts, such as community festivals at the Immigration Museum and partnerships with specific community groups.

Patricia Von Sonnewald holding her first child, Rebecca in the kitchen of her family home, Elwood, 1950.

-- Henrick Von Sonnewald  
-- Patricia Morgan



John and Dave Symons and friends, in the backyard of their family home, Strathmore, February or March 1981.

-- Judy Archer  
(John and Dave Symons' mother)  
-- Museum Victoria



Denise Clarke in her aqua bridal gown, her husband, Michael Clarke, groomsman Allan Field and bridesmaid Vicky Walde at Noble Park, 23 January 1965.

-- Photographer unknown  
-- Denise Clakre



Kathy McDonald and her children Michael, Jenny and Debbie in Carlton, circa 1970.

-- Photographer unknown  
-- Donna Matthews



# Manage Our Resources

## Performance Overview

- /// Staff service recognition awards were made to 256 staff members.
- /// Museum Victoria continued to lead the planning team for the Integrated Arts Agencies Storage Facility, an open-plan warehouse for the storage of non-collection material held by Museum Victoria, the Australian Centre for the Moving Image, the National Gallery of Victoria and the Victorian Arts Centre Trust. In early 2007, work commenced on the refurbishment of the Simcock Avenue building at Spotswood, which forms part of the facility. This work is scheduled for completion by the end of November 2007.
- /// The total percentage of waste recycled in 2006–07 doubled from 2005–06.
- /// Musenet, Museum Victoria's intranet, received a daily average of 711 visitors. Staff viewed a daily average of 3,991 pages.
- /// 26,678 records were registered in the new TRIM Context records management system.
- /// Library staff answered 477 reference enquiries from staff and 71 external visitors used the library for research purposes.
- /// Net commercial operations were 11% below target for the year. This was wholly due to the impact of the State Government's Congestion Levy, which is a charge on Museum Victoria for any user that enters the car park before 9:30 am. Excluding the impact of the levy, commercial returns would have been 11% above target.
- /// Absenteeism remains low, at a level of less than three days unplanned absence per employee. As a result of initiatives to improve recruitment practices and with Museum Victoria perceived as an employer of choice, turnover has been reduced by more than 40%, to just over 10%.
- /// There was a 12% decrease in occupational health and safety incidents reported in 2006–07.

## Corporate Activities

### Finance and Administration

Museum Victoria achieved a positive cash flow position in 2006–07, with strong visitation numbers at all museums the main driver behind this result. The excellent visitation numbers had flow-on revenue benefits to admissions income and net income generated by Commercial Operations. Expenditure was managed well, especially in light of the CBD congestion levy that resulted in reduced carpark revenue, and this was achieved without affecting the objectives stated in the 2006–07 business plan. Nevertheless, because depreciation is not funded, Museum Victoria's net result for the year shows a substantial loss.

Museum Victoria's financial statements were prepared under the Australian equivalent of the International Financial Reporting Standards (AIFRS). Additional reporting to users for payroll costs and budget management were implemented, and further systems and reporting enhancements have commenced for the new financial year. Projects to streamline procurement and budgeting processes across Museum Victoria continued during the year.

### Compliance and Risk Management

Museum Victoria undertook a comprehensive corporate risk assessment with the assistance of Deloitte Enterprise Risk Services in November 2006. The resulting corporate risk management program was applied throughout 2006–07 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 (VMIA). This program seeks to create an organisational risk profile in which life safety, property damage, public and other liabilities, environmental, security and operational risk exposures are identified and risk mitigation options are recommended.

Museum Victoria has worked closely with VMIA to develop effective risk mitigation programs across all venues. Regular updates are provided to the Finance Audit and Risk Committee of the Museums Board of Victoria.

### Occupational Health and Safety

Museum Victoria continued to apply rigorous standards in managing occupational health and safety (OH&S) across all sites. The health and safety program is managed in accordance with the *Occupational Health and Safety Act 2004*, the Museums Board of Victoria approved policy and the Occupational Health and Safety Management Plan.

In meeting its obligations under the Act, Museum Victoria has continued to provide Act awareness training, as well as managing contractor OH&S and occupation-specific training to employees and managers. Its management of OH&S included the following achievements:

- /// maintenance and testing programs in accordance with the *Building Act 1993* and Essential Services Regulations;
- /// emergency evacuation drills;
- /// application of the Contractor Safety Management Plan across all museums, resulting in no lost time incidents;
- /// audit and approval of Melbourne Museum Cooling Tower Risk Management Plan in accordance with the Health (Legionella) Regulations 2001;
- /// provision of occupation-specific training (plant and equipment) to meet competency or licensing standards in accordance with the Occupational Health and Safety (Plant) Regulations 1995;
- /// provision of driver training to employees required to drive museum 4WD vehicles;
- /// identification and treatment or elimination of hazards and safety risks across all museums in accordance with established procedures; and
- /// regular meetings of the OH&S Committee to provide advice and direction on safety procedures and practice across all sites; hazard identification and risk control will continue to be applied across Museum Victoria.

### Information Technology

A new optical fibre link has been installed, linking Melbourne Museum with the Moreland and Scienceworks campuses. This has enabled a faster data transfer link to across the entire wide area network (WAN).

The Museum Victoria-wide 'digital render farm', established to support the Virtual Room, has been expanded to support the Melbourne Planetarium. From January to May 2007 rendering was undertaken for the recently launched *Black Holes* Planetarium show. The system uses sophisticated software to allow hundreds of museum desktop computers to work together at night rendering digital frames – in effect creating a small super computer within the Museum Victoria WAN.

To minimise the risk of downtime for the EMu collection management system, Information Technology Services has developed a highly sophisticated data synchronisation application. This allows the EMu system to be mirrored on other hardware in an efficient and cost effective manner, with no impact on EMu performance. If EMu fails, the backup system cuts in within a few minutes.

### Information Management

A set of metadata principles for Museum Victoria has been developed. The principles ensure effective processes are in place to plan and manage the application of metadata to Museum Victoria's information assets, such as administrative information and records, website information, images, audiovisual material and collection items.

The interface of Museum Victoria's intranet site, Musenet, was updated during 2006–07 to match the new corporate identity. The searching capability was improved using Google technology and a new 'Catch a Ride' feature was introduced to encourage internal car-pooling.

### Museum Victoria Library

The library conducted an electronic resources survey to assess staff use of electronic resources. The survey aimed to determine the scope of the library's future online services. In the past year 1,865 new items and 3,039 journal issues were added to the collection. Museum staff made 615 loans from the collection.

### Archives and Records

A major upgrade to the records management system (TRIM Context) was undertaken in August 2006. A functional file classification scheme was also implemented at this time. Staff received training in the new system and departmental records management awareness presentations were undertaken.

During 2006–07, the Archives and Records section contributed to the drafting of the General Disposal Authority issued by Public Record Office Victoria in May 2007. An appraisal project for Scienceworks' records has continued, with volunteer assistance, and a new shelving compactus has significantly increased Melbourne Museum's archival storage capacity.

## Staff and Organisation Development

Museum Victoria's staff and organisation development strategy supports the ongoing development of an effective, adaptable and capable organisation and a culture of collaboration, creativity, fairness and accountability. The significant success of the strategy was evidenced by results of the Employee Opinion survey, the WorkMatters survey and other indicators. Improvement was registered in all categories.

Employees identified greatest improvement in the:

- /// performance of organisational leaders;
- /// availability of professional development through the Corporate Staff Training and Development Program; and
- /// level of understanding of Museum Victoria's strategic directions.

The categories rated most highly overall were commitment to quality, work conditions, work performance, job design and supervision. In comparison to like organisations, Museum Victoria rates highly in responsiveness, equal employment opportunity, workplace safety and respect. The main area of concern for staff was remuneration.

Specific initiatives for the year included the following:

### Get, Keep and Grow Skills and Capability

The third phase of leadership development was implemented, which focused on the manager as coach, and commenced the cascading of leadership development to frontline managers. Development of the new Staff Partnership Agreement commenced.

### Promote Great Performance

Major organisation change initiatives included the integration of the Education and Visitor Programs departments (now Public Programs) and a restructure of the Commercial department. Staff were invited to provide upwards feedback to members of the Leadership Team.

### Care for Staff and Ensure Merit, Fairness and Equity

Work Value reviews affecting 160 staff were completed. An Employee Wellbeing Program was offered to staff and led to an initiative to assist employees contemplating retirement to better plan their transition from the workforce.

### Work Collaboratively

The Staff Consultative Committee undertook analysis of a range of research data, including the Employee Opinion survey, to identify what Museum Victoria needs to do over the next three years to continue its success. A return to work coordinator was appointed, resulting in significant improvement to the support provided to employees returning to work after illness or injury.

### Deliver Efficient Employee Services

Improvements to the provision of employee and management information were implemented and have been well received by staff.

## Environmental Management and Climate Change Response

The following actions were taken during 2006–07 to reduce energy and water use in Museum Victoria's buildings.

- /// a water-holding tank was installed for the Melbourne Museum Milarri Garden's filtration system, saving approximately 360 kilolitres of water per year;
- /// a significant leak in Melbourne Museum's water infrastructure was identified and repaired;
- /// energy-efficient lighting was installed throughout Melbourne Museum and its public carpark; and
- /// air-conditioning equipment at Melbourne Museum and Scienceworks was reprogrammed to maximise efficiency.

Future environmental initiatives to be implemented from 2007–08 include:

- /// development of an environmental policy;
- /// creation of a staff committee to raise awareness about environmental sustainability, develop new initiatives and implement sustainable practices across the organisation;
- /// installation of waterless urinals across Museum Victoria's facilities (projected to save 5% in water usage);
- /// feasibility study into the introduction of an energy performance contract; and
- /// application for funding to collect rainwater from the roof of the Royal Exhibition Building.

## Commercial Operations

From a commercial perspective, 2006–07 was challenging for Museum Victoria.

The imposition of the State Government's congestion levy at the Melbourne Museum carpark had a profound impact on revenue. This loss was in part offset by strategies to rebuild carpark revenue, as well as by considerable gains from IMAX and the Royal Exhibition Building and a solid performance from the venue hire business. Profit results against 2005–06 were as follows:

- /// Venue hire up 14%
- /// Royal Exhibition Building up 16%
- /// IMAX up 72%
- /// Catering up 73%
- /// Melbourne Museum carpark down 22%
- /// Retail down 47%, but 28% up on forecast.

Environmental Performance

Energy	2006–07	2005–06	Improvement
Total electricity consumption (megawatts)	18,131	18,879	–3.96%
Total gas consumption (gigajoules)	70,526	79,390	–11.17%
Total energy consumption – electricity and gas (gigajoules)	135,798	147,354	–7.84%
Greenhouse emissions associated with electricity and gas (tonnes – co2)	27,200	30,015	–9.38%
Green power purchased (% of total electricity consumption)	10%	5%	100.00%

Waste

Total waste produced (tonnes)	419.25	511.64	–18.06%
Total waste recycled (tonnes)	215.97	132.00	63.61%
% of total waste recycled	51.51%	25.80%	99.65%

Water

Total water consumption (kilolitres)	82,881	107,007	–22.55%
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Emissions Calculations and Conversion Factors

1 megawatt = 3.6 gigajoules

1 megawatt electricity = 1.392 tonne CO2-e

1 gigajoule natural gas = 0.063 tonne CO2-e



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, each appointed for a three-year term (for a maximum of three terms) by the Governor-in-Council, and is subject to the direction and control of the Victorian Minister for the Arts.

## Corporate Governance

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

The Museums Board of Victoria is responsible for maintaining the standards of Museum Victoria's management 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 holding 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 cultures, 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; and
- /// to advise the Victorian Minister for the Arts on matters relating to museums, and coordination of museum services in Victoria.

## Committees

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

### Finance Audit and Risk Committee

The committee assists the Board in fulfilling its responsibilities concerning financial reporting, audit activities, accounting and reporting practices, and financial and operational risk management as prescribed by the Act. All members of the Finance, Audit and Risk Committee are independent. Its members are:

- /// Mr Michael Perry (Chair)
- /// Ms Susan Heron
- /// Professor Daine Alcorn
- /// Mr Tim Sullivan
- /// Ms Rosemary Foxcroft.

### Nominations, Remuneration and Governance Committee

The committee advises the Board on all staffing and governance matters.

### Aboriginal Cultural Heritage Advisory Committee

The committee advises the Board on all matters relevant to Aboriginal cultural heritage. Its members include representatives of Aboriginal communities throughout Victoria, as listed in the *Aboriginal and Torres Strait Islander Heritage Protection Amendment Act 1987*, Part 2(a).

### Thomas Ramsay Science and Humanities Committee

The committee is responsible for awarding the Thomas Ramsay Science and Humanities Fellowship and conducting the Crosbie Morrison Memorial Lecture.

### Immigration Museum Advisory Committee

The committee advised the Board on the ongoing programming and management of the Immigration Museum. It provided advice on all matters relevant to the interpretation of the migration experience and issues of cultural diversity. This committee was disbanded in February 2006, as its function was deemed no longer necessary in the current format. Its members continue to make a valued contribution to the Immigration Museum in other forums.

## Research Committee

The committee advises the Board on strategic matters relating to research and collection development and overseeing the implementation of the Board's research strategy. The committee oversees the Museums Board of Victoria's Animal Ethics Committee, which was established in February 2007.

The Museums Board of Victoria is 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 and long-term loan of the Donald Thomson Collection at Museum Victoria.

### Museums Project Control Group

The committee is responsible for planning and implementing Museum Victoria major projects.



**President**

***Mr Harold Mitchell AO***

**Appointed 2001**

Harold is Chairman of Mitchell Communications Group Limited, Australia's largest independent media consultancy, established in 1976. Mitchell Communications Group Limited 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 respect throughout the community. He is actively involved in a number of significant community and arts organisations and holds the following positions: Board member of the Opera Australia Council, Chairman of CARE Australia Corporate Council and Honorary Councillor ABAF. Harold chairs Museum Victoria's Nominations, Remuneration and Governance Committee.



**Deputy President**

***Cr Peter McMullin***

**LLB BCom (Melb.) FAIM**

**Appointed 2001**

Peter is a practising solicitor specialising in mediation, administrative and commercial law. He is a former mayor of the City of Greater Geelong and a former deputy lord mayor of Melbourne. Peter is involved with a number of community organisations. He is a Fellow of the Australian Institute of Management; Chairman of Melbourne International Comedy Festival Board; Deputy President of Victorian Employers' Chamber of Commerce & Industry; Member of the Victorian Curriculum and Assessment Authority; member of the Geelong Performing Arts Centre Trust; Board member of the Geelong Art Gallery; and Chairman of the Geelong Heritage Centre. Peter was awarded the Centenary Medal in 2003 for service to the Centenary of Federation celebrations in Victoria.



**Treasurer**

***Mr Michael Perry***

**BComm (Melb.) FCA A.FinSIA**

**Appointed 2004**

Michael is a Senior Audit and Business Advisory Services Partner in Ernst & Young's Melbourne office. He has extensive experience in financial consulting services, with specialist skills in auditing, public company floats and takeovers, the preparation of prospectuses, the valuation of companies, corporate financing (both local and offshore), internal audit structures and business acquisition planning and implementation. Michael specialises in the utilities, property, communications and Government sectors. He is a past treasurer of the Melbourne International Festival of the Arts and is the Treasurer and a Board member of the Australian Print Workshop Inc. Michael is Chair of Museum Victoria's Finance, Audit and Risk Committee.



*Professor Daine Alcorn*

PhD MSc BSc (Hons)

Appointed 2002

Daine is Pro Vice-Chancellor (Science, Engineering & Technology) at RMIT University. She has a background in research and teaching and has more than 100 publications, specialising in the biomedical sciences including embryology, cell biology and developmental biology of the kidney. Daine has extensive experience serving on boards and committees and is Chair of the Victorian Cancer Agency Consultative Council and a Board member of several research spin-off companies. She is a former chair of the Research Fellowships Committee and member of the Research Committee of the National Health and Medical Research Council of Australia. Daine is a member of Museum Victoria's Finance, Audit and Risk Committee and Research Committee.



*Ms Susan Heron*

BEd Dip Appl Sc

Appointed 2001

Susan is the Chief Executive Officer of the Australian Institute of Management – Victoria and Tasmania. She has extensive management experience and corporate leadership across diverse industry sectors, including medical, shipping, finance and higher education. Susan joined the banking industry on completion of her Bachelor of Economics at Monash University and went on to hold various senior positions, including vice-president of Citibank, chief manager at Westpac, executive director at Rothschild and chief operating officer and head of strategy, ANZ Institutional Banking. Susan is a Board member of the Malthouse Theatre, and her previous Board appointments include the Australian Institute of Management (Victoria & Tasmania), NM Rothschild & Sons (Australia) Limited, Southern Health Care Network and Water EcoScience Limited. She was also deputy chair of the Country Fire Authority (CFA) and a member of the Victorian Government's Finance Industry Consultative Committee. Susan is a member of Museum Victoria's Finance, Audit and Risk Committee and Nominations, Remuneration and Governance Committee.



*Dr Gael Jennings*

BSc (Hons) DipEd PhD

Appointed 2002

Gael is Development Producer for ABC TV Documentary in the genres of science, natural history, religion, ethics and Indigenous production. She 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 and ABC Radio Metro programs. She has made thousands of science and medical reports on national ABC TV for national 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 Academic Board of the Australian Institute of Management. Gael is Chair of Museum Victoria's Research Committee.

## Museums Board of Victoria continued



***The Hon. Joan Kirner AM***

**Appointed 2003**

Joan has been a community activist for 40 years. She became a Member of Parliament in 1982, served as Minister for Conservation from 1985 to 1988 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 and 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.

Between 1994 and 1996 Joan's appointments included president of the ALP in Victoria and chair of the Prime Minister's Centenary of Federation Advisory Committee and of the Employment Services Regulatory Authority. From 2005 to 2007 she has chaired the Ministerial Advisory Committee on Victorian Communities, and in 2007 was appointed the Victorian Government's first Victorian Communities Ambassador. Joan is also a patron of many organisations, including the Living Museum of the West, the Women's Circus, Positive Women, Domestic Violence Victoria, the Royal District Nursing Service and LandCare International. She is also a matron of the Women's Electoral Lobby and an ambassador for Emily's List (Australia). Joan is a member of Museum Victoria's Aboriginal Cultural Heritage Advisory Committee.



***Professor Janet McCalman***

**BA PhD FAHA**

**Appointed 2000**

Janet holds a personal chair jointly in the Faculties of Arts and of Medicine, Dentistry and Health Sciences 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 Museum Victoria's Thomas Ramsay Committee and a member of the 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) and the International Public Relations Association, Sheila has a strong commitment to developing excellence in the public relations profession. She is President (Officer) of PRIA's College of Fellows and Chair of its Ethics Committee. Sheila has extensive knowledge of and experience in issues of management in the public and community sectors. She has served as a member of many advisory bodies, including the Administrative Review Council and the Ministerial Advisory Council of the Arts. She holds directorships of a number of companies. Sheila is a member of Museum Victoria's Nominations, Remuneration and Governance Committee.

## Museums Board of Victoria continued



*Dr Gaye Sculthorpe*

*Appointed 2006*

Gaye is a full-time member of the National Native Title Tribunal, based in Melbourne. She was appointed to the tribunal in February 2000 as a part-time member and was appointed full time in February 2004. Until September 2003, Gaye was head of Indigenous Cultures at Museum Victoria. She is a member of the Australian Heritage Council, a council member of La Trobe University and a member of the National Alternative Dispute Resolution Advisory Council. She studied anthropology and history at the Australian National University and holds a PhD from La Trobe University in Melbourne. She is a descendant of the Pyemmairrener people of northeastern Tasmania. Gaye is the Chair of Museum Victoria's Aboriginal Cultural Heritage Advisory Committee.



*Mr Tim Sullivan*

*Appointed 2006*

Tim is Deputy CEO and Museums Director at the Sovereign Hill Museums Association, Ballarat. In that role, he is responsible for the development of Sovereign Hill's Outdoor Museum, the Gold Museum and the delivery of environmental education programs at Narmbool. He graduated from the University of Sydney where he studied history, English literature and education, and has qualifications in geological cartography and in management, with a focus on museum development from the University of Technology, Sydney. His career has encompassed technical and managerial roles in the Geological Survey of NSW, the NSW Department of Mineral Resources, the Australian Museum and now Sovereign Hill. In 1999–2000, he was a visiting fellow with the Smithsonian Institution's National Museum of the American Indian in Washington DC. He was a member of Ballarat City Council's Eureka Special Committee from 2001 to 2005, and is currently a member of the Council's Heritage Advisory Committee. He has served on a diverse range of committees promoting regional research and development, commemorative projects and museum development. Tim is a member of Museum Victoria's Finance, Audit and Risk Committee and Nominations, Remuneration and Governance Committee.

## Executive Management Team



### Chief Executive Officer

*Dr J. Patrick Greene*

OBE BSc PhD FSA FMA FTA FIPAA

Appointed 2002

In the UK, Patrick led the projects that created two new museums, Norton Priory Museum and Gardens and the Museum of Science and Industry in Manchester.

Since taking up his post at Museum Victoria, he has led a transformation of the organisation, realigning it to meet the needs of visitors and to maximise the effectiveness of staff. He has developed the concept of the Networked Museum.

He has broad 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 management and archaeological subjects. In 2007, he was appointed a Professorial Fellow of the University of Melbourne.



### Director, Corporate Services

*Mr Joseph Corponi*

Bbus GradDiplIT

Appointed 1993 – Director, Corporate and Outreach Services

May 2001 – Director, Corporate Services

Joseph is responsible for financial, human resources, property and legal services, as well as development of policy and maintenance of a risk-controlled environment for staff and visitors. He is also responsible for business and strategic planning and for ensuring the effective and efficient management of Museum Victoria's resources and assets.

Joseph has a background in financial management, audit and systems development. He sits on the Boards of ICOM Australia and the Gould Group.



### 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

Tim is responsible for Museum Victoria's information technology, information and knowledge management infrastructure and systems, and websites and digital publishing. He is also responsible for the Discovery Centres, and the development and management of multimedia installations, including networks and systems. Tim provides leadership in the innovative uses of technology across Museum Victoria.

Tim has worked in museums for the past 20 years in collection management, policy development, project management, information technology and multimedia. In 1997, he was appointed National Project Manager of Australian Museums Online (AMOL/CAN) and in 2007, he became the Treasurer of Museums Australia.

## Executive Management Team continued



### Director Collections Research and Exhibitions

#### *Dr Robin Hirst*

Bsc (Hons) PhD DipEd

Appointed August 1999 – Director,  
Programs, Research and Collections

December 2002 – Director, Collections,  
Research and Exhibitions

Robin is responsible for Museum Victoria's research program; the development, management and conservation of the collections; and the development of Museum Victoria exhibitions, publications, Planetarium shows and online content.

Robin has been on the staff of the museum since 1981 and has played major roles in the development of Scienceworks and the Melbourne Planetarium, the Immigration Museum and Melbourne Museum. He currently chairs the Arts Agencies Collections Working Group and serves on committees of the University of Melbourne and Deakin University, as well as ICOM.



### Director, Museum Operations

#### *Ms Barbara Horn*

BA (Hons) GradDipLIS

GradDipMgmt GAICD

Appointed February 2005

Barbara's role delivers on her passion for making sure that the nexus between the knowledge that resides in Museum Victoria's collections and research, and the diverse audiences who are keen to explore that knowledge, is fully effective and engaging. She is responsible for a range of innovative, high quality experiences and programs delivered at each of the museums, IMAX Melbourne, the Royal Exhibition Building, and through the Discovery Program.

Since taking up this position, Barbara has led the development of frameworks that articulate and guide Museum Victoria's community engagement, the experience offered to visitors, learning approaches and customer service delivery.

Immediately prior to joining Museum Victoria, Barbara was Chief Executive Officer of the Yarra-Melbourne Regional Library Corporation, where she led the project to establish Melbourne's City Library. Barbara has also been a committed and active member of a number of professional and advocacy bodies throughout her career.

Organisational  
Structure

Minister for the Arts  
Department of Premier and Cabinet and Arts Victoria  
Museums Board of Victoria



Strategic  
Direction  
Five  
Case Study:  
Corporate  
Training  
Program



In 2002, Museum Victoria commenced a strategic realignment which involved significant change to the structure, processes and culture of the organisation. The realignment resulted in the establishment of a new senior management team and the introduction of a networked approach to our organisation.

The Corporate Training Program, launched in 2003, was a key component of the realignment. It initially focused on developing the leadership of the organisation, as this was considered most critical in achieving the desired cultural change and new strategic directions. In subsequent years the program has focused more broadly on developing individuals, managers and teams to perform successfully in the new organisation and culture.

The Corporate Training Program is based on the philosophy that to work effectively in a networked organisation, staff and managers need higher-order skills such as leadership, collaboration, influence, feedback, adaptability, self management and accountability.

The capacity to work in more complex settings also reflects the changing nature of work and organisations today. As a cultural and educational organisation, Museum Victoria is very much aligned to this approach.

The program is based around the principles of adult learning. Courses are designed to ensure that learning is self-directed (through a facilitation approach rather than instruction), prior knowledge of participants is respected, learning can be applied in a practical way, and analysis of current practice is encouraged.

Within this context, the objectives for the 2006–07 program were to:

- /// Enhance the skills of senior managers in coaching and mentoring staff.
- /// Build the leadership skills of frontline managers. The aim of this training was to assist frontline managers in making the transition to a leadership role and to enhance self-awareness as a leader.
- /// Develop project management skills. The implementation of the networked organisation and growing level of activity within the organisation has created a greater need for project management expertise.
- /// Create a culture of feedback and collaborative problem solving. To this end, all staff and managers were required to attend feedback skills training.
- /// Support staff in managing work/life balance. Work, Life and Wellness workshops offered staff the opportunity to identify issues impacting on their 'wellness' and to develop personal strategies to successfully manage energy, time and talent.
- /// Build internal capability to deliver training, and in particular, information about professional practices within Museum Victoria.

Now in its third year of operation, the program has continued to provide positive results for Museum Victoria. Seventeen different courses were offered in 2006–07, and 72% of Museum Victoria staff attended at least one course.

At the end of each session, participants were asked to rate the usefulness and quality of the training, using a 5 point rating scale. All courses rated very highly. On average, 80% of participants gave a rating of 4 or 5, (4 indicating 'good' and 5 indicating 'excellent').

At a more fundamental level, the Corporate Training Program has contributed to significant improvements in the organisation, notably:

- /// a decline in staff turnover from 18% in 2004 to 10% in 2006; and
- /// significant improvements in the 2006 Employee Opinion survey regarding the quality of leadership, satisfaction with professional development opportunities, effectiveness of formal and informal communication channels, commitment to quality and perceived fairness of the performance management system.

Other development opportunities are provided in addition to the courses in the Corporate Training Program. One initiative that has assisted the operation of the networked organisation is the temporary assignment of senior managers to other leadership positions in the organisation. This has resulted in a broader understanding of Museum Victoria's operations.

The results of a range of staff surveys, both internal and external, confirm Museum Victoria as an employer of choice. These outcomes can in part be attributed to the opportunities provided through training and the level of investment set aside for professional development. Surprisingly, this level of investment is unusual among Australian organisations. A National Salary Survey conducted by the Australian Institute of Management in 2007 showed that only 52.3% of large companies have a dedicated training budget and only 54.5% of staff in large organisations have development plans. Our results confirm that Museum Victoria's investment has delivered tangible returns.

Museum Victoria staff  
at 'Giving & Receiving  
Feedback' corporate  
training workshop,  
Melbourne Museum,  
2007  
-- Rodney Start  
-- Museum Victoria



## Financial Statements



Mr Harold Mitchell

President



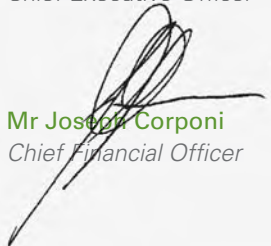
Mr Michael Perry

Board Member



Dr J Patrick Greene

Chief Executive Officer



Mr Joseph Corponi

Chief Financial Officer

27 August 2007

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 Operating Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement and notes to and forming part of the financial statements, presents fairly the financial transactions during the year ended 30 June 2007 and financial position of the Board as at 30 June 2007.

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.

**OPERATING STATEMENT  
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2007**

		<b>2007</b>	<b>2006</b>
<b>Income</b>	<b>Notes</b>	<b>\$'000</b>	<b>\$'000</b>
Victorian Government Grants	2	79,046	75,846
Fees & Charges		8,564	9,202
Sales		2,299	2,668
Other Grants	3	2,366	3,150
Other Income	4	3,846	5,028
Donations		18	143
Rent revenue		2,119	1,827
		<b>98,258</b>	<b>97,864</b>
<b>Expenses</b>			
Employee Benefits	1(f)	30,537	29,929
Other Operating Expenses	5	24,963	27,680
Cost of Goods for Sale		1,062	1,365
Finance Costs		33	21
Capital Asset Charge	1(i)	36,414	35,527
		<b>93,009</b>	<b>94,522</b>
<b>Net Result for the period before Capital &amp; Specific Items</b>		<b>5,249</b>	<b>3,342</b>
<b>Capital &amp; Specific Items</b>			
Depreciation	10(d)	(10,370)	(13,859)
Victorian Government Grants – Spotswood Land	2	0	6,571
		<b>(10,370)</b>	<b>(7,288)</b>
<b>Net Result for the year</b>	<b>14(b)</b>	<b>(5,121)</b>	<b>(3,946)</b>

The above Operating Statement should be read in conjunction with the accompanying notes.

# Financial Review of Operations

## BALANCE SHEET AS AT 30 JUNE 2007

		2007	2006
	Notes	\$'000	\$'000
<b>Current Assets</b>			
Cash and cash equivalents	6,15(a)	16,979	15,835
Receivables	7	1,606	1,626
Inventories	8	644	523
Land held for sale	9	6,400	0
<b>Total Current Assets</b>		<b>25,629</b>	<b>17,984</b>
<b>Non-current Assets</b>			
Property, Plant & Equipment	10(b),		
& Exhibitions	(c)&(d)	430,880	443,283
Collections	10(a)	243,520	243,456
Receivables	7	0	158
<b>Total Non-Current Assets</b>		<b>674,400</b>	<b>686,897</b>
<b>Total Assets</b>		<b>700,029</b>	<b>704,881</b>
<b>Current Liabilities</b>			
Payables	11	3,565	3,812
Provisions	12(a)	6,703	6,276
Interest Bearing Liability	13(a)	249	85
<b>Total Current Liabilities</b>		<b>10,517</b>	<b>10,173</b>
<b>Non-Current Liabilities</b>			
Provisions	12(b)	853	784
Interest Bearing Liability	13(b)	233	377
<b>Total Non-Current Liabilities</b>		<b>1,086</b>	<b>1,161</b>
<b>Total Liabilities</b>		<b>11,603</b>	<b>11,334</b>
<b>Net Assets</b>		<b>688,426</b>	<b>693,547</b>
<b>Equity</b>			
Contributed Capital	14(a)	587,770	587,770
Accumulated Deficit	14(b)	(67,044)	(61,063)
Reserves			
Trust Funds	14(c)	6,676	5,748
Externally Funded Special Projects	14(c)	2,532	2,600
Asset Revaluation Reserve	14(c)	158,492	158,492
<b>Total Equity</b>		<b>688,426</b>	<b>693,547</b>

Contingent liabilities and contingent assets refer to note 15.

Commitments for expenditure refer to note 20.

The above Balance Sheet should be read in conjunction with the accompanying notes.

## STATEMENT OF CHANGES IN EQUITY FOR THE FINANCIAL YEAR ENDED 30 JUNE 2007

Total equity at beginning of financial year	693,547	697,493
Net result for year	(5,121)	(3,946)
<b>Total equity at end of financial year</b>	<b>688,426</b>	<b>693,547</b>

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

## CASH FLOW STATEMENT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2007

	2007	2006
Cash Flows from Operating Activities Notes	\$'000	\$'000
<b>Receipts</b>		
Government Grants: recurrent	79,046	82,417
Grants & Donations	3,176	3,294
Interest	1,042	908
Fees & Charges	10,706	9,266
Sales – Commercial Operations	2,311	2,690
Other	1,997	6,080
Goods and Services Tax on Receipts	1,533	1,479
Goods and Services Tax recovered from the ATO	1,091	1,315
<b>Total Receipts</b>	<b>100,902</b>	<b>107,449</b>
<b>Payments</b>		
Salaries & Associated Costs	(29,955)	(29,001)
Operating Expenses	(58,285)	(59,889)
Building Repairs & Maintenance	(3,146)	(2,620)
Cost of Goods for Resale	(1,182)	(1,333)
Finance Costs	(33)	(21)
Goods and Services Tax on Expenditure	(2,624)	(2,794)
<b>Total Payments</b>	<b>(95,225)</b>	<b>(95,658)</b>
<b>Net Cash Inflow from Operating Activities</b>	<b>5,677</b>	<b>11,791</b>
	16(b)	
<b>Cash Flows from Investing Activities</b>		
<b>Payments</b>		
Sale of Plant & Equipment	3	0
Great Hall	(185)	(173)
Treasure House Land	0	(6,571)
Melbourne Museum	(214)	(27)
Scienceworks	(385)	0
Moreland	0	(55)
Property, Plant & Equipment	(656)	(2,637)
Exhibitions	(744)	(1,295)
W.I.P	(2,182)	0
Collections	(64)	(48)
<b>Net Cash (Outflow) from Investing Activities</b>	<b>(4,427)</b>	<b>(10,806)</b>
<b>Cash Flows from Financing Activities</b>		
<b>Payments</b>		
Finance Lease	(106)	(53)
<b>Net Cash (Outflow) from Financing Activities</b>	<b>(106)</b>	<b>(53)</b>
<b>Net Increase in Cash Held</b>	<b>1,144</b>	<b>932</b>
Cash and cash equivalents at the beginning of the Financial Year	15,835	14,903
<b>Cash and cash equivalents at the end of the Financial Year</b>	<b>16,979</b>	<b>5,835</b>
	16(a)	

The above Cashflow Statement should be read in conjunction with the accompanying notes.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE  
FINANCIAL YEAR ENDED 30 JUNE 2007**

**1 SIGNIFICANT ACCOUNTING POLICIES**

(a) This general-purpose financial report has been prepared in accordance with the Financial Management Act 1994, Australian Accounting Standards, Interpretations and other mandatory professional requirements. Accounting Standards include Australian equivalents to International Financial Reporting Standards ('A-IFRS')

The financial report has been prepared on the basis of historical cost, except for the revaluation of certain non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

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.

The financial statements were authorised for issue by Mr Joseph Corponi (Chief Financial Officer – Museum Board of Victoria) on the date the declaration was signed.

**(b) NON-CURRENT ASSETS**

Land and buildings are measured at the amounts for which assets could be exchanged between knowledgeable willing parties in an arm's length transaction.

Cultural depreciated assets and collections, heritage assets and other non-current physical assets that the State intends to preserve because of their unique historical, cultural or environmental attributes are measured at the cost of replacing the asset less, where applicable, accumulated depreciation calculated on the basis of such cost to reflect the already consumed or expired economic benefits of the asset. These assets are deemed worthy of preservation because of the social rather than financial benefits they provide to the community. The nature of these assets means that there are certain limitations and restrictions imposed on their use and/or disposal.

Plant, equipment and vehicles are measured at cost less accumulated depreciation and impairment.

**Revaluations**

Assets other than those that are carried at cost are revalued with sufficient regularity to ensure that the carrying amount of each asset does not differ materially from its fair value. Revaluation increments or decrements arise from differences between an asset's depreciated cost or deemed cost and fair value.

Revaluation increments are credited directly to equity in the revaluation reserve, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset relating previously recognised as an expense in the net result, the increment is recognised as revenue in determining the net result.

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

Revaluation increases and revaluation decreases relating to individual assets within a class of property, plant and equipment are offset against one another within that class but are not offset in respect of assets in different classes. Revaluation reserves are not transferred to accumulated funds on derecognition of the relevant asset.

**Collections**

During the 2004/05 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 were 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 10(a). Museum Victoria intends revaluing its collections every six 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. Museum Victoria intends revaluing its library collection every five years.

**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.

Depreciation of an asset begins when it is available for use. Prior to depreciation commencing, an asset will be reported as work-in-progress.

Estimates of remaining useful lives to the entity are made on an annual 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.

### ***Non-current assets held for sale***

Non-current assets classified as held for sale are measured at the lower of carrying amount and fair value less costs to sell, and are not subject to depreciation.

Non-current assets are classified as held for sale if their carrying amount will be recovered through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and the asset's sale is expected to be completed within one year from the date of classification.

### **(c) INVENTORIES**

Inventories include goods and other property held either for sale or for distribution at no or nominal cost in the ordinary course of business operations. It excludes depreciable assets.

Inventories held for distribution are measured at the lower of cost and current replacement cost.

### **(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 when there is objective evidence that the debts will not be collected. Bad debts are written off when identified.

### **(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, and when the Museum gains control of the underlying assets. For non-reciprocal grants, the Museum is deemed to have assumed control when the grant is received or receivable. Government grants for the acquisition of the Spotswood land has 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***

Liability for long service leave (LSL) is recognised in the provision for employee benefits

*Current liability* – unconditional LSL (representing 7 or more years of continuous service for staff and 10 and more years of continuous service for executives) is disclosed as a current liability even where the Museum does not expect to settle the liability within 12 months because it will not have an unconditional right to defer the settlement of the entitlement should the employee take leave within 12 months.

*Non-Current liability* – conditional LSL (representing less than 7 years of continuous service for staff and less than 10 years of continuous service for executives) is disclosed as a non-current liability. There is an unconditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service.

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.

#### ***(iv) Superannuation***

The amount charged to the Operating Statement in respect of defined benefit superannuation plans represents the contributions made by the entity to the superannuation plan in respect to the current services of current staff. Superannuation contributions are made to the plans based on the relevant rules of each plan. The Department of Treasury and Finance centrally recognises the defined benefit liability or surplus in such funds.

### **(g) ROUNDING**

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

### **(h) CONTRIBUTIONS BY OWNERS**

Consistent with Interpretation 1038 Contributions by Owners to Wholly-Owned Public Sector Entities appropriations for additions to net assets have been designated as contributions by owners. Other transfers that are in the nature of contributions or distributions have also been designated as contributions by owners.

### **(i) CAPITAL ASSET CHARGE**

The capital asset charge represents the opportunity cost of capital invested in the non-current physical assets used in the provision of outputs. The charge is calculated on the budgeted carrying amount of non-current physical assets at the rate of 8 per cent for 2006/2007.

In accordance with Government policy, this charge has been recognised as revenue within the Government grant and disclosed separately as an expense within the financial statements.

### **(j) OTHER FINANCIAL ASSETS**

Investments are held for the purpose of gaining income and are not normally sold before maturity. They are recorded in the Balance Sheet at fair value. 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 Operating Statement 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) NEW AND REVISED ACCOUNTING STANDARDS AND INTERPRETATIONS

Museums Board of Victoria has adopted all of the new and revised Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to its operations and effective for annual reporting from 1 July 2005.

Management has given due consideration to new and revised standards and interpretations issued by the AASB that are not yet effective and do not believe they will have any material financial impact on the financial statements.

## (o) FUNCTIONAL AND PRESENTATION CURRENCY

The functional currency of the Museums Board of Victoria is the Australian dollar, which has also been identified as the presentation currency of this entity.

## (p) IMPAIRMENT OF ASSETS

Assets are assessed annually for indications of impairment, except for:

/// inventories – refer Note 1(c);

/// financial assets – refer Note 1(j);

/// non-current assets held for sale – refer Note 1(b);

If there is an indication of impairment, the assets concerned are tested as to whether their carrying value exceeds their possible recoverable amount. Where an asset's carrying value exceeds its recoverable amount, the difference is written off by a charge to the operating statement except to the extent that the write-down can be debited to an asset revaluation reserve amount applicable to that class of asset.

## (q) FINANCE COSTS

Finance costs are recognised as expenses in the period in which they are incurred and include finance lease charges.

## (r) GOODS AND SERVICES TAX (GST)

Income, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flow.

## 2 VICTORIAN GOVERNMENT GRANTS

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

	2007	2006
Recurrent Grant	\$'000	\$'000
Applied to Operations	42,632	40,319
Capital Asset Charge	36,414	35,527
<b>Total</b>	<b>79,046</b>	<b>82,417</b>

### Specific Purpose Item

Purchase of Spotswood Land	0	6,571
<b>Total</b>	<b>79,046</b>	<b>82,417</b>

## 3 OTHER GRANTS

Grants from other Agencies	1,324	2,200
Commonwealth Grants	619	633
Other Grants	423	317
<b>Total</b>	<b>2,366</b>	<b>3,150</b>

## 4 OTHER INCOME

Interest	1,052	920
Miscellaneous Income	2,794	4,108
<b>Total</b>	<b>3,846</b>	<b>5,028</b>

## 5 OTHER OPERATING EXPENSES

<b>Building and Equipment Maintenance</b>	3,146	2,620
<b>Administration</b>		
Consumables	11,812	11,920
Miscellaneous*	4,621	7,740
<b>Exhibitions</b>		
Contractors & Display Costs	5,280	5,332
<b>Research and Collections</b>		
Collection Management	104	68
<b>Total</b>	<b>24,963</b>	<b>27,680</b>

\* 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.

## 6 CASH AND CASH EQUIVALENTS

Cash	431	2,788
Negotiable Certificates of Deposit and Interest Bearing Deposits	16,548	13,047
<b>Total</b>	<b>16,979</b>	<b>15,835</b>

<b>7 RECEIVABLES</b>	<b>2007</b>	<b>2006</b>		<b>2007</b>	<b>2006</b>
<b>Current</b>	<b>\$'000</b>	<b>\$'000</b>	<b>Less Accumulated Depreciation</b>	<b>\$'000</b>	<b>\$'000</b>
Debtors	1,310	1,283	Scienceworks Museum	(1,199)	(594)
Less Provision for Doubtful Debts	0	0	Royal Exhibition Building	(1,477)	(730)
	<b>1,310</b>	<b>1,283</b>	Immigration Museum	(865)	(433)
Accrued Revenue	138	185	Moreland Store	(559)	(279)
Prepayment	158	158	Melbourne Museum	(7,123)	(3,550)
	<b>1,606</b>	<b>1,626</b>		<b>(11,223)</b>	<b>(5,586)</b>
<b>Non-current</b>			<b>Total Land and Buildings</b>	<b>396,135</b>	<b>407,530</b>
Prepayment	0	158	*** 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		
<b>Total</b>	<b>1,606</b>	<b>1,784</b>			
<b>8 INVENTORIES</b>			<b>10(c) Plant, Equipment &amp; Exhibitions</b>		
Stock of Goods for Sale	644	523	<b>Plant &amp; Equipment – at cost</b>		
Less Provision for Stock Obsolescence	0	0	Plant & Equipment at cost	67,237	66,870
<b>Total</b>	<b>644</b>	<b>523</b>	Less accumulated depreciation	(37,732)	(34,348)
			<b>Total</b>	<b>29,505</b>	<b>32,522</b>
<b>9 LAND HELD FOR SALE</b>			<b>Plant &amp; Equipment under finance lease</b>		
Land held for resale	6,400	0	Plant & Equipment		
<b>Total</b>	<b>6,400</b>	<b>0</b>	under finance lease at Cost	629	513
The Victoria Government is expected to complete the sale of the Abbotsford property in late 2007.			Less accumulated depreciation	(152)	(54)
<b>10 NON CURRENT ASSETS</b>			<b>Total</b>	<b>477</b>	<b>459</b>
<b>10(a) Collections</b>			<b>Total Plant &amp; Equipment</b>	<b>29,982</b>	<b>32,981</b>
<b>At Valuation</b>			<b>Exhibitions</b>		
Indigenous Collections*	84,354	84,354	Melbourne Museum at cost	47,710	47,089
History & Technology Collections*	22,274	22,274	Less accumulated depreciation	(46,046)	(45,509)
Natural Science Collections*	129,098	129,098	Scienceworks Museum at cost	3,119	2,963
Library**	7,682	7,682	Less accumulated depreciation	(2,259)	(1,807)
<b>At Cost</b>	<b>112</b>	<b>48</b>	Immigration Museum at cost	4,663	4,723
<b>Total Collections</b>	<b>243,520</b>	<b>243,456</b>	Less accumulated depreciation	(4,663)	(4,687)
* Valued at 30 June 2005 by the Australian Valuation Office			<b>Total Exhibitions</b>	<b>2,524</b>	<b>2,772</b>
** Valued at 30 June 2003 by Barbara Hince of Kenneth Hince Old & Fine Books Pty Ltd			<b>W.I.P.</b>		
<b>10(b) Property</b>			Exhibitions	1,022	0
<b>Property At Valuation ***</b>			Projects	1,217	0
<b>Land</b>	<b>120,600</b>	<b>127,000</b>	<b>Total W.I.P.</b>	<b>2,239</b>	<b>0</b>
<b>Buildings</b>			<b>Total Property, Plant &amp; Equipment, Exhibitions &amp; W.I.P.</b>	<b>430,880</b>	<b>443,283</b>
Scienceworks Museum	23,200	23,200			
Royal Exhibition Building	34,160	34,160			
Immigration Museum	18,900	18,900			
Moreland Store	11,050	11,050			
Melbourne Museum (including IMAX)	191,980	191,980			
	<b>399,890</b>	<b>406,290</b>			
<b>Land</b>	<b>6,515</b>	<b>6,571</b>			
<b>Buildings</b>					
Royal Exhibition Building	283	173			
Moreland Store	55	55			
Melbourne Museum	229	27			
Scienceworks	386	0			
	<b>7,468</b>	<b>6,826</b>			
	<b>407,358</b>	<b>413,116</b>			

# 10(d) Property, Plant & Equipment, Exhibitions & Collections Reconciliation

	Plant & Equipment							
	Land	Buildings	Equipment	Exhibitions	WIP	Subtotal	Collections	Total
Carrying amount	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2005	127,000	279,290	33,701	6,038	0	446,029	243,408	689,437
Additions	6,571	255	3,031	1,295	0	11,152	48	11,200
Disposal	0	0	(39)	0	0	(39)	0	(39)
Depreciation	0	(5,586)	(3,712)	(4,561)	0	(13,859)	0	(13,859)
Balance at 1 July 2006	133,571	273,959	32,981	2,772	0	443,283	243,456	686,739
Additions	0	784	828	744	2,181	4,537	64	4,601
Disposal	0	(74)	(96)	0	0	(170)	0	(170)
Transfer*	(6,456)	(15)	8	5	58	(6,400)	0	(6,400)
Depreciation	0	(5,634)	(3,739)	(997)	0	(10,370)	0	(10,370)
Balance at 30 June 2007	127,115	269,020	29,982	2,524	2,239	430,880	243,520	674,400

\*Includes Abbotsford land held for Sale \$6,400,000

	2007	2006		2007	2006
	\$'000	\$'000		\$'000	\$'000
<b>11 PAYABLES</b>			<b>13(c) Assets pledged as security</b>		
Trade Creditors	917	1,409	The carrying amounts of non-current assets pledged as security are:		
Other Creditors	2,112	1,953	<b>Finance lease</b>		
Accrued Salaries	536	450	Plant & equipment under finance lease Note 10(c)	482	462
<b>Total</b>	<b>3,565</b>	<b>3,812</b>	<b>Total non-current assets pledged as security</b>	<b>482</b>	<b>462</b>
<b>12 PROVISION FOR EMPLOYEE BENEFITS</b>			<b>14 EQUITY</b>		
<b>12(a) Current Liabilities</b>			<b>14(a) Contributed Capital*</b>		
Employee Benefits			Balance at beginning of financial year	587,770	587,770
Annual Leave	2,739	2,745	<b>Capital Receipts</b>		
Unconditional Long Service Leave	3,964	3,531	Victorian Government	0	0
<b>Total</b>	<b>6,703</b>	<b>6,276</b>	<b>Balance at end of the year</b>	<b>587,770</b>	<b>587,770</b>
<b>12(b) Non-Current Liabilities</b>			<b>14(b) Accumulated Deficit</b>		
Employee Benefits			Balance at beginning of year	(61,063)	(56,558)
Conditional Long Service Leave	853	784	<b>Net result for the year</b>	<b>(5,121)</b>	<b>(3,946)</b>
<b>Total</b>	<b>853</b>	<b>784</b>	<b>Transfers Between Reserves</b>		
<b>Total (including on-costs)</b>			Transfer (to) from Trust Funds	(928)	(1,147)
<b>– Refer Note 1(f)</b>	<b>7,556</b>	<b>7,060</b>	Transfer from (to) Externally Funded Special Projects	68	588
<b>13 INTEREST BEARING LIABILITIES</b>			<b>Balance at end of the year</b>	<b>(67,044)</b>	<b>(61,063)</b>
<b>13(a) Current</b>			<b>14(c) Reserves</b>		
<b>Secured</b>			<b>Trust Funds**</b>		
Lease liabilities (Note 20)	249	85	Balance at beginning of the year	5,748	4,601
<b>Total</b>	<b>249</b>	<b>85</b>	<b>Transfer Between Reserves</b>		
<b>13(b) Non-Current</b>			Transfer from Accumulated Deficit	928	1,147
<b>Secured</b>			<b>Balance at end of the year</b>	<b>6,676</b>	<b>5,748</b>
Lease liabilities (Note 20)	233	377	<b>Externally Funded Special Projects***</b>		
<b>Total</b>	<b>233</b>	<b>377</b>	Balance at beginning of year	2,600	3,188
<b>Total interest bearing liabilities</b>	<b>482</b>	<b>462</b>	<b>Transfer between Reserves</b>		
			Transfer (to) from Accumulated Deficit	(68)	(588)
			<b>Balance at end of the year</b>	<b>2,532</b>	<b>2,600</b>

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

	2007	2006
Asset Revaluation Reserve	\$'000	\$'000
Balance at beginning of year	158,492	158,492
Add Increment	0	0
<b>Balance at end of the year</b>	<b>158,492</b>	<b>158,492</b>

\* 'Contributed Capital' consists of capital funds provided by the Victorian Government for the Melbourne Museum, Scienceworks 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.

## 15 CONTINGENT LIABILITIES AND CONTINGENT ASSETS

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

## 16 NOTES TO THE CASH FLOW STATEMENT

### 16(a) 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 Operating Statement as follows:

Cash	431	2,788
Other Financial Assets	16,548	13,047
<b>Total (Refer To Note 6)</b>	<b>16,979</b>	<b>15,835</b>

### 16(b) Reconciliation of Operating Result to Net Cash Inflow from Operating activities

<b>Net result for the year</b>	<b>(5,121)</b>	<b>(3,946)</b>
<b>Add (Less) items classified as Investing/Financing activities</b>		
Loss on Sale of Non-current Assets	122	0
<b>Add (Less ) non cash items:</b>		
Depreciation	10,370	13,859
<b>Net cash provided by operating activities before change in Assets and liabilities</b>	<b>5,371</b>	<b>9,913</b>
Increase / (Decrease) in Provisions	496	744
Increase/(Decrease) in Creditors & Accruals	(247)	513
(Increase)/Decrease in Receivables	(27)	167
(Increase)/Decrease in Inventories	(121)	244
Decrease in Accrued Revenue	47	52
Decrease in Prepayments	158	158
<b>Net cash provided by operating activities</b>	<b>5,677</b>	<b>11,791</b>

### 16(c) Non-cash financing and investing activities

#### Financing Facilities

##### Finance Lease

Acquisitions	171	394
Disposals	(45)	(53)
	<b>126</b>	<b>341</b>

## 17 RELATED PARTY TRANSACTIONS

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

The Minister for the Museums Board of Victoria is the Hon. Lynne Kosky MLA. 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, Ms Sheila O'Sullivan, Professor Janet McCalman, Mr Michael Perry, Dr Gael Jennings, Professor Daine Alcorn, Ms Susan Heron, Dr Gaye Sculthorpe, Mr Tim Sullivan 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.

### 17(b) Other related party transactions

Other transactions during the financial year with Responsible Persons and Responsible Person-related entities are as set out in the below.

Payments were made during the year for advertising to media companies via Mitchell Communication Group, an entity associated with Mr H. Mitchell. Neither Mitchell Communication Group nor Mr H. Mitchell received any direct benefit from these advertising payments to media companies.

Mitchell Communication Group was appointed sole provider of advertising services under the Victorian whole of Government Master Agency Agreement Services contract on 1 September 2006. Mitchell Communication Group received \$21,060 through service fees on advertising made by Museum Victoria. This amount was paid by the Department of Premier & Cabinet and was not paid by the Museum Board of Victoria. This amount has not been reflected in the financial statements of the Museum Board of Victoria for the year ended 30 June 2007.

## 18 RESPONSIBLE PERSONS REMUNERATION

### 18(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 – Hon. Lynne Kosky MLA  
Accountable Officer – Dr J Patrick Greene  
Board Members – As disclosed in note 16(a).

### 18(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, in connection with the management of the Board during the reporting period was in the range: \$260,000 – \$269,999 (\$230,000 – \$239,999 in 2006).  
These payments are included in the table below.

### 18(c) Executive Officer Remuneration

Income Band	Total Remuneration		Base Remuneration	
	2007 No.	2006 No.	2007 No.	2006 No.
\$130,000–\$139,999	0	0	2	2
\$140,000–\$149,999	0	2	0	2
\$150,000–\$159,999	2	1	2	0
\$160,000–\$169,999	1	1	0	0
\$170,000–\$179,999	1	0	0	0
\$200,000–\$209,999	0	0	0	1
\$230,000–\$239,999	0	1	1	0
\$260,000–\$269,999	1	0	0	0
<b>Total Numbers</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>
<b>Total</b>	<b>\$913,000</b>	<b>\$841,000</b>	<b>\$812,000</b>	<b>\$771,000</b>

## 19 SUPERANNUATION

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

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

Employer contributions paid to the above Schemes were \$636,516 (2005/06 \$650,629). Contributions outstanding at 30 June 2007 were \$Nil. The contributions rate for the above Schemes is not available to Museum Victoria.

### 19(b) State Superannuation Fund (VicSuper Scheme)

Employer contributions paid to the above Scheme were \$1,688,672 (2005/06 \$1,551,430). 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 2007 as the Victorian Government has assumed responsibility for this liability.

## 20 LEASES

Operating Leases	2007 \$'000	2006 \$'000
Non-Cancellable Operating Leases contracted for but not capitalised in the accounts		
Payable:		
not longer than 1 year	898	567
longer than 1 year but not longer than 5 years	504	998
<b>Total</b>	<b>1,402</b>	<b>1,565</b>

### Finance Leases

Finance leases are payable as follows:		
within 1 year	272	112
longer than 1 year but not longer than 5 years	244	400
Minimum lease payments	516	512
Less future finance charges	34	50
<b>Present value of minimum lease payments</b>	<b>482</b>	<b>462</b>
Representing lease liabilities:		
Current (Note 13)	249	85
Non-Current (Note 13)	233	377
<b>Total</b>	<b>482</b>	<b>462</b>

## 21 FINANCIAL INSTRUMENTS

### 21(a) Credit Risk Exposures

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

### 21(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.

		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
<b>Fixed interest maturing in 2007:</b>							
<b>Financial Assets</b>							
Cash and deposits	6	369	0	0	0	62	431
Receivables	7	138	0	0	0	1,310	1,448
Investments	6	16,548	0	0	0	0	16,548
		<b>17,055</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,372</b>	<b>18,427</b>
Weighted average interest rate (%)		6.09	6.38	0	0		
<b>Financial liabilities</b>							
Trade and other creditors	11	0	0	0	0	3,565	3,565
Finance lease	13	0	249	233	0	0	482
		<b>0</b>	<b>249</b>	<b>233</b>	<b>0</b>	<b>3,565</b>	<b>4,047</b>
Weighted average interest rate (%)		0	6.46	6.46	0		
<b>Net Financial Assets (Liabilities)</b>		<b>17,055</b>	<b>(249)</b>	<b>(233)</b>	<b>0</b>	<b>(2,193)</b>	<b>14,380</b>
<b>Fixed interest maturing in 2006:</b>							
<b>Financial Assets</b>							
Cash and deposits	6	2,736	0	0	0	52	2,788
Receivables	7	185	0	0	0	1,283	1,468
Investments	6	4,047	9,000	0	0	0	13,047
		<b>6,968</b>	<b>9,000</b>	<b>0</b>	<b>0</b>	<b>1,335</b>	<b>17,303</b>
Weighted average interest rate (%)		5.39	6.09	0	0		
<b>Financial liabilities</b>							
Trade and other creditors	11	0	0	0	0	3,812	3,812
Finance lease	13	0	85	377	0	0	462
		<b>0</b>	<b>85</b>	<b>377</b>	<b>0</b>	<b>3,812</b>	<b>4,274</b>
Weighted average interest rate (%)		0	6.45	6.45	0		
<b>Net Financial Assets (Liabilities)</b>		<b>6,968</b>	<b>8,915</b>	<b>(377)</b>	<b>0</b>	<b>(2,477)</b>	<b>13,029</b>
<b>Reconciliation of Net Financial Assets to Net Assets</b>							
	<b>2007</b>	<b>2006</b>	<b>21(c) Net Fair Value of Financial Assets and Liabilities</b>				
	<b>\$'000</b>	<b>\$'000</b>	<b>On-balance sheet</b>				
Net Financial Assets as above	14,380	13,029	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.				
Non-Financial Assets and Liabilities:			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 2006–07 financial year Museum Victoria did not have any financial assets in this class.				
Inventories	644	523					
Property, Plant & Equipment	430,880	443,283					
Land held for Sale	6,400	0					
Collections	243,520	243,456					
Provisions	(7,556)	(7,060)					
Prepayment	158	316					
<b>Net Assets per Balance Sheet</b>	<b>688,426</b>	<b>693,547</b>					

<b>22 REMUNERATION OF AUDITORS</b>	<b>2007</b>	<b>2006</b>
	<b>\$'000</b>	<b>\$'000</b>
Representatives – Victorian Auditor		
Generals Office Audit of financial report	37	41
<b>Total</b>	<b>37</b>	<b>41</b>

INDEPENDENT AUDIT REPORT

Museums Board of Victoria

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

*Matters Relating to the Electronic Presentation of the Audited Financial Report*

This auditor's report for the financial year ended 30 June 2007 relates to the financial report of the Museums Board of Victoria included on its web site. The Members of the Board are responsible for the integrity of the web site. I have not been engaged to report on the integrity of the web site. The auditor's report refers only to the statements named below. An opinion is not provided on any other information which may have been hyperlinked to or from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications, they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this web site.

*The Financial Report*

The accompanying financial report for the year ended 30 June 2007 of the Museums Board of Victoria which comprises an operating statement, balance sheet, statement of changes in equity, cash flow statement, a summary of significant accounting policies and other explanatory notes to and forming part of the financial report, and the declaration by the president, board member, chief executive officer and chief financial officer has been audited.

*The Responsibility of the Members of Board for the Financial Report*

The Members of the Board are responsible for the preparation and the fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the financial reporting requirements of the *Financial Management Act 1994*. This responsibility includes:

- establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error
- selecting and applying appropriate accounting policies
- making accounting estimates that are reasonable in the circumstances.

*Auditors Responsibility*

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit, which has been conducted in accordance with Australian Auditing Standards. These Standards require compliance with relevant ethical requirements relating to audit engagements and that the audit be planned and performed to obtain reasonable assurance whether the financial report is free from material misstatement.

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

**Independent Audit Report (continued)**

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

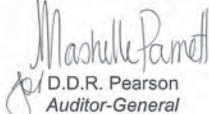
*Independence*

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 and responsibilities are to be exercised. The Auditor-General, his staff and delegates comply with all applicable independence requirements of the Australian accounting profession.

*Auditor's Opinion*

In my opinion, the financial report presents fairly, in all material respects, the financial position of the Museums Board of Victoria as at 30 June 2007 and its financial performance and cash flows for the year then ended in accordance with applicable Australian Accounting Standards (including the Australian Accounting Interpretations), and the financial reporting requirements of the *Financial Management Act* 1994.

MELBOURNE  
7 September 2007

  
D.D.R. Pearson  
Auditor-General

# Financial Review of Operations and Financial Condition

	2006–07	2005–06	2004–05	2003–04	2002–03
Five year financial summary	\$'000	\$'000	\$'000	\$'000	\$'000
Revenue	98,258	97,864	90,188	88,558	87,752
Expenditure	93,009	94,522	84,093	81,888	80,012
Net result for the period before Capital & Specific items	5,249	3,342	6,095	6,670	7,740
Capital & Specific Items	(10,370)	(7,288)	(19,608)	(20,655)	(19,905)
Net Result for the period	(5,121)	(3,946)	(13,513)	(13,985)	(12,165)
Assets	700,029	704,881	707,181	653,183	662,315
Liabilities	11,603	11,334	9,688	8,499	5,552
Equity	688,426	693,547	697,493	644,684	656,763

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

The museum received a sum of \$1.6 million from the Victorian Government towards the first stage of development of the land adjacent to Scienceworks that is intended to address the long term storage requirements of the State’s cultural collections.

Depreciation charges are lower in comparison to previous years, as some exhibition assets have reached the end of their useful life for depreciation purposes.

# 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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# Additional Information

## Temporary Exhibitions

### Immigration Museum

*Bollywood Dreams: Photographs*

by Jonathan Torgovnik

29 June 2006 to 28 January 2007

Details on p.29.

*The Maltese Festa*

19 July to 29 October 2006

This exhibition profiled the Maltese community in Victoria, the stories behind 50 years of Maltese immigration history and the meaning of the 'festa' in the lives of many of its members.

*Beyond the Postcard Image: Mauritians and Rodriguans in Victoria*

1 November 2006 to 18 March 2007

Through the religious, folkloric and culinary traditions of the people from Mauritius and Rodrigues, the exhibition revealed the innate diversity of this community.

*Trading Places*

3 February to 9 September 2007

This exhibition was based on a photographic and oral history project commissioned by the City of Greater Dandenong that presented a collective story – a snapshot of the modern Australian marketplace.

*Wine, Water and Stone:*

*Swiss and Italians of Hepburn*

29 March to 14 July 2007

This exhibition featured stories of the people from the Canton of Ticino, in southern Switzerland, and from northern Italy, who arrived in Victoria during the gold rush years of 1853 to the 1860s.

*Nyonya Kebaya: Women's*

*Costume from Malaysia*

3 May to 9 September 2007

Details on p.29.

### Scienceworks

*Mathamazing*

13 April to 1 October 2006

Returning for its third season, this popular mathematics-based exhibition from Questacon received an excellent public response, particularly from schools.

*Top Secret – Licence to Spy*

27 May 2006 to 29 January 2007

Details on p.31.

*Space*

14 October 2006 to 29 April 2007

Previously exhibited in 2002, this interactive exhibition from Scitech examined space technology, life in space and life on other planets.

*Connect to the Yarra*

14 October to 12 November 2006

This small exhibition comprised photographs of the Yarra, taken a century apart by field naturalist Archibald James Campbell (1904) and photographer David Roberts (2004), as well as a community storytelling quilt.

*EPA 2007 Calendar Competition*

15 November to 10 December 2006

This display is shown annually at Scienceworks.

*BHP Billiton Science Awards*

5 February to 11 February 2007

This poster display of finalists in the annual BHP Billiton Science Awards national competition coincided with a presentation of the awards.

*How to Make a Monster:*

*The Art and Technology of Animatronics*

10 February to 15 July 2007

Details on p.31.

*The David Malin Awards: The 2006*

*Central West Astronomical Society*

*(CWAS) Astrophotography*

17 February to 15 April 2007

World-renowned astrophotographer David Malin judged this display of astronomical photographs.

*Visual Illusions (VCE Psychology)*

10 March to 24 June 2007

This annual exhibition shows visitors how the principles underpinning the human brain's operation can be manipulated to create visual illusions.

*Sci-Quest*

12 May to 6 November 2007

This exhibition from Waikato Museum in Hamilton, New Zealand, is themed around motion and waves, and includes rockets and robots. Honda Australia provided an Insight petrol-electric hybrid vehicle for the duration of the exhibition.

### Melbourne Museum

*Biganga: Keeping Tradition*

4 March 2006 to 28 February 2007

This exhibition featured traditional and contemporary Victorian Aboriginal art and culture, displayed through the medium of possum-skin cloaks.

*Spirit of the Games*

18 March to 23 July 2006

Opening to the public less than 72 hours after the opening ceremony of the Melbourne 2006 Commonwealth Games, this exhibition provided a fascinating behind-the-scenes insight into this major event.

*Big Dingo*

31 March to 23 July 2006

Created by Art Play especially for the Commonwealth Games celebrations, *Big Dingo* was relocated to Melbourne Museum where it proved a popular and eye-catching exhibit.

*Victorian Trade Union Banners*

18 April to 12 November 2006

An impressive display of Trade Union banners celebrated the 150th anniversary of the eight-hour day.

*Unseen Worlds New Dimensions*

11 May to 1 October 2006

This exhibition featured a series of 35 photographs of microscopic life, and was organised by the National Science-Technology Roadshow Trust, New Zealand.

*Homo Faber: Modelling Architecture*

1 June to 2 July 2006

Developed by the RMIT Spatial Information Architecture Laboratory, *Homo Faber* featured a range of models, from experimental models of Gaudi's Sagrada Familia Church in Barcelona to tiny fragile models made of seashells, along with works by 20 of Australia's leading architects.

*Kukan, Yackan, Boorai:*

*Grandmother, Mother, Children*

15 June to 1 October 2006

This exhibition featured artists from the land of the Gunai/Kurnai people in East Gippsland.

*Launch Pad*

12 July to 27 July 2006

Held in conjunction with *In Design* magazine, this program encouraged young Australian designers to become market-ready.

*New Design 2006*

14 July to 3 September 2006

Staged by Object Gallery, this exhibition promoted the work of exceptional young graduate designers and offered two awards for the most outstanding works on display.

*Colliding Worlds: First Contact  
in the Western Desert, 1932–1984*

14 July to 10 September 2006

This exhibition brought together photographs, artefacts, paintings and artworks to provide a fascinating insight into the Pintupi people of Central Australia, who were the last Indigenous people to make contact with Europeans.

*Fringe Furniture*

28 September to 15 October 2006

Part of the iconic Fringe Festival, Fringe Furniture displayed one-off designs by Australian designers and artists.

*Symbols of Identity*

4 October 2006 to 19 February 2007

Featuring the work of Bronwyn Razem, *Symbols of Identity* explored the artist's ongoing quest to strengthen her identity as an Indigenous person living in two worlds.

*Freestyle: New Australian*

*Design for Living*

4 October 2006 to 4 February 2007

This exhibition focused on contemporary objects designed for the home by leading Australian designers. It was jointly developed with Object Gallery, Sydney.

*Premier's Design Awards Exhibition*

5 October to 3 December 2006

Central to the State of Design Festival and held every second year, the awards and related exhibition recognise innovation and achievement across all disciplines of design in Victorian. The exhibition originated in RMIT's lab.3000 and was designed by Qubekonstrukt.

*Just Add Water: Schemes*

*and Dreams for a Sunburnt Country*

14 October 2006 to 28 January 2007

This interactive exhibition from the National Archives of Australia provided a timely water conservation message.

*The Ashes*

23 December 2006 to 7 January 2007

Details on p.33.

*Footprints through the Bush:*

*Talkin' Up Country*

23 February to 27 June 2007

This exhibition featured six respected Koori elders displaying their award-winning works.

*Top Designs 2007*

8 March to 11 June 2007

Organised by the Victorian Curriculum Assessment Authority, this annual exhibition displays works by outstanding students in media, technology, furniture and clothing.

*The Great Wall of China:*

*Dynasties, Dragons and Warriors*

22 March to 22 July 2007

Details on p.33.

*Community Collections*

Three quirky collections were displayed each month in the Australia Gallery. They ranged from gems and minerals to KISS memorabilia, from driftwood to Apple computers and from milk cartons to snow domes.

## Externally Funded Projects

**The following projects received external funding and commenced during the year under review.**

Bray, Dianne. *Fishes of Australia Online*. Australian Biological Resources Study.

Chapple, David. Insights into the mechanisms of evolutionary change: a genetic examination of the invasion dynamics of the Rainbow Skink, *Lampropholis delicata*. Australian Research Council Discovery Grant, incorporating an Australian Postdoctoral Fellowship.

Gillespie, Richard. *Spirit of the Games* collection and website. Melbourne 2006 Office of Commonwealth Games Coordination.

Immigration Museum. *Nyonya Kebaya: Women's Costume from Malaysia* launch. ANZ.

Melbourne Museum. *Colliding Worlds* national tour. Visions of Australia, Department of Communications, Information Technology and the Arts.

Melbourne Museum. *Freestyle: New Australian Design for Living* national tour. Visions of Australia, Department of Communications, Information Technology and the Arts, and Bombay Sapphire.

Melbourne Museum. *Freestyle: New Australian Design for Living* international tour. Arts Victoria.

Melville, Jane. Convergent evolution of desert lizards: phylogenomics and morphological analyses of limb development. Australian Research Council Discovery Grant.

Melville, Jane. An integrative approach to the revision of four genera of Australian lizards (family Agamidae, subfamily Amphibolurinae). Australian Biological Resources Study.

Norman, Mark. Visiting Fellowship Award. Museum National d'Histoire Naturelle, Paris, France.

Norman, Mark. Checklist of Australian Cephalopoda: update and upgrade. Australian Biological Resources Study.

O'Hara, Timothy. Bioregionalisation of Lord Howe and Norfolk Islands using brittlestars. National Oceans Office, Department of the Environment and Water Resources.

O'Hara, Timothy. Provision of taxonomic assessments and databasing of echinoderms collected from Tasmanian seamounts. CSIRO Marine and Atmospheric Research.

Poore, Gary. Provision of taxonomic assessments and databasing of decapod crustaceans collected from Tasmanian seamounts. CSIRO Marine and Atmospheric Research.

Public Programs department. Discovering Science at the Museum. Department of Education, Science and Training.

Public Programs department. Inspiring Science: 2007 National Science Week Program. Department of Education, Science and Training.

Public Programs department. Romp & Stomp. Department of Human Services. Public Programs department.

The Le@rning Federation.

Curriculum Corporation.

Public Programs department. Water Busk: 2007 National Science Week Program. City West Water.

Scienceworks. *Nitty Gritty Super City* waste exhibit maintenance.

Sustainability Victoria.

Sebastian, Padmini. Travel support to attend the Expert Meeting on Migration Museums, convened by UNESCO and the International Organization for Migration. Australian Multicultural Foundation.

Walker, Ken. Image capture for major pests, including whitefly and aphids for the Pests and Diseases Image Library (PaDIL). Department of Agriculture, Fisheries and Forestry.

Wrench, Rosemary. Image capture and digital reproduction of maps in the Donald Thomson Collection. Cultural and Community Relations Advisory Group, University of Melbourne.

**The following collaborative projects administered by other institutions received external funding and commenced during the year under review.**

Błażewicz-Paszkowycz, Magdalena. Diversity and phylogeny of Tanaidacea from south-eastern Australia. Marie Curie Outgoing International Fellowship awarded by the European Union Commission Environment Panel. Grant administered by the University of Lodz, Poland.

Gillespie, Richard. Childhood, tradition and change: a national study of the historical and contemporary practices and significance of Australian children's playlore. Australian Research Council Linkage Grant. Grant administered by the University of Melbourne.

Hart, Timothy. Reformulating narrative in virtual heritage using a co-evolutionary model of immersive interactivity.

Australian Research Council Linkage Grant. Grant administered by the University of New South Wales.

Hart, Timothy. Cultural collections, creators and copyright: museums, galleries, libraries and archives and Australia's digital heritage. Australian Research Council Linkage Grant. Grant administered by the University of Melbourne.

Long, John. Old brains, new data: early evolution of structural complexity in the vertebrate head. Australian Research Council Discovery Grant. Grant administered by the Australian National University.

Meehan, Carolyn. Dynamic personalisation for assistive navigation of information rich, physical environments. Australian Research Council Discovery Grant. Grant administered by the University of Melbourne.

Norman, Janette. Evolutionary venomomics: venom system diversification in the animal kingdom. Australian Research Council Discovery Grant. Grant administered by the University of Melbourne.

Norman, Mark. Deep Downunder: designing a deep-sea exploration and discovery capability for Australia. Australian Research Council Linkage Grant.

Grant administered by the University of Queensland.

Poore, Gary. Marine conservation research: prediction and management of Australia's biodiversity. Commonwealth Environment Research Facilities (CERF) program of the Department of the Environment and Water Resources. Grant administered by the University of Tasmania.

Rich, Thomas. Dinosaurs on ice: a new approach to the collection of a large suite of dinosaur specimens. Australian Research Council Linkage Grant. Grant administered by Monash University.

Watt, Patrick. Australian School Innovation in Science, Technology and Mathematics (ASISTM) project. Department of Education, Science and Training. Grant administered by St Matthew's Primary School.

Wilson, Robin. Polychaete biodiversity. Department of the Environment and Water Resources. Grant administered by the Australian Museum.

## Research Supervision

Museum Victoria supervisors in italics

Anderson, Deb: PhD, The Australian Centre, University of Melbourne.

Supervisors: *Liza Dale-Hallett*, Kate Darian-Smith, Peter Christoff.

Project: Drought in a sunburnt country: reinventing 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 and ecological associations.

Butler, Sarah: PhD, La Trobe University.

Supervisors: *Gary Poore*, Fiona Bird.

Project: Impact of ghost shrimps on sediment structure and in fauna of an intertidal mudflat.

Choo, Brian: PhD, Australian National University.

Supervisors: *John Long*, Gavin Young.

Project: Study of the Devonian actinopterygian fishes from Gogo, Western Australia.

Clement, Alice: BSc(Hons), Department of Zoology, University of Melbourne.

Supervisors: *John Long*, David Young.

Project: Anatomy and phylogenetic investigation of a Late Devonian lungfish from the Gogo Formation, Western Australia.

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 super-continent.

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.
- 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*, Fiona Bird.  
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.
- Hale, Josh: PhD, University of Melbourne.  
Supervisors: *Jane Melville*, Michael Kearney, Jeremy Austin, Kirsten Parris.  
Project: Human induced changes on population genetic structure of Melbourne frogs.
- Hansen, Amber: MEnvSc, University of New South Wales.  
Supervisors: *Tim O'Hara*, Ronnie Harding.  
Project: Cryptic speciation in the eleven-armed seastar, *Coscinasterias muricata*.
- Hogan, Fiona: PhD, Deakin University.  
Supervisors: *Janette Norman*, Raylene Cooke, Chris Burrige, Chris Austin.  
Project: Genetic variability of Powerful Owls in the south-east Australian forests.
- Holland, Tim: PhD, Monash University.  
Supervisors: *John Long*, Patricia Vickers-Rich.  
Project: Devonian osteolepiform fishes of east Gondwana: using the Museum Victoria collection of Gogo and local Victorian materials.
- Kulinski, Melissa: BSc(Hons), Department of Zoology, University of Melbourne.  
Supervisors: *Robin Wilson*, Rob Day.  
Project: Is variation in paragnath morphology adaptive in nereidids (Polychaeta: Nereididae)?
- Lees, Joannah: PhD, University of Canberra.  
Supervisors: *Janette Norman*, Stephen Sarre, James Robertson, Terry Chesser.  
Project: Molecular methods for the diagnosis of Glossy Black-Cockatoo populations and their application in forensics.
- Martin, Sarah: PhD, Monash University.  
Supervisors: *Ken Walker*, Patricia Vickers-Rich.  
Project: Jurassic and Cretaceous insect faunas of Australia.
- McCallum, Anna: PhD, University of Melbourne.  
Supervisors: *Gary Poore*, Mick Keough.  
Project: Biogeography of decapod crustaceans on the continental margin of Western Australia.
- Mills, Stuart: PhD, University of Melbourne.  
Supervisors: *William Birch*, David Phillips, Ian Grey.  
Project: Geochemistry and crystal chemistry of 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.
- Naughton, Kate: BSc(Hons), Department of Zoology, University of Melbourne.  
Supervisors: *Tim O'Hara*, David Macmillan.  
Project: Evolution of the seastar genus, *Tosia*.
- Pascoe, Carla: PhD, The Australian Centre, University of Melbourne.  
Supervisors: *Richard Gillespie*, Kate Darian-Smith, John Murphy.  
Project: The spaces of childhood in 1950s Australia.
- Piper, Katarzyna Julia: PhD, Monash University.  
Supervisors: *Thomas Rich*, Patricia Vickers-Rich.  
Project: Analysis of the early to mid Pleistocene Portland mammalian fauna.
- 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.
- Sharpe, Simone: MA, School of Historical Studies, Monash University.  
Supervisors: *Fiona Kinsey*, Seamus O'Hanlon.  
Project: Uncovering the history of Melbourne domestic appliance manufacturers.
- Shean, Danielle: MSc, School of Geosciences, Monash University.  
Supervisors: *Thomas Rich*, Patricia Vickers-Rich.  
Project: The genus *Palorchestes* (Mammalia).
- Smith, Katie: PhD, University of Melbourne.  
Supervisors: *Jane Melville*, Michael Kearney, Kirsten Parris, Jeremy Austin.  
Project: Human induced changes in the genetic structure of amphibian populations: evolution of the *Litoria ewingi* and *L. paraewingi* hybrid zone.
- 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.
- Turak, Eren: PhD, University of Technology, Sydney.  
Supervisors: *Richard Marchant*, Rod Buckney.  
Project: The development of an ecological typology for rivers in New South Wales.
- Wilson-Wilde, Linzi: PhD, University of Canberra.  
Supervisors: *Janette Norman*, Stephen Sarre.  
Project: The application of marsupial DNA analysis in criminal investigation and population genetics.

## Research Publications

### Refereed Journals

- Andrews, S.M., Long, J.A., Ahlberg, P.E., Barwick, R.E. and K.S. Campbell. 2006. The structure of the sarcopterygian fish *Onychodus jandemarrai* n. sp. from Gogo, Western Australia, with a functional interpretation of the skeleton. *Transactions of the Royal Society of Edinburgh* 96 (3): 197–307.
- Austin J.J. and J. Melville. 2006. Incorporating historical museum specimens into molecular systematic and conservation genetics research. *Molecular Ecology Notes* 6 (4): 1089–92.
- Barrand, P.D., James, D.J. and R.M. O'Brien. 2006. Schrenck's Bittern *Ixobrychus eurhythmus* on Christmas Island: a new bird for Australian Territory. *Australian Field Ornithology* 23: 57–61.
- Birch, W.D. 2007. Broken Hill, New South Wales, Australia: its contribution to mineralogy. *Rocks and Minerals* 82 (1): 40–48.
- Birch, W.D., Magee, C., Barron, L.M. and F.L. Sutherland. 2007. Gold- and diamond-bearing White Hills Gravel, St Arnaud district, Victoria: age and provenance based on U-Pb dating of zircon and rutile. *Australian Journal of Earth Sciences* 54 (4): 609–28.
- Candeiro, C.R.A., Martinelli, A.G., Rich, T.H. and L.S. Avilla. 2006. Tetrapods from the Upper Cretaceous (Turonian-Maastrichtian) Bauru Group of Brazil: a reappraisal. *Cretaceous Research* 27: 923–46.
- Candeiro, C.R.A., Santos, A.R., Marinho, T.S., Rich, T.H. and E.C. Oliveira. 2006. Vertebrate fossils from the Adamantina Formation (Late Cretaceous), Prata paleontological district, Minas Gerais State, Brazil. *Geobios* 39: 319–27.
- Clark, P.F., Galil, B.S., and G.C.B. Poore. 2007. A new species of *Calaxius Sakai* & de Saint Laurent, 1989, from West Africa (Crustacea, Decapoda, Axiidae) and synonymy of *Manaxius* Kensley, 2003. *Proceedings of the Biological Society of Washington* 120: 63–73.
- Dale-Hallett, L. and R. Diffey. 2006. Motherboards and desert sands: stories of Australian rural women. *Frontiers: A Journal of Women Studies* 27 (1): 90–115.
- Dale-Hallett, L., Panelli, R., Diffey, R., May, C. and B. Pini. 2006. Creating collaborative living history: the case of the Victorian Women on Farms Gathering heritage collection. *History Australia* 3 (1): 15.1–15.14.
- David, B., Fairbairn, A., Aplin, K., Murepe, L., Green, M., Stanisic, J., Weisler, M., Simala, D., Kokents, T., Dop, J. and J. Muke. 2007. OJP, a terminal Pleistocene archaeological site from the Gulf Province lowlands, Papua New Guinea. *Archaeology in Oceania* 42 (1): 31–33.
- Doughty P., Maryan, B., Melville, J. and J.J. Austin. 2007. A new species of *Ctenophorus* (Lacertilia: Agamidae) from Lake Disappointment, Western Australia. *Herpetologica* 63 (1): 72–86.
- Downes, P.J., Hope, M., Bevan, A.W.R. and D.A. Henry. 2006. Chalcocite and associated secondary minerals from the Telfer gold mine, Western Australia. *Australian Journal of Mineralogy* 12 (1): 25–42.
- Driskell, A., Christidis, L., Gill, B.J., Boles, W.E., Barker, F.K. and N.W. Longmore. 2007. A new endemic family of New Zealand passerine birds: adding heat to a biodiversity hotspot. *Australian Journal of Zoology* 55: 73–78.
- Fitzgerald, E.M.G. 2006. A bizarre new toothed mysticete (Cetacea) from Australia and the early evolution of baleen whales. *Proceedings of the Royal Society B: Biological Sciences* 273 (1604): 2955–63.
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## Lectures and Presentations

### Conference Presentations

Allen, L. 2006. Patterns of practice: Indigenous fibre art and museums. Selling Yarns: Australian Indigenous Textiles and Good Business in the 21st Century conference (Museum and Art Gallery of the Northern Territory, Darwin, 13–14 August).

Allen, L. 2007. Baldwin Spencer and Donald Thomson: contrasts and synergies and today. Indigenous Collections Public Forum (National Museum of Australia, Canberra, 27 March).

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Birch, W. 2006. Nano-scale phase intergrowths in crystals of a new tungstate mineral from Pittong, Victoria, Australia. 19th General Meeting of the International Mineralogical Association (International Conference Centre, Kobe, Japan, 23–28 July).

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Coleman, J. 2007. Making great experiences: multimedia and Museum Victoria. Museums Australia National Conference (Questacon, Canberra, 17 May).

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Darian-Smith, K. 2006. A land of progress: agriculture shows and the nation. Seize the Day: Exhibitions, Australia and the World Conference (Melbourne Museum, 20 October).

Demant, D. 2006. The network game. 34th Conference of the Committee for Museums and Collections of Science and Technology (CIMUSET) (Instituto Nacional de Matemática Pura e Aplicada, Rio de Janeiro, Brazil, 11–17 September).

Demant, D. 2006. What has posterity done for us? Making collection databases accessible to users in the future. International Memory and Culture Seminar: The Importance of Memory in Cultural Education. SESC Vila Mariana (Sao Paulo, Brazil, September).

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Factor, J. 2006. Keynote speaker. 'It's only play if you get to choose': children's perceptions of play and adult intervention. Power of Play Conference, Association for the Study of Play (Brock University, Ontario, Canada, 18 May).

Factor, J. 2006. Opening address. Ladles and jellypoos: subversion as a central developmental tool in children's play. 19th Biennial Meeting, International Society for the Study of Behavioural Development (Carlton Crest Hotel, Melbourne, 2 July).

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- Fahey, G. 2007. Hierarchy of knowledge: where should museums pitch themselves? Museums Australia National Conference (National Gallery of Australia, Canberra, 18 May).
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- Henry, D. 2006. Aso volcano and the Fuka mine fieldwork in Japan. Mineralogical Society of Victoria (Melbourne, December).
- Hill, T. 2006. 'Come see the stars!' – the modern world of planetaria. Annual Meeting of the Astronomical Society of Australia (Australian Defence Force Academy, Canberra, 5 July).
- Hill, T. 2006. Conference convenor. 18th International Planetarium Society Conference (Carlton Crest Hotel, Melbourne, 23–27 July).
- Hirst, R. 2007. Leadership: creating a networked organisation. ABC Victorian Executive Leadership Conference (Melbourne Business School, Mt Eliza, 7 June).
- Hiscock, R. 2006. Keynote speaker. Many Players, Many Parts: 3rd National Forum on Performance in Cultural Institutions (Sovereign Hill, Ballarat, 13 October).
- Hiscock, R. 2007. 'The whole is greater than the sum of the parts': branding Museum Victoria. Museums Australia National Conference (National Gallery of Australia, Canberra, 18 May).
- Holland, T. 2006. A new specimen of *Barameda* (Sarcopterygii, Rhizodontida) and heterochrony in the rhizodontid pectoral fin. 20th Victorian Universities Earth and Environmental Sciences Conference (Monash University, Melbourne, 26 October).
- Holland, T. 2007. New description and the phylogeny of the tetrapodomorph fish *Marsdenichthys longiocipitus* from Mt Howitt, Victoria. 11th Conference on Australasian Vertebrate Evolution Palaeontology and Systematics (CAVEPS) (Melbourne Museum, 10–13 April).
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- Leggio, A. 2007. The history of Australia's Kodak manufacturing plant. Joint meeting of ICOM-CC (International Council for Museums-Conservation Committee), Photographic Materials Working Group and the AIC-PMG (American Institute for the Conservation of Historic and Artistic Works Photographic Materials Group) (George Eastman House, Rochester, New York, USA, 22–24 February).
- Long, J. 2006. The fossil record: what gaps? Australian Skeptics Conference (Melbourne Museum, 20 November).
- Long, J. 2006. Devonian vertebrates of Victoria spanning the fish–tetrapod transition. Neil Archbold Memorial Symposium (Royal Society of Victoria, Melbourne, 24 November).
- Long, J. 2007. Symposium convenor. Palaeozoic vertebrates of Gondwana: phylogeny, biostratigraphy and biogeography. 11th Conference on Australasian Vertebrate Evolution Palaeontology and Systematics (CAVEPS) (Melbourne Museum, 10–13 April).
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- McFadzean, M. 2006. The glory box: lifting the lid on an ambivalent signifier. Australian Network for Research in Women's History Conference (Australian National University, Canberra, 5 July).
- McFadzean, M. 2006. Private memories in public spaces: telling stories at the Immigration Museum, Melbourne. 14th International Oral History Association Conference (University of Technology, Sydney, 15 July).
- Malekian, M., Cooper, S., Carthew, S., Christidis, L. and J. Norman. 2007. Molecular systematics of the glider genus *Petaurus* (Marsupialia: Petauridae): evidence for cryptic diversity in Australia and New Guinea. 5th Southern Connections Conference (University of Adelaide, 21–25 January).

- Meehan, C., Bush, M. and T. Hill. 2006. What a difference evaluation makes! 18th International Planetarium Society Conference (Carlton Crest Hotel, Melbourne, 27 July).
- Melville, J. 2007. Diversification and evolutionary patterns in desert lizard radiations. 5th Southern Connection Conference (University of Adelaide, 21–25 January).
- Melville, J. and L. Harmon. 2007. Ecological diversification and evolutionary patterns in desert lizard communities. Evolution 2007: Joint Annual Meeting of the Society for the Study of Evolution, Society of Systematic Biologists and American Society of Naturalists (Christchurch Convention Centre, New Zealand, 16–20 June).
- Methven, D. 2006. Email archiving and management. Ark Group, Asian Email Management Conference (San Francisco, USA, 2 November).
- Mills, S. 2007. Crystal-chemical behaviour of Ge and Ga in Pb-Fe members of the alunite supergroup. 19th General Meeting of the International Mineralogical Association (International Conference Centre, Kobe, Japan, 23–28 July).
- Norman, J. 2007. Aridity and the evolutionary diversification of Australian songbirds. 5th Southern Connection Conference (University of Adelaide, 21–25 January).
- Norman, M. 2006. Insights into the diversity, origins, behaviour and biology of Indo-Pacific cephalopods. Molluscs 2006: Triennial Meeting of the Malacological Society of Australasia (University of Wollongong, 8 December).
- O'Hara, T. 2006. Seamounts: centres of endemism or oases of productivity? 12th International Echinoderm Conference (University of New Hampshire, Durham, USA, 7–11 August).
- Pascoe, C. 2007. Beyond the porcelain doll: museum engagement with the history of children. Museums Australia National Conference (National Archives of Australia, Canberra, 18 May).
- Phillips, K. 2007. Tapping into museum resources on water (poster presentation). World Conference on Science and Technology Education (Perth, 8–12 July).
- Pickering, D. and L. Kool. 2007. A short history of Victorian polar dinosaurs and other vertebrates. 11th Conference on Australasian Vertebrate Evolution Palaeontology and Systematics (CAVEPS) (Melbourne Museum, 10–13 April).
- Poore, G. 2006. Exploring and characterising marine benthic ecosystems of the south-west region of Australia. Census of Marine Life, Continental Margin Ecosystems workshop (Institut Océanographique, Paris, 6 July).
- Poore, G. 2007. Using Adobe Illustrator to illustrate descriptions of marine isopod crustaceans. Census of the Diversity of Abyssal Marine Life (CeDAMar) workshop on isopod taxonomy (German Center of Marine Biodiversity Research (DZMB), Wilhelmshaven, Germany, 26–30 March).
- Poore, G. 2007. Using DELTA taxonomic software for the description of marine isopod crustaceans. Census of the Diversity of Abyssal Marine Life (CeDAMar) workshop on isopod taxonomy (German Center of Marine Biodiversity Research (DZMB), Wilhelmshaven, Germany, 26–30 March).
- Reynolds, A. 2007. A multi-method approach to website evaluation. Museums Australia Conference (Brisbane, 3 May).
- Rheindt, F., Christidis, L. and J. Norman. 2006. When morphology does not suffice: phylogenetic relationships in the cryptic radiation of elaeniid flycatchers (Tyrannidae). 24th International Ornithological Congress (Congress Center Hamburg, Germany, 15 August).
- Schmidt, R. 2007. Filling the gap: Cretaceous-Tertiary bryozoa of north-western Australia. 14th International Bryozoology Association Conference (Appalachian State University, Boone, North Carolina, USA, 2–7 July).
- Sebastian, P. 2006. Mobilising communities and sharing stories: the role of the Immigration Museum in one of the most culturally diverse cities in the world. Expert Meeting on Migration Museums, convened by UNESCO and the International Organization for Migration (IOM) (Rome, Italy, 23–25 October).
- Shiell, A. 2006. Fundraising through fantasy and fancywork: grand bazaars in Melbourne. Seize the Day: Exhibitions, Australia and the World conference (Melbourne Museum, 20 October).
- Shoo, L., Rose, R., Doughty, P., Austin, J. and J. Melville. 2007. Diversification patterns of pebble-mimic dragons are consistent with historical disruption of important habitat corridors in arid Australia. 5th Southern Connection Conference (University of Adelaide, 21–25 January).
- Smith, K., Edwards, D., Shoo, L., Sadler, R., and J. Melville. 2007. Cryptic speciation in the tropical savannahs of northern Australia: phylogeography of the agamid lizards *Diporiphora magna* and *D. bilineata*. Evolution 2007: Joint Annual Meeting of the Society for the Study of Evolution, Society of Systematic Biologists and American Society of Naturalists (Christchurch Convention Centre, New Zealand, 16–20 June).
- Townsend, H. 2007. Multimedia and public programs: can collaboration add value? Museums Australia National Conference (Questacon, Canberra, 17 May).
- Walker, K. 2006. Australian museum Apoidea database holdings and database readiness. Global Biodiversity Information Facility (GBIF) Pollinators Campaign Meeting (Amsterdam, the Netherlands, November).
- Willis, E. 2006. Australia at the Exposition Universelle de Paris, 1855. Seize the Day: Exhibitions, Australia and the World conference (Melbourne Museum, 20 October).
- Willis, E. 2006. The law, history and politics: the case of *Etched on Bark*. Australian Registrars Committee Conference (Hobart Conference and Function Centre, 15–17 November).
- Wrench, R. 2007. Managing the Donald Thomson Indigenous materials collection. Joint AusHeritage and Indian National Trust for Art and Cultural Heritage (INTACH) Symposium: Managing and Conserving Cultural Heritage (Delhi, India, 31 March – 8 April).
- Wrench, R. 2007. Indigenous participation in museums. Joint AusHeritage and Indian National Trust for Art and Cultural Heritage (INTACH) Symposium: Managing and Conserving Cultural Heritage (Delhi, India, 31 March – 8 April).

## Lectures

- Allen, L. 2006. Ancient technologies: perspective from Arnhem Land. Lecture to undergraduates in Ancient Technologies. Archaeology Department, La Trobe University (Melbourne Museum, 19 September).
- Allen, L. 2006. Images and objects: Indigenous perspectives on the Donald Thomson Collection. Lecture to undergraduates in Conserving Culture and Indigenous Knowledge. School of Anthropology, Geography and Environmental Studies, University of Melbourne (10 October).
- Allen, L. 2007. Indigenous collections from northern Australia at Museum Victoria. Lecture to graduates in Indigenous Collections and Exhibitions, Museums and Collections program. Research School of the Humanities, Australian National University (Canberra, 28 March).
- Allen, L. 2007. The aesthetic and ancestral power: bark paintings in the Donald Thomson Collection. Archaeological and Anthropological Society of Victoria (Discovery Centre, Melbourne Museum, 21 June).
- Batty, P. 2006. *Colliding Worlds* floor talk (Australia Gallery, Melbourne Museum, 15 July).
- Batty, P. 2007. Contextualising first contact in the Western Desert. Presidential Circle Lecture (Australian Museum, Sydney, 18 May).
- Batty, P. 2007. From the sacred to the profane: understanding Aboriginal art. Archaeological and Anthropological Society of Victoria lecture series (Melbourne Museum, 18 June).
- Birch, W. 2007. Geological overview of the Western District Volcanic Province. Cultural Landscapes of the Volcanic Plains forum, Heritage Council of Victoria / National Trust of Australia (Glenormiston, 30 March).
- Birch, W. 2006. Uranium: marvellous or menace? A Victorian perspective. Royal Society of Victoria (9 November). Also presented to the Mineralogical Society of Victoria (6 June).
- Bray, D. 2006. Extinct frogs near Canberra: bioacoustic project. 5th Australasian EMU Users Group Meeting (National Museum of Australia, Canberra, 5–7 September).
- Byrne, T. 2007. A day in the life of Planet Earth. Inside Story seminar series (Discovery Centre, Melbourne Museum, 2 March).
- Carland, R. 2006. What does the past smell like? Contemporary collecting at Museum Victoria. Lecture to undergraduates in Museums, Objects, Spectacles. Department of History, University of Melbourne (April).
- Carland, R. 2007. Your virtual history: telling stories through emerging technologies. 18th Annual Women on Farms Gathering (Shepparton, 18–20 May).
- Carland, R. 2007. Virtual her-story: the Women on Farms heritage collection online. Workshop presentation. University of Melbourne (Shepparton campus, May).
- Chubaty, A. and C. Churchill, 2006. Development of the Museum Victoria website, *Caught and Coloured: Zoological Illustrations from Colonial Victoria*. 5th Australasian EMU User Group Meeting, National Museum of Australia (Canberra, 5–7 September).
- Factor, J. 2007. Enduring myths about childhood and children's playlore. University of Innsbruck (Austria, March).
- Fitzgerald, E. 2006. Alien sea monsters from deep time: in quest for the origins of whales. ESPG seminar (Fritz Loewe Theatre, School of Earth Sciences, University of Melbourne, 8 September).
- Gomon, M. 2007. Toward a stronger framework for marine research: directions for Australian fish taxonomy. Primary Industries Research Victoria, Queenscliff Marine Centre seminar series (Queenscliff, 4 April).
- Gomon, M., Bray, D. and B. Ong. 2006. Australian Fishes Barcode of Life at Museum Victoria (Hobart, 30 August).
- Greene, J.P. 2006. The treasures in the collections of Museum Victoria. Australian Decorative and Fine Arts Society (Melbourne, 1 November).
- Greene, J.P. 2006. The value of museums as tourist attractions. Victorian Tourism Industry Council Industry Forum (Melbourne, 13 December).
- Greene, J.P. 2007. Burning issues facing science museums down-under. London Science Museum/Imperial College seminar (17 May).
- Greene, J.P. 2007. Price product and promotion: transforming Museum Victoria into a networked museum. National Museum of Scotland (21 May).
- Greene, J.P. 2007. Museum Victoria and the Commonwealth Games. Kelvingrove Museum, Glasgow (Scotland, 22 May).
- Hart, T. 2006. The Virtual Room and a proposed production on the *4.6 Billion Years: Earth's Story*. Exhibition and Public Programs Committee, National Museum of Natural History, Smithsonian Institution (Washington DC, USA, 2 August).
- Hart, T. 2006. Using the Virtual Room to tour the USA to present the National Ignition Facility–Fusion Reactor Project. Executive of the National Ignition Facility, Lawrence Livermore Laboratory (California, USA, 6 August).
- Henry, D. 2006. EMu: managing the golden eggs. 5th Australasian EMU Users Group Meeting (National Museum of Australia, Canberra, 5–7 September).
- Hirst, R. 2006. Developing a research strategy in a complex environment. Emerging Research Leaders Conference, University of Melbourne (8 September).
- Horvath, A. 2006. Science, scientists and 'intelligent' design. Spirituality in the Pub lecture series (8 August).
- Horvath, A. 2006. Present with impact: public audiences. Postgraduate Upskills Program, University of Melbourne (31 August).
- Horvath, A. 2007. Present with impact: knowledge transfer for PhD students. Postgraduate Colloquia Program, University of Melbourne (3 May).
- Jakubec, K. 2006. Meet the merfolks: a history of the Great Fountain in Carlton Gardens. Inside Story seminar series (Discovery Centre, Melbourne Museum, 1 September) and Open Day, Royal Exhibition Building (29 October).
- Kean, J. 2006. Caught & Coloured: Zoological Illustrations from Colonial Victoria. 2006 Crosbie Morrison Memorial Lecture (The Age Theatre, Melbourne Museum, 16 August).
- Kean, J. 2006. Caught & Coloured: revealing the colonial legacy. Digital Forum, Experimedia, State Library of Victoria (Melbourne, 23 August).
- Kean, J. 2006. Caught & Coloured: Zoological Illustration from Colonial Victoria. Olive Club meeting (Karaguessian Room, University House, University of Melbourne, 31 August).
- Kean, J. 2006. Caught & Coloured: Zoological Illustration in Colonial Victoria. Presentation at the annual general meeting of the Menzies Foundation (East Melbourne, 15 November).
- Kean, J. 2006 and 2007. Murray Cod: the biggest fish in the river. Exhibition opening addresses. Swan Hill Regional Art Gallery (2 December) and Mildura Arts Centre (27 April).
- Kean, J. 2007. Murray Cod: the biggest fish in the river: a case study in commissioning photographs for an exhibition. The Art of Collecting and Using Photographs and Negatives, Museums Australia (Victoria) seminar (Melbourne Museum, 14 May).

- Kean, J. 2007. Not just black and white: a conversation. Panel discussion. Shock & Awe: Curating Contemporary Art, Craft & Design. 2007 NETS Victoria Symposium for Curators (National Gallery of Victoria International, 28 June).
- Kearney, M., Melville, J. and D. Murphy. 2006. The origin and maintenance of the arid zone biota: what do we know? Melbourne Systematics Forum (Discovery Centre, Melbourne Museum, 7 December).
- Kenderdine, S. 2006. Hampi: augmented stereographic panoramas of Vijayanagara, India. Inside Story seminar series (Discovery Centre, Melbourne Museum, 1 December).
- Kenderdine, S. 2007. Presentations for the joint INTACH/AusHeritage seminar series. (New Delhi, April).
- Long, J. 2006. The origin and radiation of the gnathostome fishes: new evidence from Gondwana discoveries. Royal Society of Victoria (Melbourne, 14 September).
- Long, J. 2006. *Thylacoleo*: The beast of the Nullarbor. Inside Story seminar series (Discovery Centre, Melbourne Museum, 20 September).
- Long, J. 2007. Popular science writing: experience and tips. Department of Zoology, University of Melbourne (22 January).
- Long, J. 2007. Searching for the human body plan within 380-million-year-old fishes. School of Biological Sciences, Monash University (Melbourne, 16 May).
- Long, J. 2007. Rewriting evolution from fishes to man: not too many steps. The Australian Museum Society (Sydney, 24 May).
- Marchant, R. 2006. Secondary production. Two lectures for undergraduate students in Aquatic Ecology. School of Biological Sciences, Monash University (29 August and 4 September).
- Marchant, R. 2007. The use of taxonomic distinctness to assess environmental disturbance of insect communities from running water. School of Biological Sciences, Monash University (Melbourne, 5 June) and the Melbourne Systematics Forum (Discovery Centre, Melbourne Museum, 7 June).
- McFadzean, M. 2006. Careers in museums. Museums Australia (Victoria) seminar (Ian Potter Museum of Art, University of Melbourne, 12 September).
- McFadzean, M. 2007. Heritage collections and Museum Victoria. Training workshop for Community Gallery, Immigration Museum (10 February).
- McFadzean, M. 2007. Rushing from all corners: gold and immigration to Victoria, an overview. Melbourne's Golden Mile volunteer training seminar (Immigration Museum, 7 March).
- Meehan, C. 2007. Audience research at Museum Victoria. Lecture to Marketing Students Deakin University (Melbourne Museum, 8 May).
- Meehan, C. 2007. Making research easy at Museum Victoria. Arts Victoria workshop (Immigration Museum, 30 March).
- Meehan, C. 2006. Measuring satisfaction with customer service in the museum. Customer Service Special Interest Group (Melbourne Museum, 19 October).
- Meehan, C. 2007. Museum Victoria teacher motivational segments. Strategic Partnership Project (ACMI, Melbourne, 18 May).
- Melville, Jane. 2006. Workshop presenter. The molecular systematics of Australian agamid lizards. Applied Ecology Department, University of Canberra (16 August).
- Melville, J. 2006 and 2007. Ecological diversification and evolutionary patterns in desert lizard communities. Applied Ecology Department, University of Canberra (15 August), Harvard University (Cambridge, Ma., USA, September) and School of Biological Sciences, Monash University (Melbourne, 14 March).
- Mills, S. 2007. Segnitite and other minerals from Broken Hill. Mineralogical Society of Victoria (Melbourne, 2 May).
- Nazih Laouami, S. 2006. The evolution of customer service at Museum Victoria. Inside Story seminar series (Discovery Centre, Melbourne Museum, 10 November).
- Norman, M. 2007. Monsters of the deep: the creatures off our shores. Sea Days Festival, Coastcare/Coast Action (Port Welshpool, 5 January).
- O'Hara, T. 2006. Seamount ophiuroids: oases of productivity or centres of endemism? 12th International Echinoderm Conference (University of New Hampshire, USA, 14 August).
- O'Hara, T. 2006. Invasive marine species in Victoria. Field Naturalists Club of Victoria Symposium on Introduced Pests (Melbourne, 8 September).
- O'Hara, T. 2006. Seamount ophiuroids. Census of Marine Life: Seamounts, Data Analysis Forum (San Francisco, USA, 7 December).
- O'Hara, T. 2007. Effects of climate past and present on Victorian coastal marine animals. ReefWatch seminar (Melbourne Museum, 6 June).
- O'Loughlin, PM. 2007. Images of Antarctica. Inside Story seminar series (Discovery Centre, Melbourne Museum, 12 January).
- Pascoe, C. 2007. Private lives: museum collections and displays of children's history. Lecture to undergraduates in Museums, Objects, Spectacles. Department of History, University of Melbourne (April).
- Pascoe, C. 2007. The spaces of childhood in 1950s Australia. Building Communities Interdisciplinary Postgraduate Seminar (University of Melbourne, May).
- Pickering, D. 2006. The Buchan *Palorchestes*. Inside Story seminar series (Discovery Centre, Melbourne Museum, 6 October).
- Rich, T. 2006. History of mammals in Australia. Two lectures to students at Monash University (Melbourne, September).
- Rich, T. 2007. Vertebrate palaeontological potential of the Kingdom of Saudi Arabia. Saudi Geological Survey (Jeddah, Kingdom of Saudi Arabia, 28 February).
- Ritchie, E. 2007. Macropod macroecology: modelling the distribution and abundance of Australia's tropical marsupial herbivores. Melbourne Systematics Forum (Discovery Centre, Melbourne Museum, 1 March).
- Rolfe, T. and J. Kean. 2006 and 2007. Using your research for non-traditional forms. Writing for Readers: Preparing for Publication Beyond Academia program. School of Graduate Studies, University of Melbourne (9 August and 28 March).
- Shoo, L. 2006. Montane rainforest birds in Australia's wet tropics: future prospects in a warming world. Melbourne Systematics Forum (Discovery Centre, Melbourne Museum, 2 November).
- Syme, A. 2006. What do morphology and molecules tell us about the systematics of cylindroleberid ostracods? Final PhD presentation, Department of Zoology, University of Melbourne (27 September).
- Syme, A. 2006. Homoplasy: What is it good for? Melbourne Systematics Forum (Discovery Centre, Melbourne Museum, 6 July).
- Veis, N. 2007. The ethical issues concerning the display of human anatomy at Melbourne Museum. History Program, University of Melbourne (3 May).
- Walker, K. 2007. Sliding doors: the dilemma of Citizen Science. State Library of Victoria (Melbourne, 1 May).

## 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 section 7(1)(a)(i) is located elsewhere in this annual report.

### Contacts

Principal Officer  
Dr J. Patrick Greene (Chief Executive Officer)  
Freedom of Information Officer  
Ross Harrison Snow  
Address GPO Box 666, Melbourne 3001  
Telephone (03) 8341 7777  
Fax (03) 8341 7778  
Email [foi@museum.vic.gov.au](mailto: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 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, and
- /// 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 is sufficient. Each request should be accompanied by a \$22.00 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 the date on which the request was received.

### Charges Under the Act

Section 22 of the Act outlines the principles for the levy or waiver of charges required to be paid by an applicant before access to a document is given. The current application fee is \$22.00. 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

Museum Victoria maintains the following subscription services and free mailing lists:

- /// *Six Months*  
Museum Victoria magazine
- /// *Memoirs of Museum Victoria*
- /// Museum Victoria e-news
- /// *Play & Folklore*
- /// MV Teachers e-newsletter
- /// Melbourne Museum  
Volunteer newsletter
- /// Volunteer Program email bulletin
- /// Museum Victoria Members  
email bulletin
- /// Museum Victoria  
*What's On* brochure
- /// IMAX *What's On* brochure
- /// Education brochures
- /// Discovery Program brochure
- /// Designed to Inspire e-newsletter
- /// Museum Victoria e-newsletter
- /// Immigration Museum  
Tribute Garden newsletter
- /// IMAX e-blast newsletter, and
- /// Scienceworks Explorer Club newsletter.

### 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* (Vic.). 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 2006–07.

For inquiries or to request a copy of Museum Victoria's Privacy Policy, contact: Privacy Officer, Ross Harrison Snow  
Address GPO Box 666,  
Melbourne 3001  
Telephone (03) 8341 7777  
Fax (03) 8341 7778

## Legislative Changes

There were no amendments to the *Museums Act 1983* in the 2006–07 financial year.

## Public Sector Values and Employment Principles

During the 2006–07 financial year, Museum Victoria complied with 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 are made available and readily accessible to staff prior to their employment commencing. They are explained through the induction program and are readily accessible through Museum Victoria's intranet.

## Cultural Diversity Statement

Museum Victoria values and is committed to fairness and equity in all it does. It actively encourages access and participation, and embraces the principles of sustainability, social justice and reconciliation.

### Relevant Activities Undertaken During the 2006–07 Financial Year

- /// Ongoing community engagement undertaken at Melbourne Museum, Immigration Museum and Bunjilaka to deliver exhibitions and festivals.
- /// Continued implementation of the Staff and Organisational Development Strategy. The strategy includes initiatives to ensure merit, fairness and equity, and care for staff.
- /// Ongoing provision of facilities for Indigenous groups to meet free of charge.
- /// Continued general access to the ethnographic and photographic Indigenous collections for members of the Indigenous community.
- /// Enhanced understanding of the Indigenous Cultures collections through a research program, and development of 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.
- /// Engagement with local disadvantaged communities through the program Discovering Science at the Museum.
- /// Maintenance of long-term loans to Aboriginal community-based museums in Shepparton, Bairnsdale, Yarrabah, Kakadu and Tennant Creek.
- /// Continued support to Indigenous keeping places throughout Victoria through the Roving Curator Program.

## National Competition Policy

Museum Victoria is committed to competitive neutrality principles ensuring fair and open competition. Many non-core activities have been outsourced, such as cleaning, food and beverage services, security, design, exhibition construction, carpark management and facilities management.

## Victorian Industry Participation Policy

Museum Victoria identifies and maximises local sourcing opportunities wherever they offer a value for money outcome. The Victorian Industry Participation Policy did not apply to any contracts that commenced or were completed during 2006–07.

## Consultancies

Museum Victoria did not commission any consultancies during 2006–07 where expenditure incurred was greater than \$100,000.

Two consultancies where the expenditure incurred was less than \$100,000 were engaged during 2006–07, at a total cost of \$56,291 (excluding GST).

# Building and Maintenance Compliance

At 30 June 2007, Museum Victoria was responsible for eight Government-owned buildings. The museum also occupied premises at Swann House, Melbourne as a tenant. Museum Victoria complied with all provisions of the Building Act 1993.

## Major Works (over \$50,000)

Royal Exhibition Building	
/// Installation of temporary flooring	\$160,572
Scienceworks	
/// Alterations to the main entry and foyer	\$355,840
Immigration Museum	
/// Replacement of Tribute Garden name plaques	\$173,000

## Minor Works (under \$50,000)

Royal Exhibition Building	
/// Repairs to stone steps	\$28,805
Melbourne Museum	
/// External painting of the Children’s Gallery	\$38,005
/// Installation of concrete pathways for truck access	\$24,500
/// Sanding and re-sealing the Touring Hall timber floor	\$23,500
/// Installation of pond system water recovery tanks	\$25,500
Moreland Store	
/// Replacement of the boiler	\$27,980
/// Repairs to damaged fire sprinkler pumps	\$15,180

# The Whistleblowers Protection Act 2001

Disclosures under the Whistleblowers Act	Number	Type
Disclosures made to the public body	1	Mismanagement
Mismanagement of during the year		of public resources
Disclosures referred during the year by the public body to the Ombudsman for determination as to whether they are public interest disclosures	Nil	
Disclosed matters referred to the public body during the year by the Ombudsman	Nil	
Disclosed matters referred during the year by the public body to the Ombudsman to investigate	Nil	
Investigations of disclosed matters taken over by the Ombudsman from the public body during the year	Nil	
Requests made under section 74 during the year to the Ombudsman to investigate disclosed matters	Nil	
Disclosed matters that the public body has declined to investigate during the year	Nil	
Disclosed matters that were substantiated on investigation and the action taken on completion of the investigation	Nil	
Recommendations of the Ombudsman under this Act that relate to the public body	Nil	

# 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*. 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](http://www.ombudsman.vic.gov.au).

## 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

Address Level 1 West, Melbourne Museum, Carlton Gardens  
Telephone (03) 8341 7746  
Fax (03) 8341 7273

##### Protected Disclosure Co-ordinator

##### – Director, Corporate Services

Address Level 1 West, Melbourne Museum, Carlton Gardens  
Telephone (03) 8341 7768  
Fax (03) 8341 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 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 Board President is the subject of a claim, the internal reporting system will be modified as follows:

- /// The roles of Protected Disclosure Co-ordinator and 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 person

A disclosure about improper conduct or detrimental action by Museum Victoria or its 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](http://www.ombudsman.vic.gov.au)  
Email [ombudvic@ombudsman.vic.gov.au](mailto:ombudvic@ombudsman.vic.gov.au)  
Telephone 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

The Protected Disclosure Officer is obliged to:

- /// 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-ordinator; 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 Co-ordinator

The Protected Disclosure Co-ordinator is obliged to:

- /// 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 coordinating 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 the 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 and the Protected Disclosure 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 and the Protected Disclosure 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:

- /// notify the person who made the disclosure of that conclusion; and
- /// refer the disclosure to the Ombudsman for formal determination as to whether it is indeed a public interest disclosure and further action is to be taken.

Where the Protected Disclosure Co-ordinator concludes that the disclosure is not a public interest disclosure, he or she will:

- /// notify the person who made the disclosure of that conclusion; and

- /// 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.
- /// 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-ordinator. 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 or 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 defence 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.
- /// The Investigator must be impartial in assessing the credibility of the whistleblower and any witnesses. Where appropriate, conclusions as to credibility should be included in the investigation report.

## 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 Co-ordinator. 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.

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 any 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 to be 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 making 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 a 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 of the timeframes 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 CEO 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 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 defence 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
IMAX	\$17.50	\$12.50	\$14.00
Scienceworks Museum	\$6.00	\$0.00	\$0.00
Melbourne Planetarium	\$5.00	\$3.50	\$4.00
Lightning Room	\$5.00	\$3.50	\$4.00
Immigration Museum	\$6.00	\$0.00	\$0.00

## Notes

- /// Tours of the Royal Exhibition Building: adult \$5.00, child/concession \$3.50.
- /// Special fees apply for various ticket options, such as combined IMAX Theatre, Melbourne Planetarium, Victoria University High Voltage Theatre and school bookings, tour groups, special activities and programs.
- Surcharges apply for some special touring exhibitions.

## Membership Fees for Museum Victoria Members

Adult	\$25.00
Child	\$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 two adults and up to four dependent children, 16 years and under at the one address.
- /// Membership provides unlimited entry to all venues, including Royal Exhibition Building tours; one free entry per year to the Melbourne Planetarium and Lightning Room; discounts for touring exhibitions and retail outlets; member-only events and previews; free admission to a number of interstate museums; and subscription to Museum Victoria’s *Six Months* magazine.