

真天命太平天國

禾乃師賊病王楊
左輔正軍師東王蕭

久正軍師西王蕭

為

誥諭

天意既定人

天既生

真主以

以來

真神叛逆

上帝倡民變

ANNUAL REPORT 2015-2016

NATIONAL LIBRARY OF AUSTRALIA

化慨自胡奴擾亂中國

皇天兼且暴虐我黎庶殘害我生靈肆銅臭之熏天令斯文以
掃地農工作苦歲受其殃商賈通往關徵其稅四海傷

心中原怒目

本軍師奉

天命之用休不忍斯民於塗炭創義旗以剿妖胡興

王師以滅魔鬼乃郡縣所經如行時雨旌旗所指猶解倒

懸本

天意之昭彰証人心之響應自廣西起義以來所到之處抗

王師者前徒倒投順之戈涼

天威者聞風喪妖人之膽茲建

王業切誥蒼生速宜敬拜

上帝毀除邪神以獎

天衷以受

天福士農工商各力其業自諭之後爾等務宜安居桑梓樂守

常業 聖兵不犯秋毫羣黎毋容震懾當旅而之不驚

念其蘇之有違為此特行告諭安爾善長布告天下咸

曉萬方各宜遵毋違特諭



ANNUAL REPORT 2015-2016

NATIONAL LIBRARY OF AUSTRALIA

5 August 2016

Senator the Hon Mitch Fifield
Minister for the Arts
Parliament House
CANBERRA ACT 2600

Dear Minister

National Library of Australia Annual Report 2015–2016

The Council of the National Library of Australia has pleasure in submitting to you, for presentation to each House of Parliament, its annual report covering the period 1 July 2015 to 30 June 2016.

The report is submitted to you in accordance with section 46 of the *Public Governance Performance and Accountability Act 2013*.

We commend the Annual Report to you.

Yours sincerely



Mr Ryan Stokes
Chair of Council



Ms Anne-Marie Schwirtlich AM
Director-General



Canberra ACT 2600
T +61 2 6262 1111 F +61 2 6257 1703
Hearing or speech impaired-call us via the National Relay Service on 133 677
nla.gov.au
ABN 28 346 858 075

Published by the National Library of Australia
Parkes Place
Canberra ACT 2600
T 02 6262 1111
F 02 6257 1703
National Relay Service 133 677
nla.gov.au/policy/annual.html

ABN 28 346 858 075

© National Library of Australia 2016

ISSN 0313-1971 (print)
1443-2269 (online)

National Library of Australia
Annual report / National Library of Australia.—8th (1967/68)—
Canberra: NLA, 1968—v.; 25 cm.
Annual.
Continues: National Library of Australia. Council. Annual report of the Council =
ISSN 0069-0082.
Report year ends 30 June.
ISSN 0313-1971 = Annual report—National Library of Australia.
1. National Library of Australia—Periodicals.
027.594

Prepared by the Executive and Public Programs Division
Printed by Union Offset

Cover image:
An Edict of the Heavenly Kingdom of Great Peace
sheet; 96 x 153 cm
(Nanjing: 1853)
nla.gov.au/nla.cat-vn2051312

CONTENTS

INTRODUCTION 1

- 1.1 Chair's Report 3
- 1.2 Director-General's Review 6
- 1.3 Summary of Financial Performance 18

GOVERNANCE AND ACCOUNTABILITY 25

- 2.1 Role 27
- 2.2 Legislation 28
- 2.3 Purpose 28
- 2.4 Organisation 28
- 2.5 Corporate Governance 30

ANNUAL PERFORMANCE STATEMENT 39

- 3.1 2015–16 Snapshot 42
- 3.2 Strategic Priority One: Build the Nation's Memory 44
- 3.3 Strategic Priority Two: Make Access Happen 49
- 3.4 Strategic Priority Three: Lead, Partner, Connect and Excel 55
- 3.5 Cross-agency Key Performance Indicators 61

FINANCIAL STATEMENTS 65

- 4 Audited Financial Statements 67

APPENDICES 113

- 5.1 Appendix A: The Council of the National Library of Australia and Its Committees 115
- 5.2 Appendix B: National Library of Australia Foundation Board 121
- 5.3 Appendix C: National Library of Australia Committees 122
- 5.4 Appendix D: Staffing Overview 124
- 5.5 Appendix E: Gifts, Grants and Sponsorships 129
- 5.6 Appendix F: Grant and Fellowship Programs 131
- 5.7 Appendix G: National Library of Australia Fund 133
- 5.8 Appendix H: Notable Acquisitions 141

GLOSSARY AND INDICES 147

- Glossary 149
- Shortened Forms 150
- Compliance Index 151
- Index 152

FIGURES

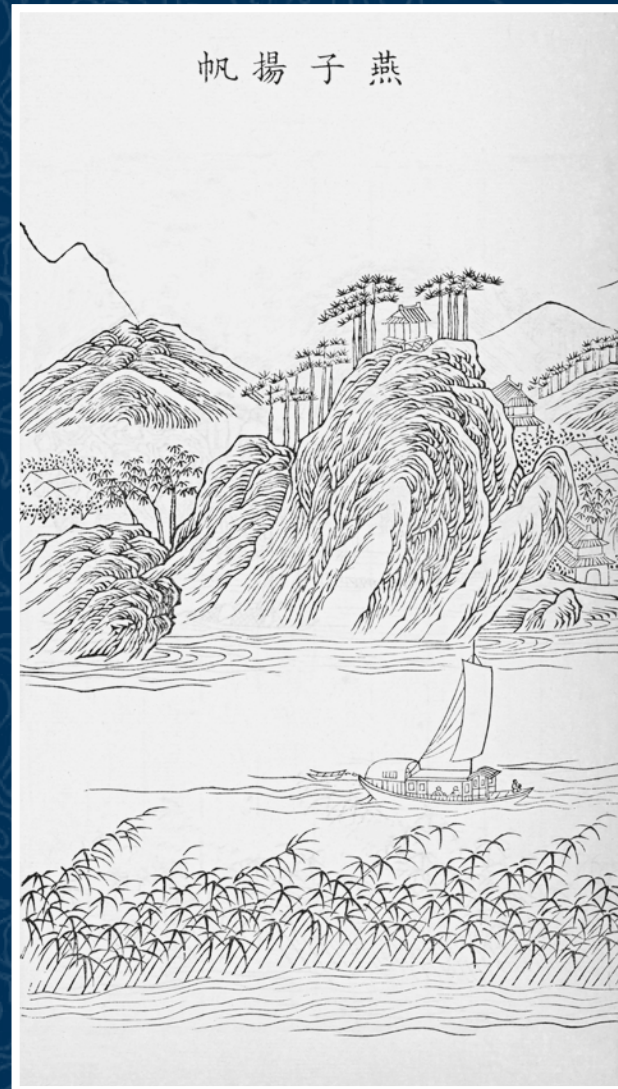
- Figure 1.1: Operating Income, 2015–16 and 2014–15 19
- Figure 1.2: Operating Expenses, 2015–16 and 2014–15 20
- Figure 1.3: Total Assets, 2015–16 and 2014–15 21
- Figure 1.4: Total Liabilities, 2015–16 and 2014–15 22
- Figure 1.5: Net Cash Flow, 2015–16 and 2014–15 23
- Figure 2.1: Organisational and Senior Management Structure, 30 June 2016 29
- Figure 2.2: Corporate Governance Structure, 2015–16 30

TABLES

- Table 2.1: Premiums for Injuries Suffered, 2013–17 36
- Table 2.2: Library Expenditure on Advertising and Market Research, 2015–16 37
- Table 3.1: Cross-cultural Agency Key Performance Indicators, 2015–16 62
- Table D.1: Salary Ranges below SES Level and Number of Employees, 30 June 2016 124
- Table D.2: Staff Distribution by Division, 30 June 2016 125
- Table D.3: Ongoing and Non-ongoing Full-time and Part-time Staff by Classification and Gender, 30 June 2016 126
- Table D.4: Staff by Equal Employment Opportunity Group and APS Classification, 30 June 2016 127
- Table D.5: Staff Training Days, 2015–16 128



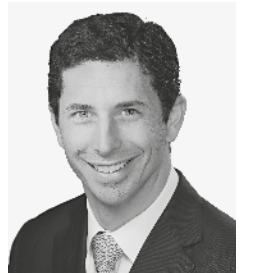
INTRODUCTION



By *Early Morning We Had Reached Swallow Rock* (detail)
in *Wild Swan on the Snow: An Illustrated Record of My Pre-ordained Life*
by Linqing
(Yangzhou: 1847)
nla.gov.au/nla.cat-vn5760635

1.1 CHAIR'S REPORT

The Library's significant achievements are set out in this report. It is a matter of considerable pride to reflect on the purposeful, intelligent and smooth accomplishment of several complex, multi-year projects in areas as diverse as major event planning, digital infrastructure and building redevelopment. I refer, of course, to planning and presenting the major international exhibition, *Celestial Empire: Life in China, 1644–1911*; to the Digital Library Infrastructure Replacement (DLIR) program; and to the project to integrate the Library's reading rooms.



Planning and presenting the *Celestial Empire* exhibition and its associated programming was a major focus for the year, for several reasons. These included the strength and longevity of the relationship between the Library and the National Library of China and the desire to broaden this relationship; the Australian Government's desire to build the cultural, educational, business and people-to-people relations between the two countries; and the Library's desire to promote and make more accessible its extraordinary Chinese collection, especially to Australians of Chinese heritage. The Library was delighted to work with colleagues from the National Library of China to select exquisite manuscripts, rare printed books, epigraphical rubbings and maps, architectural drawings and precious scrolls, most of which had never left China, complementing them with items from the Library's own collection.

We are grateful to the Prime Minister, the Hon Malcolm Turnbull MP, for officiating at the celebration of the exhibition on 5 February and recognising that the exhibition's focus on the Qing dynasty enables us to understand modern China and its relationship with the world today.

With 80,000 visitors to the exhibition and its related programs, from around Australia and abroad, the exhibition was an enormous success. *Celestial Empire* was made possible only by the generous support of the National Library of China, other lenders and significant contributions from sponsors and supporters.

The Council of the National Library of Australia continued to take a close interest in the achievements and progress of the DLIR program. The program is ambitious, pioneering and complex, and is building the digital infrastructure that will enable the Library to collect, deliver, preserve and provide long-term access to digital collections.

There was excellent progress made over the year and an external quality assurance review in February affirmed this assessment, validated outcomes and benefits delivered, and endorsed the focus and investment in the program's last stage. We are particularly excited to see the results of this transformative project, and with the enhanced online and digital platforms, we look forward to seeing the use of Trove and our other resources continue to grow.

The physical transformation of the Library's reading rooms and associated service areas was completed successfully—on time and on budget. The Main Reading Room, on the Ground Floor, was expanded to provide additional quiet space. The informal study and meeting space, on Lower Ground 1, was extended and refurbished, and visitor amenities improved and modernised. Readers and visitors have welcomed the Library's efforts to cater for a variety of uses—creating beautiful spaces that juxtapose contemporary and original furniture, lighting and design thoughtfully and deftly.

Last year, I reported on the successful culmination of the Library's two-decade-long aspiration to extend the legal deposit provisions of the *Copyright Act 1968* to empower the Library to collect Australian digital publications. The bill effecting these changes, the Civil Law and Justice Legislation Bill 2014, received royal assent on 17 August and came into force on 17 February. The deposit of the first ebook on that morning was a very special moment. The body of this report describes the policy, systems and communications work required in preparation for implementation and progress since then.

The Mid-Year Economic and Fiscal Outlook Statement required additional ongoing savings from the Library of \$1.5 million from 2015–16, in addition to the efficiency dividend of 2.5 per cent and other savings.

In order to live within its budget, the Library has restructured, refocused and had to cease some activities as set out in the Director-General's Review. Council has supported the Library to find the necessary service and expense reductions required by the funding reductions.

The National Library is a significant part of Australia's knowledge and research infrastructure. It is loved, valued and used by Australians around the country, and the media coverage about the financial circumstances of the national collecting institutions, especially the Library and Trove, made this clear. Media coverage ranged over television, radio, print and online, as well as extensive social media activity.

Comments about Trove, one element of the Library's work and services, have made plain the ways in which Trove has revolutionised research of every kind, is seen as an exemplar internationally and is pivotal to research of all kinds. Trove is one of the great examples of innovation and collaboration with the Library and collecting institutions in Australia and there are enormous opportunities to build on this world-class infrastructure: for example, by investing at scale in the digitisation of the national collection.

The capability needed to support Australia's knowledge, creativity and innovation by effectively utilising the major national asset and resource that is the National Library, its collections and services is constrained.

In September, Machinery of Government Changes saw the Library move from the Attorney-General's portfolio to the Communications and the Arts portfolio. We were delighted to welcome our new Minister, Senator the Hon Mitch Fifield, soon after his appointment as Minister for the Arts on a visit to familiarise himself with the Library's work. Council was very pleased that the Minister joined its December meeting for an extended discussion and that the Minister returned to the Library, on 5 February, to celebrate *Celestial Empire* and to host a dinner in the Great Hall of Parliament House to thank exhibition sponsors and supporters.

In December, the Governor-General reappointed the Director-General, Ms Anne-Marie Schwirtlich AM, until 1 March 2017.

Council farewelled the Hon Mary Delahunty, Mr Laurie Ferguson, Dr Nicholas Gruen and, after a three-term tenure and service as Deputy Chair of Council, Ms Deborah Thomas. Council and the Library are indebted to them for their passionate and substantial contribution to our work.

It was my pleasure, in July, to begin my second three-year term as Chair. In May, Council welcomed the appointments of Professor Kent Anderson, Ms Janet Hirst, Mr Doug Snedden and Ms Alice Wong, and the reappointment of Ms Jane Hemstritch.

I would like to acknowledge the contribution of my fellow Council members: Mr Thomas Bradley QC, the Hon Mary Delahunty, Mr Laurie Ferguson, Mr John M. Green, Dr Nicholas Gruen, Ms Jane Hemstritch, Dr Nonja Peters, Senator Zed Seselja and Ms Deborah Thomas.



Ryan Stokes

1.2 DIRECTOR-GENERAL'S REVIEW



The Library's new Corporate Plan 2015–2019 articulates three strategic priorities. These are to build the nation's memory; to make access happen; and to lead, partner, connect and excel. The year has seen the Library make significant strides in each area despite straitened financial circumstances.

The thirty-first of March 2016 was a notable anniversary, being 50 years since Sir Robert Menzies laid the Library's foundation stone. The Library marked the anniversary by publishing an essay setting out Sir Robert's pivotal role in the approval, siting, design and building of a National Library that would endure as a national symbol for the transformational power of knowledge, thinking and the processes of the human mind.

Build the nation's memory

As individuals, we prize memory; we consider its loss or absence to be a disease. So it is with a nation. This is why the Library aspires to enable Australians to understand their histories and cultural, intellectual and social lives by collecting and preserving Australian publications—in print and digital forms—together with unpublished archival records, oral histories and documentary pictures, so that they can be enjoyed now and in the future.

In 2015–16, the Library's priorities were:

- to continue building the Library's innovative digital library platform to ensure that Australia's documentary heritage, in all forms, can be acquired, managed for long-term access, and delivered to and used by the public;
- when enacted, to ensure the successful implementation of legal deposit legislation for digital publications through establishment of appropriate policies, systems and workflows;
- to issue and implement a revised Collection Development Policy reflecting the Library's aims for its collections in the digital environment.

The DLIR program, a pioneering and complex five-year enterprise to redevelop the digital library platform, reached a milestone in June with the successful completion of the fourth, and penultimate, stage. Over the year, all planned tasks were completed, with the most significant being migration of the digital oral history, manuscript, map and sheet music collections; the creation and launch of a system to support the collection of published

ebooks and ejournals on 17 February 2016; development and testing of software to automate the flow of published born-digital material into the preservation system; updating of major components of the Newspaper Collection Manager; and decommissioning of legacy systems. With the completion, in December, of the system replacement and data migration projects, all collections moved to using the new Digital Library Content Management System and the new public delivery systems for digital content. Several critical pieces of work automated and streamlined digital collecting activities, enabling innovative approaches to web archiving. The program's achievements over the year enabled more efficient workflows across collecting areas, enhanced user access and improved the sustainability of digital library operations. For example, the project has supported dramatically improved discovery and unmediated download of high-resolution copies of 40,000 out-of-copyright or public domain maps—a very welcome innovation, believed to be the largest such release anywhere to date.

Last year, the Library reported that, with the passage of the Civil Law and Justice Legislation Amendment Bill 2014 on 25 June 2015, it was empowered to collect electronic materials published in Australia. The Act received royal assent on 17 August 2015 and specified that the electronic legal deposit provisions would come into force in six months. In the intervening period, the Library worked intensively to liaise with publishers, issue guidelines and develop systems and workflows to manage incoming econtent. The new online edeposit service was launched on 17 February, providing a simple and easy-to-use web portal for publishers to deposit online. Since the launch, publishers have deposited 812 ebooks, 35 sheet music publications and 121 ejournal titles.

With the introduction of digital legal deposit in February, the Library commenced a full harvest of the Australian web domain in partnership with the Internet Archive. While the Library has completed such crawls before, this was the first conducted under the aegis of the new legislation. The Library's domain harvests over the last 20 years represent an already sizeable slice of Australian culture, daily life and intellectual engagement, and will be an invaluable resource for researchers.

The Library's selective web-archiving activities (which began in 1996 and have resulted in the world's longest established web archive) have also

expanded. The innovative thinking and maturity behind system improvements to these activities, and the integration of tools and processes, were quickly recognised by the international community.

In June, the Library issued a new and significantly revised Collection Development Policy. It sets out the Library's collecting intentions and priorities and defines the scope and nature of collecting of both Australian and overseas materials. It articulates the principles from which decisions to acquire materials flow: why, what, when and how to collect. A living document, the policy has been revised regularly since first issued in 1960 to reflect changes in external and internal environments and to ensure the Library's collections meet the needs and expectations of Australians. Since the Collection Development Policy was last published in complete form in 2008, there have been significant changes in the publishing environment; in the ways in which collection material is created; in accessibility; and in the costs of acquisition.

At the centre of the policy is a continuum—from comprehensive collections, where relevant materials are acquired to the greatest extent possible, through representative collections, to selective collections, where items of high importance are identified and collected. For the first time, common priorities are applied across the continuum and across collection formats. This supports the creation of collections deemed a priority across formats: for example, complementing a significant personal archive with website material and social media feeds.

The Library's collection is enriched each day and this means that it grows each day—physically and digitally. The Library's physical collection totals 256 shelf kilometres and grows by 2.5 shelf kilometres each year. The Library's digital collection exceeds 4.8 petabytes and grew by 16 per cent (680 terabytes) in 2015–16. Appendix H highlights a selection of the additions to the national collection.

The growing collection requires that existing physical storage is used in the most efficient way possible and that careful planning is done to accommodate future growth. Significant analytical work culminated in the issue of a revised Storage Master Plan for onsite physical collections, 2015–2025. Over the year, major improvements were made to the storage of maps. In December 2014, the first of a four-stage project to upgrade maps storage began with the aim of improving use of space, replacing aged and inefficient shelving, and providing for a decade's growth. The remaining three stages—housing sheet maps, rare maps and aerial photographs—were completed this year.

Make access happen

A collection that cannot be discovered, used and shared is one that cannot inspire, delight, illuminate and animate. The Library places a strong emphasis on its online and onsite services and programs that seek to make the collection accessible in a variety of ways.

In 2015–16, the Library's priorities were:

- to complete the Reading Room Integration Project to transform Library services to onsite users and better meet the needs of twenty-first century Library users;
- to collaborate with partners and the public to increase the volume and variety of digital content accessible via Trove;
- to work with partners to expand and enrich the Library's world-leading newspaper digitisation program;
- to complete the evaluation of engagement with Trove by Australians from culturally and linguistically diverse backgrounds and by students and teachers, and prioritise recommendations to improve digital service to these communities.

The Reading Room Integration Project, which commenced in mid-2012, concluded this year. Following careful planning, construction began in mid-2014, resulting in the integration of reading rooms on Level 1 (creating the Special Collections Reading Room, which opened in January 2015); and, in May 2015, the incorporation of newspapers, microforms and family history resources into the enlarged Main Reading Room on the Ground Floor. This year, the project has created a much larger and more appealing informal study and meeting space on Lower Ground 1; further expanded the Main Reading Room to provide more areas for quiet work; upgraded amenities; and improved the energy efficiency of lighting. The last piece of work on the Main Reading Room has resulted in the entire Ground Floor being devoted to public space. In terms of the presentation and use of the Library, the project has been transformative, cementing the Library's place as a site of cultural significance that recognises the centrality of its researchers and visitors—as Sir Robert Menzies envisaged. This work has been well received as you will read in Section 3.3.

In Trove, researchers have a powerful national platform from which to access information about Australian collections. Trove content partners span the research, government, galleries, libraries, archives and museums sectors; this year, 39 new organisations contributed their collections. They included photographs from the Museum of Chinese Australian History, depicting

more than 150 years of Chinese people, and people of Chinese heritage in Australia; the collection of the Queensland Women's Historical Association, which includes objects from nineteenth- and twentieth-century Queensland with a focus on the lives and roles of women; and photographs, documents, artworks and objects from the Yarra Ranges Regional Museum, including internationally significant material about the Coranderrk Aboriginal Station and Dame Nellie Melba.

As in previous years, many existing partners contributed new content to Trove. A significant example was the Australian Institute of Aboriginal and Torres Strait Islander Studies. By December, over 2,500 audio collection records documenting languages, songs and oral histories, 400 metadata-rich pictorial collection records and 55,000 Aboriginal and Torres Strait Islander Biographical Index records were added to Trove, better reflecting Indigenous Australian culture and making possible the building of new audiences in Indigenous communities.

Trove 7 was released in February, the largest upgrade since Trove was launched in 2009. Trove 7 includes an improved and updated newspapers zone, a new zone for government gazettes and behind-the-scenes improvements to the search platform. On the day of the launch and for the following week, Trove experienced short outages and slow response times due to demand and, in part, to issues with new hardware. This unreliability was stabilised within a fortnight and, although some usability issues and bugs persisted, most were resolved by the end of April. All outstanding performance issues were resolved with hardware upgrades in May and improvements to functionality were progressively rolled out between March and June. Trove has received positive feedback regarding these improvements and use remains consistently higher than it was prior to the Trove 7 launch.

Trove is the Commonwealth's fourth most heavily used website, behind the Bureau of Meteorology, Centrelink and the Department of Human Services. It is clear that Australians relish the opportunity to engage with their heritage online, and that Trove enriches their lives, research and businesses in many ways. Providing the service requires a level of investment that is modest in terms of other public online infrastructure, but very significant in the context of the Library's budget. The Library has been the sole funder of Trove's infrastructure since it began in 2009 and, as Trove's content and user bases grow, sustaining the service and keeping it vibrant and responsive to community expectations pose increasing challenges.

An impressive 3.5 million pages of historical newspapers and 726,000 pages of the New South Wales *Government Gazette* were digitised and made

accessible through Trove. In February, the newspaper digitisation program achieved an international record by making the 20 millionth newspaper page freely available online. The innovative development of Trove's infrastructure has enabled the release of additional, and much sought-after, digital content in the form of government gazettes, which are a prized resource for researchers. Once again, the success of this national digitisation project is a shared one; contributors such as libraries have funded 40 per cent of Trove's total digitised newspaper content. This year's achievement in making available newspaper and gazette content was made possible with the generous support of the State Library of New South Wales, through its Digital Excellence Program (29.4 per cent of 2015–16 content) and other external contributors (6.8 per cent of 2015–16 content).

Strong community contribution and engagement with Trove continued, in the form of newspaper text correction, the creation of Trove lists to manage and share research, and participation in the Trove forum. At year end, a total of 199 million lines of text—at an estimated value of \$34 million—have been corrected on Trove since its inception. Thirty-four million lines were corrected this year (3.4 per cent more than in 2014–15). Trove expects to reach the milestone of the 200 millionth line of corrected text in July.

An independent evaluation of engagement with Trove by students and teachers, and those from culturally and linguistically diverse backgrounds, found Trove is viewed as highly trustworthy with very relevant content and services. The main inhibitors to use are low awareness of its content and services and some usability issues. The evaluation made recommendations for the Trove website and for marketing Trove. In response, the Library has identified a range of actions and implemented short-term priority actions, such as establishing a Facebook page for Trove.

Over the year, there was no shortage of reasons to visit the Library given the strength of the exhibition and events programs. The year began and ended with exhibitions of significant colonial art, with a major international exhibition, *Celestial Empire: Life in China, 1644–1911*, presented in between, from January to May.

Heroes & Villains: Strutt's Australia was launched by Jack Thompson AM in August. Curated by the Library, the exhibition presented the work of William Strutt, the first exponent of history painting to work in Australia, and reflected on his influence. The exhibition is one of two collaborations with State Library Victoria, which is hosting the show from mid-July. In June, John Doyle AM launched *Australian Sketchbook: Colonial Life and the Art of S.T. Gill*, also drawn from the collections of the two libraries and curated by State Library Victoria.

As the Chair has reported, *Celestial Empire* was the result of landmark collaboration with the National Library of China and other lenders; the Australian and ACT governments; the exhibition's Principal Partner, Shell in Australia; its Principal Media Partner, Seven Network; its Major Partners, Wanda Group, Visit Canberra and Optus; its Associate Partners, Huawei, Asia Society Australia and the Australian National University's Australian Centre on China in the World; its Airline Partner, Cathay Pacific; and its Hotel Partner, TFE Hotels. The exhibition and associated public programs made an important curatorial contribution to Australian cultural life and were successful not just in drawing visitors to the Library but because of the glowing tributes received. Visitor evaluation revealed that 91 per cent of visitors rated the exhibition as above average or excellent; 13 per cent of our visitors came from non-English-speaking backgrounds (mostly Chinese); and the exhibition is estimated to have contributed \$26 million to the ACT economy.

Following a comprehensive renovation in August, the Treasures Gallery presented a stunning selection of items from the Library's collection. The Collections-in-Focus space in the Treasures Gallery was home, until mid-August, to the *Rothschild Prayer Book*, on loan from The Kerry Stokes Collection, together with a score of the Library's medieval and renaissance items. The space then featured *Portraits of the Famous and Infamous* drawn from the Rex Nan Kivell Collection, followed by a selection of Hardy Wilson drawings of Peking, which were succeeded by *And the Band Played on* featuring the music and entertainment of the First World War.

Highlights of the events program included the 2015 Kenneth Myer Lecture, delivered (in Canberra and Melbourne) by Professor Mick Dodson AM; the Seymour Biography Lecture delivered (in Canberra and Perth) by Robert Drewe; and the Eric Rolls Memorial Lecture by Professor Nicholas Jose. The second half of the year saw a major focus on programs complementing and heightening enjoyment of *Celestial Empire*. These included extremely popular Family Days, lectures, films, special dinners and Experience China weekends.

In October, the Library's new online education platform, the Digital Classroom, went live. This free, cross-disciplinary resource, featuring video, downloadable images and comprehensive lesson plans for teachers and students, was funded by donations to the 2014 Tax Time Appeal. Among the highlights added over the year were modules on *Celestial Empire* and on sustainability and resource management practices in the Torres Strait. The Library was delighted to receive a grant from the Embassy of the Kingdom of the Netherlands to support the development of the resource, *Dirk Hartog 1616–2016: 400 Years of Dutch–Australian Connection*, to mark the quadricentenary of Hartog's landing on the western coast of Australia.

NLA Publishing, which produces just under 20 titles each year, has become a well-respected small publisher in Australia. All of the Library's titles make

aspects of the collection accessible and its children's titles are particularly prized. *Tea and Sugar Christmas* by Jane Jolly and Robert Ingpen was shortlisted for the NSW Premier's Literary Awards. Three titles were selected on the notables list for the Children's Book Council of Australia Awards, and one title is currently on the shortlist, with the winners to be announced in August. A notable success has been interest from the National Library of China in publishing six children's books from the NLA Publishing imprint. Following approaches from other foreign rights agencies interested in the Chinese-language rights to its children's picture books, the Library signed a contract with a Chinese rights agency to obtain foreign-language sales of a selection of its books through Chinese publishers.

October saw the first anniversary of the introduction of pay parking in the Parliamentary Zone. The Library has recorded fewer visits to the building since the introduction of pay parking with a decline in visitation to the Main Reading Room and Bookplate cafe. Analysis of onsite use of the collections since the introduction of pay parking shows that, while use of rare and unique special collections has remained steady, there has been a significant decline in use of the general collections in the Main Reading Room.

Lead, partner, connect and excel

The Library aspires to be a leader in the collecting and research sector; to connect with Australians and a growing range of partners; and to build the capability, imagination and passion of its staff—all with a view to providing and demonstrating its value across the range of its work.

In 2015–16, the Library's priorities were:

- to develop national infrastructure by exploring and transforming provisioning and business models for Libraries Australia in a cloud-dominated library systems environment;
- to participate in international collaborations that focus on standards and practices that make it easy for people everywhere to find, use and build on its collections;
- to sustain, with the assistance of the Library's Council and the Foundation Board, the Library's giving community and develop new approaches to attract personal, philanthropic and commercial giving;
- to build on sound governance arrangements and effective resource management so that the Australian Government, partners and the community are assured that their investment is well managed;
- to continue reducing the NLA's energy and waste footprint, carefully assessing the return on investment for each improvement project.

Libraries Australia is a membership-based collaboration that supports the collection management needs of more than 1,200 member libraries. With the majority of Australia's largest research libraries moving to new cloud-based systems, significant work was required to update their holdings to ensure accuracy and findability in the national discovery service. Support for members' interlibrary lending and document delivery work was transitioned from a locally installed system to a hosted environment in October. In the coming year, the Library will consider outsourcing Help Desk functions associated with this service.

Close collaboration with the National Library of China on *Celestial Empire* resulted in the Library welcoming many senior and specialist colleagues, including Executive Deputy Director Dr Li Chen and Deputy Director Mr Jun Wang, as well as preservation, rare book and publishing specialists.

Kevin Bradley, Senior Curator, Special Collections, was honoured at the 2015 General Assembly of the International Association of Sound and Audiovisual Archives for his significant services to advancing preservation of audio and video heritage, particularly through the development and codification of guidelines and standards. Amelia McKenzie, Assistant Director-General, Collections Management, serves on the international board that sets the strategic directions for the development of Resource Description and Access (RDA) standards, which enable the discovery of content. Monika Szunejko, Director, Libraries Australia, serves on library system vendor OCLC's Global Metadata Advisory Group, which focuses on approaches to managing metadata and making it shareable to enable discovery and research.

The Library's development work was focused on supporting and stewarding relationships with sponsors of *Celestial Empire*. The generous and willing support of partners and sponsors made *Celestial Empire* a reality. Without such assistance it would not be possible to present such a curatorially ambitious and sophisticated exhibition complemented by a large and varied events program.

Each year, the Library makes two appeals for financial support to its community of donors and supporters. The 2015 Tax Time Appeal sought funding for work on the Library's significant collection of early banknotes and currency. The appeal was most successful and has enabled the Library to enhance the description of more than 400 paper currency items located in 27 manuscript collections, and to preserve and digitise them. The 2015 End of Year Appeal sought funding to support preservation of, and enhanced access to, the Library's collection of eighteenth- and nineteenth-century Chinese pith paper paintings, believed to be the second largest collection in the world, a selection of which were on display in *Celestial Empire*. The appeal ran until the end of May, to align with the exhibition's season. The generosity of donors will enable this work to be done next financial year.

The Library benefits from the dedicated support of 70 onsite volunteers who provide guided tours daily, visitor information services on weekends and contribute to collection management activities that would not otherwise be possible. This year, there were 996 free guided tours. Volunteers also contributed to a range of projects, from collating provenance details for the Rex Nan Kivell Collection to indexing ephemera relating to Australia's theatre history and assisting with the transcription of the travel diary of Australia's second prime minister, Alfred Deakin. By the end of the year, onsite volunteers had contributed 9,460 hours to the Library, at an estimated value of \$443,000. Digital volunteers—correcting Trove newspaper and gazette text—contributed an additional 142,000 hours, at an estimated value of \$5.8 million.

One of the Library's longest and most productive collaborations is with the Friends of the National Library of Australia Inc. The Friends—2,000 members strong—supports the Library in many ways. Last year, to celebrate its 25th anniversary, the Friends funded the purchase of two dramatic pieces of Indigenous art and, with the conclusion of building works, they were installed for the enjoyment of all in the Main Reading Room this year. Highlights of the Friends' events program included the launch in July of NLA Publishing's *My Salute to Five Bells* by John Olsen AO, OBE; *Celebrating 150 Years of W.B. Yeats* in August; the inaugural Harold White Lecture delivered in November by Hannie Rayson; and special viewings of *Celestial Empire* and of the Library's collection of theatrical ephemera.

As a member of National and State Libraries Australasia, the Library works closely with state and territory libraries and the National Library of New Zealand. The Library has led and contributed to a range of working groups focusing on developing digital skills; the preservation of digital collections; Indigenous library services and collections; and the management and accessibility of heritage collections of manuscripts, maps and pictures. It has also been closely involved in exploring whether a national approach to digital legal deposit (rather than in separate jurisdictions) would be more efficient for publishers and provide improved access for Australians.

As it enters its twenty-third year, the Community Heritage Grants program continues to be an important source of support for community groups with nationally significant collections. The program is managed by the Library on behalf of funding partners, the Department of Communications and the Arts; the National Archives of Australia; the National Film and Sound Archive; and the National Museum of Australia. Grants of up to \$15,000 are awarded to libraries, archives, museums, genealogical and historical societies, and multicultural and Indigenous groups. In 2015, 153 applications were received for Community Heritage Grants. Of these, 75 organisations received grants averaging \$5,850. Awardees received their grants from Sally Bassar,

Executive Director, Ministry for the Arts, at a ceremony on 27 October. The 2016 grant round closed on 9 May and received 166 applications.

In November, the Library initiated the Digital Business Project to examine the Library's existing and proposed national digital businesses to test their viability and sustainability, and to explore the business and governance models that would best support them. With assistance from Deloitte, the Library conducted detailed analysis and research and stakeholder engagement. The project confirmed that the Library's digital services are well managed and deliver very high value on a lean resource base. The project also confirmed that there is a high level of alignment in the Library's and major stakeholders' strategic aims: all parties want Trove and the Library's associated digital services to succeed, and all parties want certainty about the levels of investment that will be required on an annual basis. The Library will pursue a 'bundled service' membership-based model.

The Library's Enterprise Agreement notionally expired on 30 June 2014 and bargaining meetings were a feature of the year. The ballot on a new enterprise agreement was conducted late in March and was defeated.

The twin objectives of reducing energy usage and waste generation were tackled with zest with the Library's successes documented in Section 3.4.

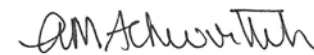
As the Chair has outlined, the Mid-Year Economic and Fiscal Outlook Statement required savings of the Library of \$1.5 million in 2015–16 and in out years. These are in addition to the efficiency dividend and savings arising from the 2014 Budget measure, 'Smaller Government—collection agencies—consolidation of back office functions'. In order to operate within its budget, the Library must reshape the way it does some of its work and must cease some activities. To this end, the Library has reviewed the way it will catalogue and process collections; its exhibitions work; administrative and corporate support; and the way it manages marketing and communications. The Library has severely curtailed its internal digitisation program and will focus on externally funded digitisation; it has reduced support for Korean-language collecting and management of Asian collections; it is cancelling additional subscriptions to periodicals; it will not be in a position to make discoverable Australian collections that are not already in Trove; and the June issue of the *National Library of Australia Magazine* was the last print issue. As part of the 2016–17 Commonwealth Budget, further savings need to be identified within the Library from the 2017–18 financial year and these are expected to have a similar financial impact by 2019–20 as the Mid-Year Economic and Fiscal Outlook savings mentioned above. In 2016–17, the Library will need to identify and plan for the measures to realise these savings.

Also in the year ahead, the Library will complete the fifth and last stage of the DLIR program; consolidate implementation of legal deposit for electronic material by further work on policies, systems and workflows; implement the new Collection Development Policy reflecting the Library's aims for its collections in the digital environment; augment its digital resources supporting the Australian Curriculum; progress transformation of public spaces by 2018, the 50th anniversary of the opening of the Library building; with state and territory libraries, continue to investigate the feasibility of a national approach to digital legal deposit and the archiving of government websites; develop stronger capability to identify and model business and revenue generation opportunities; continue to review and reshape its work—for example, by considering how best to manage reading room service points and prioritise the allocation of its information technology resources; and build workforce capability in the priority areas of advanced digital expertise, leadership, communication and business acumen.

It is with gratitude that I note the counsel received from colleagues in the Department of Communications and the Arts, which was, as always, immensely useful.

This report provides me with a welcome opportunity to thank the Library Council, volunteers, Friends, members of the Foundation Board, donors and partners. The generosity with which they contribute their time, energy, goodwill and expertise to the Library is inspiring.

Library staff are acutely conscious of the extraordinary legacy of which they are stewards and of the multitude of ways the Library's collections and services can, and do, educate, delight and inspire Australians. It has been a sobering year for the Library as it must manage within increasingly pressed financial circumstances. It is testament to the resilience and resolve of Library staff that they focus on ensuring that long-term goals are pursued with enterprise, energy and dedication.



Anne-Marie Schwirtlich AM

1.3 SUMMARY OF FINANCIAL PERFORMANCE

OPERATING OUTCOME

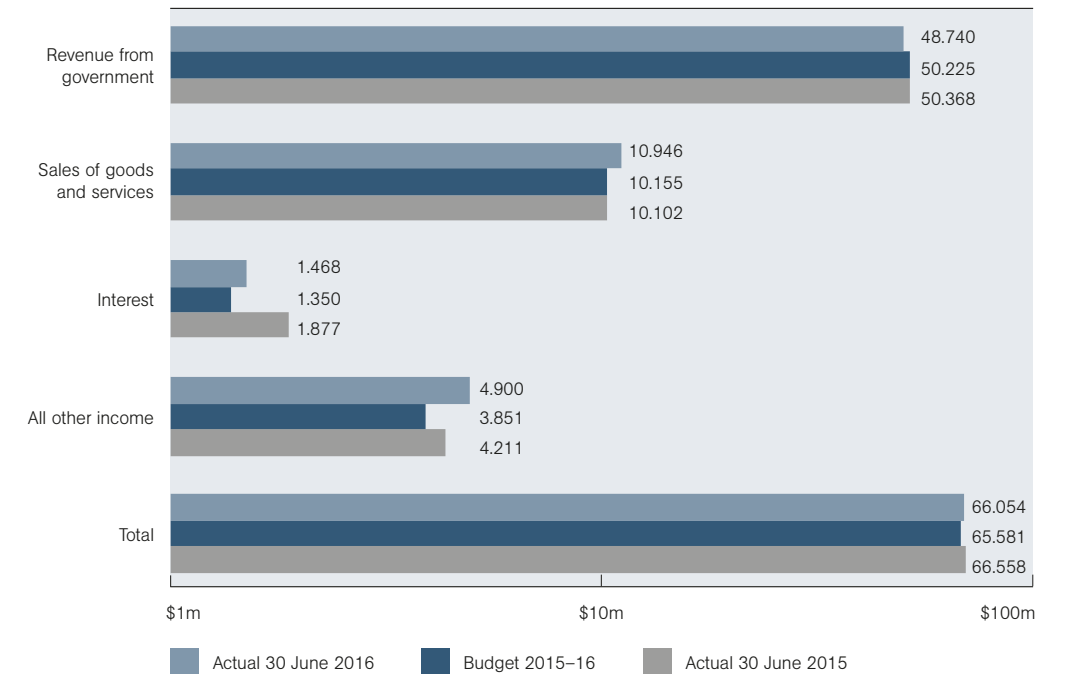
During 2015–16, income, including revenue from government, amounted to \$66.054 million and expenses were \$75.097 million, resulting in a deficit of \$9.043 million. From an income-statement perspective, the Library does not receive appropriation funding for depreciation of the national collection (totalling \$11.129 million), which forms part of operating expenses. The Library receives funding for additions to the national collection through a separate Collection Development Acquisition Budget provided through an equity appropriation. During 2015–16, the Library received an equity appropriation totalling \$9.679 million.

The Library's financial statements include budget variance commentary, which identifies material variances between the original budget and the 30 June 2016 results.

OPERATING INCOME

The total operating income of \$66.054 million for 2015–16 was \$0.473 million above budget and –\$0.504 million less than the 2014–15 actuals. Figure 1.1 shows a comparison of income across items against budget for 2015–16 and actuals in 2014–15.

Figure 1.1: Operating Income, 2015–16 and 2014–15



Note: A logarithmic scale is used.

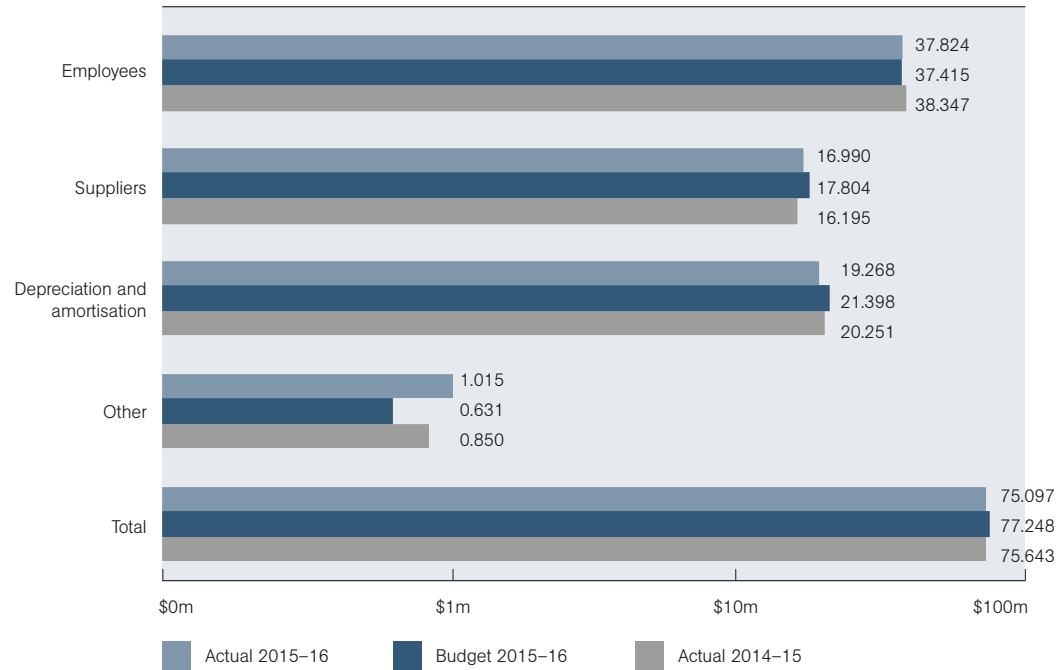
The major variations between financial years relate to increases in the sales of goods and services (\$0.844 million), largely due to increases in revenue received from corporate sponsorship (\$0.511 million) and the Library Bookshop (\$0.204 million), which are related to the *Celestial Empire* exhibition held during 2015–16, and consultancies (\$0.198 million), which are primarily related to the digitisation of collection material for other libraries.

The decline in interest revenue (–\$0.409 million) is largely as the result of a general decline in deposit rates and a decline in the funds available for investment. There was a decrease in government revenue (–\$1.628 million) with the majority of the reduction related to the additional 3 per cent savings target (–\$1.485 million) introduced as part of the 2015–16 Mid-Year Economic and Fiscal Outlook savings.

OPERATING EXPENSES

The total operating expenses of \$75.097 million for 2015–16 were –\$2.151 million below budget and –\$0.546 million less than the 2014–15 actuals. Figure 1.2 shows a comparison of expenditure across items and against budget for 2015–16 and actuals in 2014–15.

Figure 1.2: Operating Expenses, 2015–16 and 2014–15



Note: A logarithmic scale is used.

There was a minor decrease in employee expenses (-\$0.523 million) compared with 2014–15.

Supplier expenses were higher (\$0.795 million) than 2014–15, with the major variations primarily relating to *Celestial Empire*, and included promotion of Library services (\$0.508 million), contractors and consultants (\$0.085 million) and cost of goods sold by the Library Bookshop (\$0.154 million). Other increases across supplier expenses included increased expenditure on serials (\$0.251 million), with the majority of the increase related to the purchase of online subscriptions (\$0.174 million) and increased expenditure on software maintenance (\$0.121 million). There were also decreases in supplier expenses including power and light (-\$0.153 million) as a consequence of tariff reductions and energy efficiency initiatives, and purchase of non-asset furniture and equipment (-\$0.076 million) reflecting reading room furniture purchases made in 2014–15.

The decrease in depreciation and amortisation expenses (-\$0.983 million) primarily relates to the revaluation of the Library’s tangible collection, which was undertaken in June 2015. Following the revaluation, the value of the collection decreased (-\$152.696 million) and consequently this reduced the depreciation expense for the 2015–16 financial year.

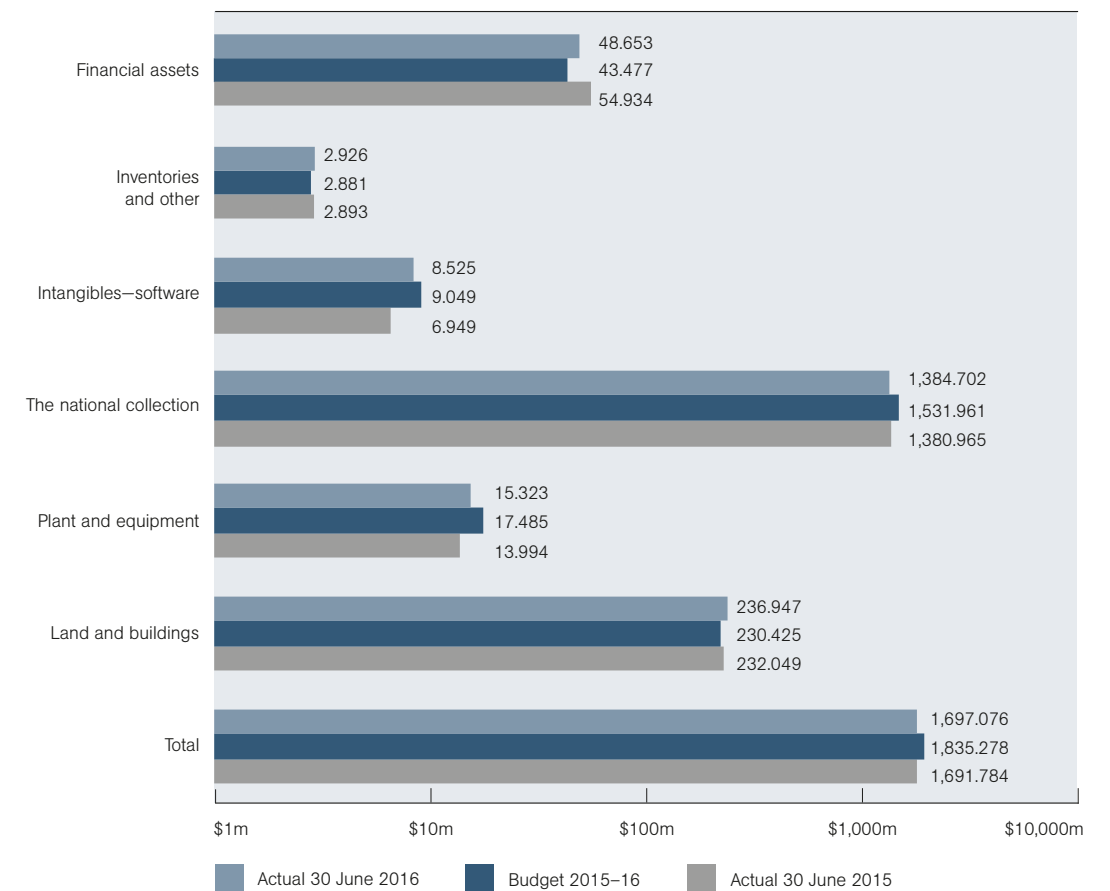
EQUITY

The Library’s total equity increased by \$6.656 million to \$1,680.711 million in 2015–16. The net increase was a result of a net revaluation increment (\$6.020 million), following the revaluation of the Library’s collections (\$2.183 million), land (\$0.250 million) and buildings (\$3.587 million); an equity injection for collection acquisitions (\$9.679 million); and the net operating result (-\$9.043 million) for 2015–16.

TOTAL ASSETS

Figure 1.3 shows that the total value of the Library’s assets increased by \$5.292 million to \$1,697.076 million in 2015–16.

Figure 1.3: Total Assets, 2015–16 and 2014–15



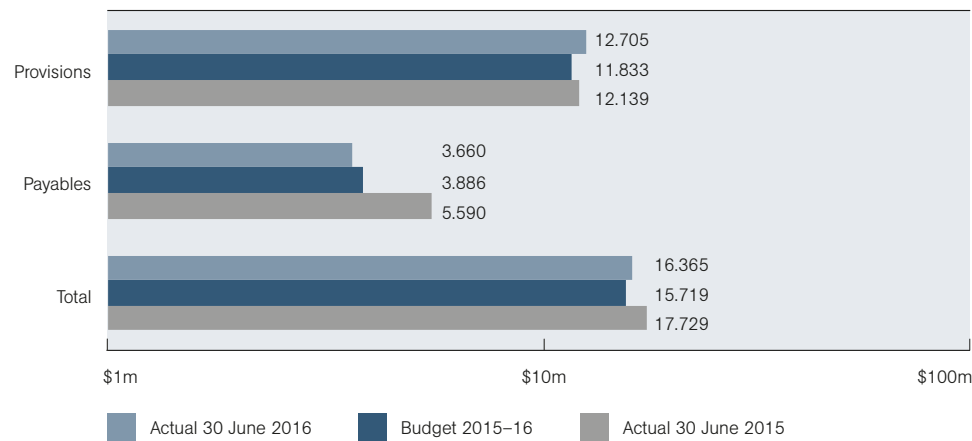
Note: A logarithmic scale is used.

The increase in non-financial assets (\$11.573 million) was largely the result of the revaluation of the Library's tangible collections, land and buildings (a net increment of \$6.020 million) and the net difference between current-year assets acquisitions, disposals and current-year depreciation expenses (\$5.520 million). In addition, there were decreases in the value of inventories (-\$0.109 million) and an increase in the value of prepaid supplier expenses (\$0.142 million). The decrease in financial assets (-\$6.281 million) relates primarily to a decrease in investments (-\$5.884 million) and cash at bank (-\$0.739 million), offset by increases against other financial assets (\$0.241 million) and receivables (\$0.101 million).

TOTAL LIABILITIES

As Figure 1.4 shows, the Library's total liabilities decreased by -\$1.364 million from last financial year to \$16.365 million.

Figure 1.4: Total Liabilities, 2015–16 and 2014–15

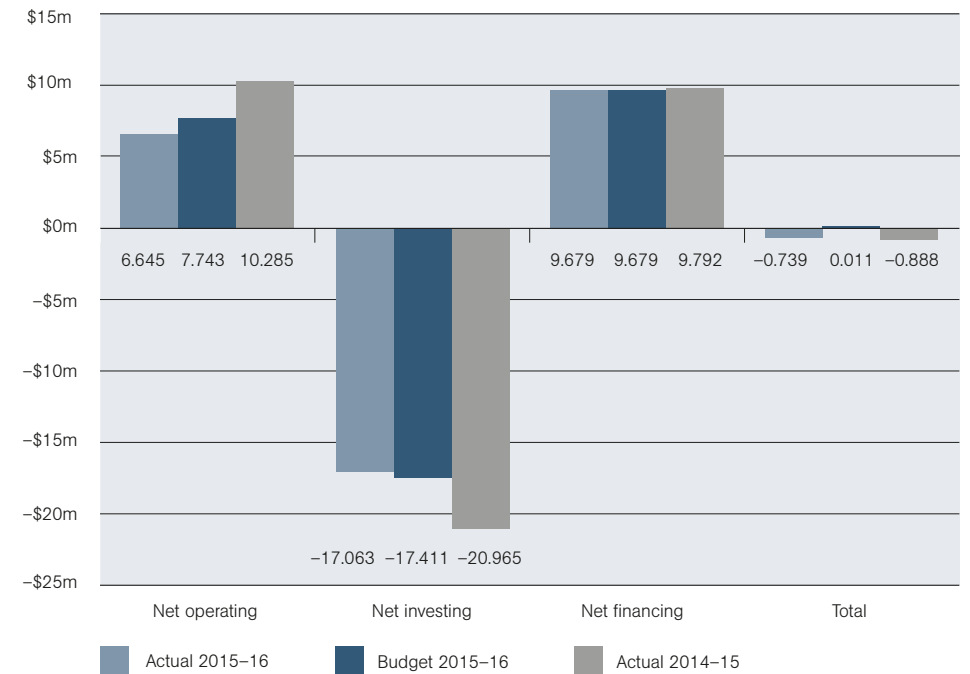


The decline in the value of liabilities is primarily due to a reduction in supplier payables (-\$0.701 million) and other payables (-\$1.281 million) of which the majority of the variation is due to a reduction in value of accrued salary expenses as at 30 June. These reductions were offset by an increase in the value of employee provisions (\$0.552 million), largely due to a decline in the long-term government bond rate, which is used to calculate the present value of long service leave entitlements.

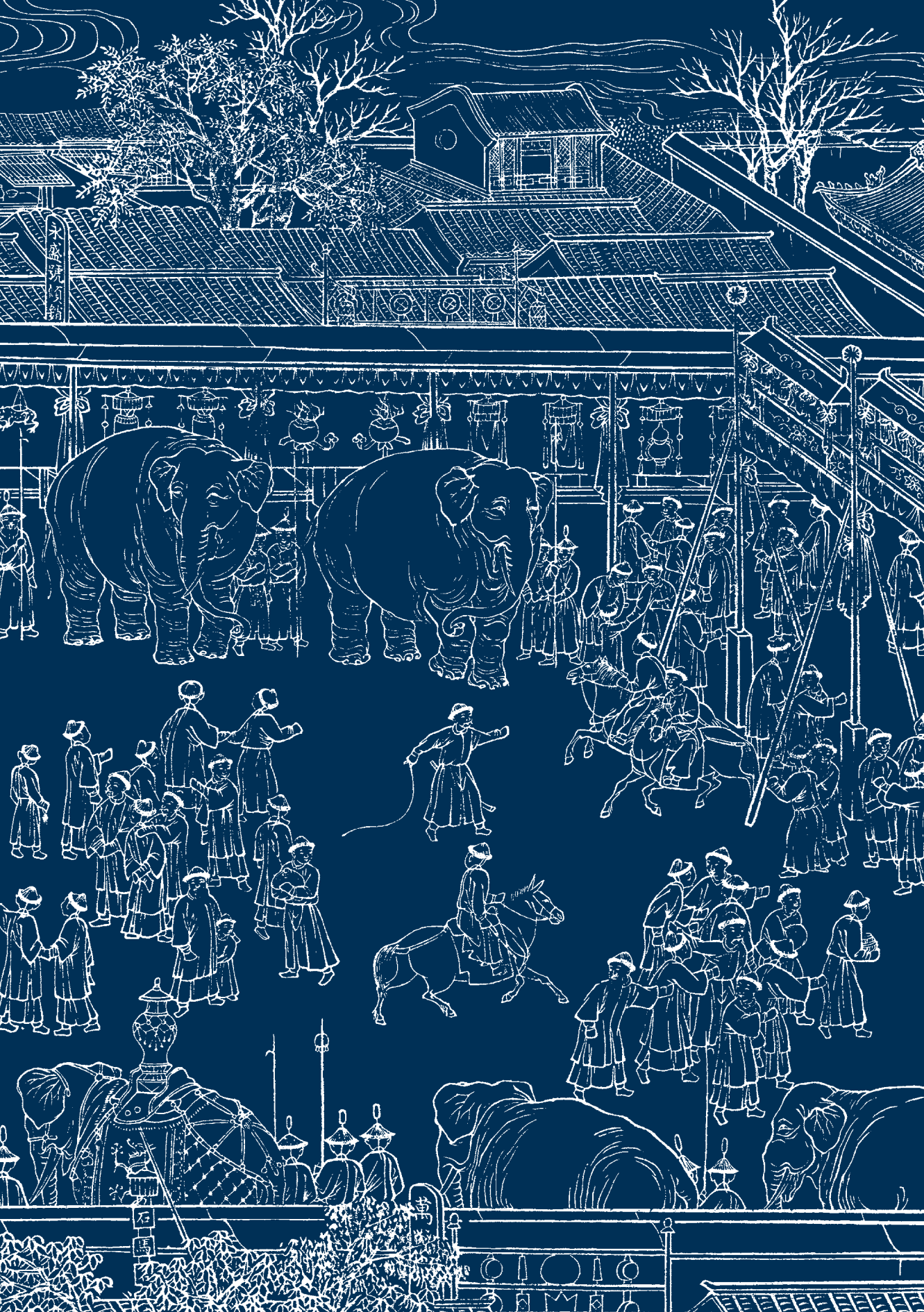
CASH FLOW

In 2015–16, there was a decrease in the Library's cash balance, which decreased by \$0.739 million to \$4.230 million as at 30 June 2016. Figure 1.5 shows a comparison of cash flow items for 2015–16 and 2014–15.

Figure 1.5: Net Cash Flow, 2015–16 and 2014–15



The decrease in net cash from operating activities (-\$3.640 million) reflects the previous comments under 'Operating Income' and 'Operating Expenses'. The movement in net cash used by investing activities (\$3.902 million) primarily reflects the net movement of funds from investments to cash at bank between years (\$4.387 million) and a decrease in the purchase of property, plant, equipment and intangibles (-\$0.486 million). There was a minor decrease in net cash from financing activities between financial years (-\$0.113 million) as a result of a slight reduction in the Library's equity injection provided by government to fund collection acquisitions.



GOVERNANCE AND ACCOUNTABILITY



detail of plate in *Magnificent Record of Longevity*
by Wang Yuanqi, Li Fu et al. (eds)
(Beijing: Hall of Martial Valour, 1715)
National Library of China

2.1 ROLE

The functions of the Library are set out in section 6 of the *National Library Act 1960*. They are:

- a. to maintain and develop a national collection of library material, including a comprehensive collection of library material relating to Australia and the Australian people;
- b. to make library material in the national collection available to such persons and institutions, and in such manner and subject to such conditions, as the Council determines with a view to the most advantageous use of that collection in the national interest;
- c. to make available such other services in relation to library matters and library material (including bibliographical services) as the Council thinks fit, and, in particular, services for the purposes of:
 - the library of the Parliament
 - the authorities of the Commonwealth
 - the Territories
 - the Agencies (within the meaning of the *Public Service Act 1999*);
- d. to cooperate in library matters (including the advancement of library science) with authorities or persons, whether in Australia or elsewhere, concerned with library matters.

The Library is one of many agencies in the Communications and the Arts portfolio with responsibilities for collecting Australian cultural heritage materials and making them available to the Australian public. Senator the Hon George Brandis QC had responsibility for the Library until 21 September 2015. Senator the Hon Mitch Fifield, appointed Minister for Communications and Minister for the Arts on 21 September 2015, is the Minister responsible for the Library. The affairs of the Library are conducted by the Library Council, with the Director-General as executive officer.

2.2 LEGISLATION

The Library was established by the *National Library Act 1960*, which defines the Library's role, corporate governance and financial management framework. As a corporate Commonwealth entity, the Library is subject to the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

2.3 PURPOSE

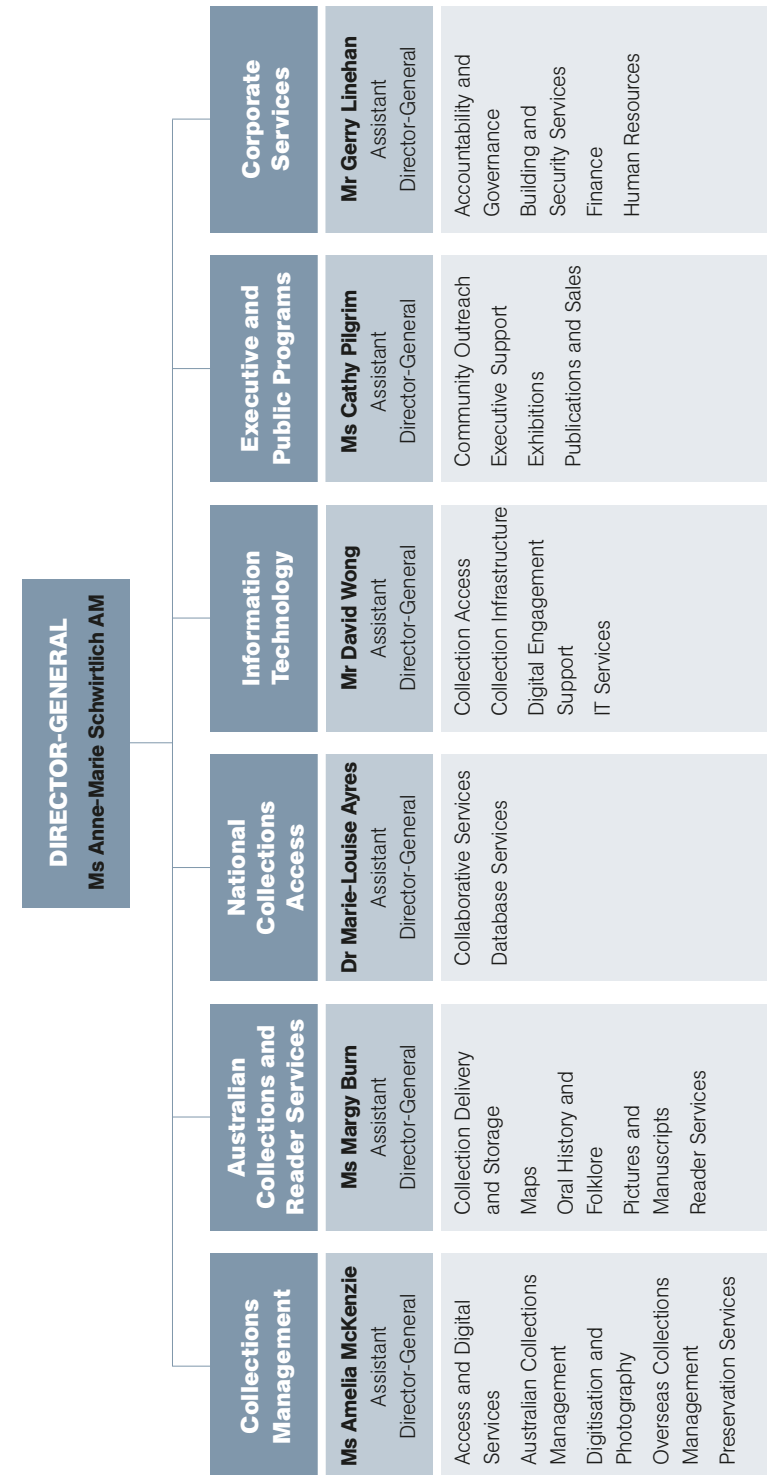
The Library enables and is a participant in the creation of knowledge. It develops, curates and preserves astounding and diverse collections that inspire, delight and educate Australians. The Library's collections and services extend understanding of issues of contemporary significance, build strong community connections and underpin its leadership activities.

2.4 ORGANISATION

The Library's senior management structure comprises the Director-General and six Assistant Directors-General.

Figure 2.1 shows the Library's organisational and senior management structure.

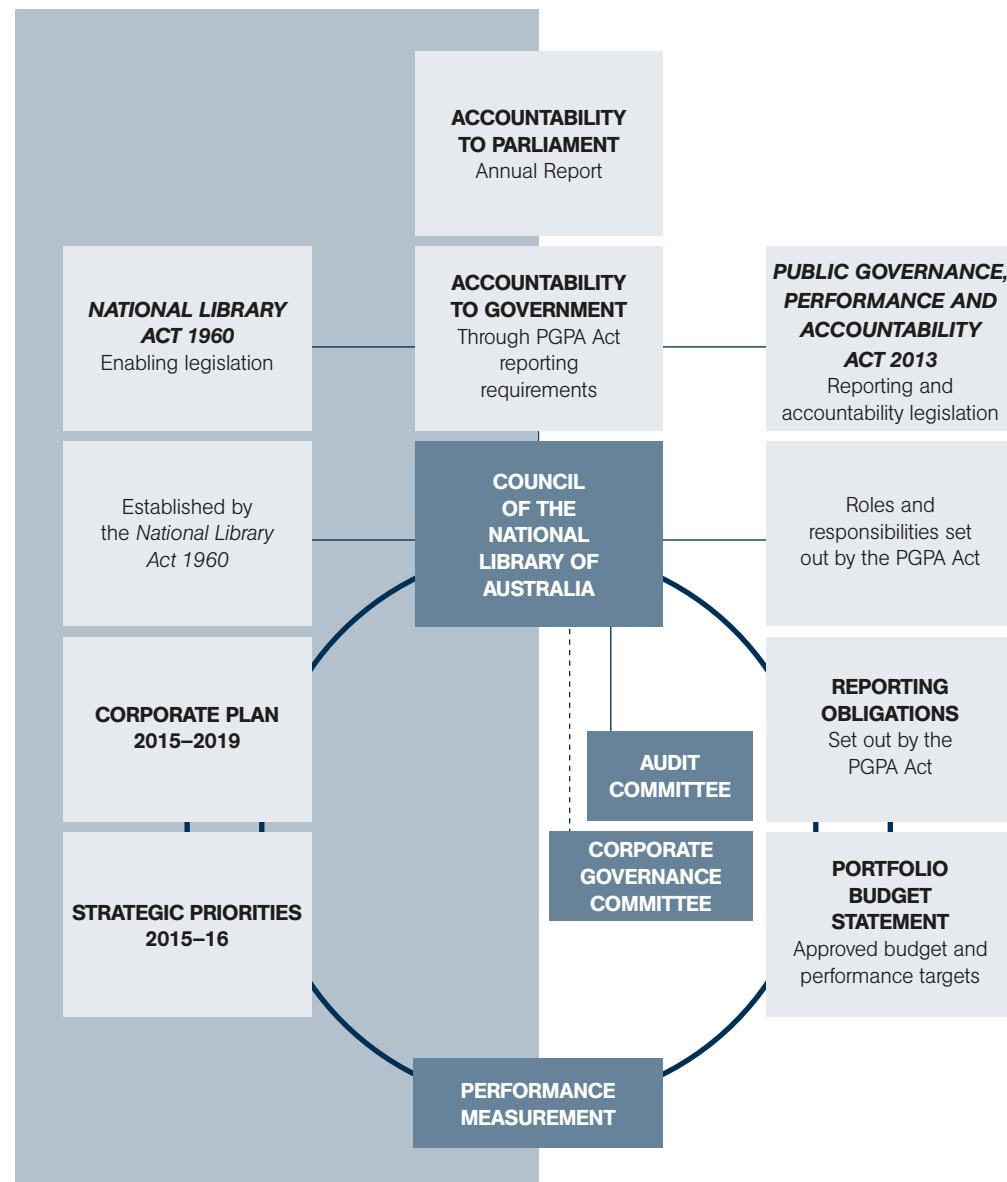
Figure 2.1: Organisational and Senior Management Structure, 30 June 2016



2.5 CORPORATE GOVERNANCE

Figure 2.2 shows the principal elements of the Library's corporate governance structure.

Figure 2.2: Corporate Governance Structure, 2015–16



COUNCIL

The *National Library Act 1960* provides that a council shall conduct the affairs of the Library. Council has 12 members, including the Director-General, one senator elected by the Senate and one member of the House of Representatives elected by the House.

At 30 June 2016, there was one vacancy on Council. Appendix A lists Council members and their attendance at Council meetings.

In 2015–16, in addition to general administrative, compliance and financial matters, Council considered a range of matters, including:

- the Corporate Plan 2015–2019;
- the 2016–17 Budget;
- Key Performance Indicators;
- new acquisitions;
- the DLIR program;
- preparations and implementation for electronic legal deposit;
- the *Celestial Empire: Life in China, 1644–1911* exhibition;
- Libraries Australia;
- collaboration with national, state and territory libraries;
- Building Capital Works and Maintenance plans;
- Strategic Workforce planning;
- Council's evaluation of its performance.

Council has two advisory committees: the Audit Committee and the Corporate Governance Committee.

AUDIT COMMITTEE

The Audit Committee assists Council and the Director-General by independently reviewing the Library's operations, its risk management framework and the integrity of its financial accounts.

The Library's Audit Committee follows the best practice guidelines issued by the Australian National Audit Office (ANAO) and reviews all internal and external reports relating to the Library. External observers at Audit Committee meetings included representatives from the ANAO and the Library's internal auditor.

Details of Audit Committee members, meeting attendance and Terms of Reference can be found at Appendix A.

CORPORATE GOVERNANCE COMMITTEE

The Corporate Governance Committee comprises three non-executive Council members (the Chair, the Deputy Chair and the Chair of the Audit Committee) and has the authority to coopt other non-executive Council members.

Appendix A lists the Corporate Governance Committee members. In February 2016, the Corporate Governance Committee met to consider the results of the 2015 Council Self-Evaluation Survey and, in June 2016, it met to discuss the Director-General's performance and remuneration.

CORPORATE MANAGEMENT GROUP

The Corporate Management Group (CMG), consisting of the Director-General and the six Senior Executive Service staff, provides strategic and operational leadership for the Library. In particular, it monitors the achievement of objectives and strategies, oversees budget matters, develops policy, coordinates activities across the organisation and oversees a range of operational issues. CMG meets weekly.

A number of cross-organisational committees advise CMG in areas such as workforce planning; asset management; building works; emergency planning; collection development and management; events and education; exhibitions; and publications.

CORPORATE PLANNING FRAMEWORK

The passage of the PGPA Act brought with it a new framework for public governance, performance and accountability of Commonwealth entities, including corporate Commonwealth entities such as the Library.

During 2015–16, the Library completed a major review of its performance indicators and commenced work on developing a new reporting framework. The performance indicators move the Library beyond the traditional measurement of transactions, activity and output to indicators that measure impact, value and effectiveness. This is a fundamental shift in the Library's performance management framework and completes a significant milestone for the Library over the last two years.

RISK MANAGEMENT FRAMEWORK

The Library is committed to the prevention of fraud and promotes a culture that encourages rigorous risk assessment and informed risk taking, and that anticipates risk in achieving objectives.

Fraud prevention, detection, investigation, reporting and data collection procedures are in place. These, along with the Fraud Risk Assessment and Fraud Control Plan, meet the Library's needs and comply with Commonwealth Fraud Control Guidelines.

Risk management within the Library is overseen by the Emergency Planning Committee, which is chaired by the Assistant Director-General, Corporate Services, and includes Senior Executive Service staff representing all business areas. The committee provides a clear control structure to identify, monitor, respond to and mitigate risks that may affect the Library.

Council, the Audit Committee and CMG actively engage with emerging risks and manage identified strategic risks. The Audit Committee provides independent advice and assurance to Council and the Director-General on our control frameworks.

Every 6 to 12 months, the Library reviews risks at a strategic and operational level, including Work, Health and Safety, Information Technology and Fraud.

The Library is required to examine and update its Fraud Risk Assessment and Fraud Control Plan every two years; this review was completed in 2014–15. In accordance with the Library's Fraud Management Policy, staff must be aware of their responsibilities in relation to fraud against the Commonwealth. Fraud awareness training is required to be undertaken by all Library staff and, during 2015–16, training sessions were made available through an online program to new staff and to staff who had not attended such training in the past four years.

INTERNAL AUDIT

In 2015–16, the Library's contracted internal auditor reviewed the Library's risks and proposed to the Audit Committee a strategic internal audit plan for the three years beginning on 1 July 2016.

The internal auditor reported to the Audit Committee on six audits in 2015–16 with a further two audits under way at the end of the reporting period. The reports were a mix of compliance and performance audits. The implementation of recommendations was tracked and reported to the Audit Committee.

PARLIAMENTARY COMMITTEES AND GOVERNMENT INQUIRIES

During 2015–16, the Library made no submissions to Parliamentary Committees or Government Inquiries.

MINISTERIAL DIRECTIONS

Under subsection 22(1) of the PGPA Act, the Minister for Finance (Finance Minister) may make a government policy order that specifies a policy of the Australian Government that is to apply in relation to any or all corporate Commonwealth entities, including the Library, provided the Finance Minister is satisfied that the Minister responsible for the policy has consulted the entity on the application of the policy.

On 24 February, the Finance Secretary, under subsection 36(3) of the PGPA Act, issued a Direction setting out minimum mandatory requirements for reporting performance information in the Portfolio Budget Statements from 2016–17.

NON-COMPLIANCE

In 2015–16, there were no significant issues relating to non-compliance with the financial law relating to the Library.

LEGAL ACTION

There were no legal claims made against or by the Library in 2015–16.

OMBUDSMAN

During 2015–16, the Commonwealth Ombudsman did not advise referral of any issues relating to the Library.

PRIVACY

The Library responded to one request for access to information under the *Privacy Act 1988* in 2015–16.

PUBLIC INTEREST DISCLOSURE

During 2015–16, one public interest disclosure was received.

INFORMATION PUBLICATION SCHEME

The Library received seven Freedom of Information (FOI) requests in 2015–16.

Agencies subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II of the FOI Act and

has replaced the former requirement to publish a section 8 statement in the annual report. Each agency must display a plan on its website showing what information it publishes in accordance with the IPS requirements.

The Library's IPS plan is on the Library website at www.nla.gov.au.

INDEMNITIES AND INSURANCE PREMIUMS

Premiums under the Library's insurance coverage with Comcover encompass general liability, directors' and officers' indemnity, property loss, damage or destruction, business interruption and consequential loss, motor vehicles, personal accidents and official overseas travel.

The Library was once again a high-performing agency in the 2015 Comcover risk management benchmarking survey. It rated higher than the average result across the total population, and higher than the 21 like agencies across the nine risk elements identified by Comcover. Under the terms of the insurance schedule of cover, the Library may not disclose its insurance premium price.

The Library participated in the Insurance and Risk Management Corporate Insurance Forum of cultural agencies, which holds regular meetings with Comcover to discuss insurance issues.

ETHICAL STANDARDS

The Library promotes and endorses the ethical behaviour of its employees by informing staff of their responsibilities. The Library utilises a mandatory online training module on fraud and ethics, which includes details of Australian Public Service (APS) employee responsibilities as well as ethical scenarios and examples of workplace fraud. All new staff are required to complete the module on commencement and existing staff complete the program at regular intervals.

Awareness of APS Values and the APS Code of Conduct is also achieved through:

- regular review and feedback under the Library's Performance Management Framework;
- provision of information about the Australian Public Service Commission's Ethics Advisory Service;
- support of policies and procedures, such as the fraud awareness policies and the Public Interest Disclosure procedure;
- clearly identified channels and support networks through which employees can raise matters of concern.

WORK HEALTH AND SAFETY

The Library implemented a Rehabilitation Management System Policy and an Early Intervention and Rehabilitation Procedure in consultation with Comcare.

Management and staff discussed work health and safety management arrangements at quarterly meetings of the Work Health and Safety and First Aid committees.

The Australian Public Service Commission provides the Library with data from the 2015 State of the Service employee survey, which received a 56 per cent response rate. Library employees' views on safety culture rated positively when compared against the APS average. Staff either agreed or strongly agreed with the following statements: the people in my work group are committed to workplace safety (90 per cent); my supervisor is committed to workplace safety (91 per cent); my agency genuinely cares about employees being healthy and safe at work (79 per cent); and my agency supports employees who are injured or become ill due to work (82 per cent).

Under the *Work Health and Safety Act 2011*, as at 30 June 2016, there were no notifications, directions or notices issued to the Library during the reporting period.

During 2015–16, there were four claims lodged for workers' compensation, and of these three were accepted and one was disallowed. The Library's premium rates for injuries over the past three years are shown in Table 2.1.

**Table 2.1: Premiums for Injuries Suffered, 2013–17
(as a percentage of wages and salaries)**

Premium Rates*	2013–14	2014–15	2015–16	2016–17
Latest premium rates for the Library	0.66	0.82	0.68	0.76
Premium rates for all agencies combined (for comparison)	1.65	1.93	1.85	1.72
Library premium rates as a percentage of all agencies (%)	40	42.49	36.76	44.18

*Including as amended retrospectively by Comcare.

ADVERTISING AND MARKET RESEARCH

Advertising and market research in excess of \$12,700 for non-recruitment and non-tender services amounted to \$142,266 (inclusive of GST).

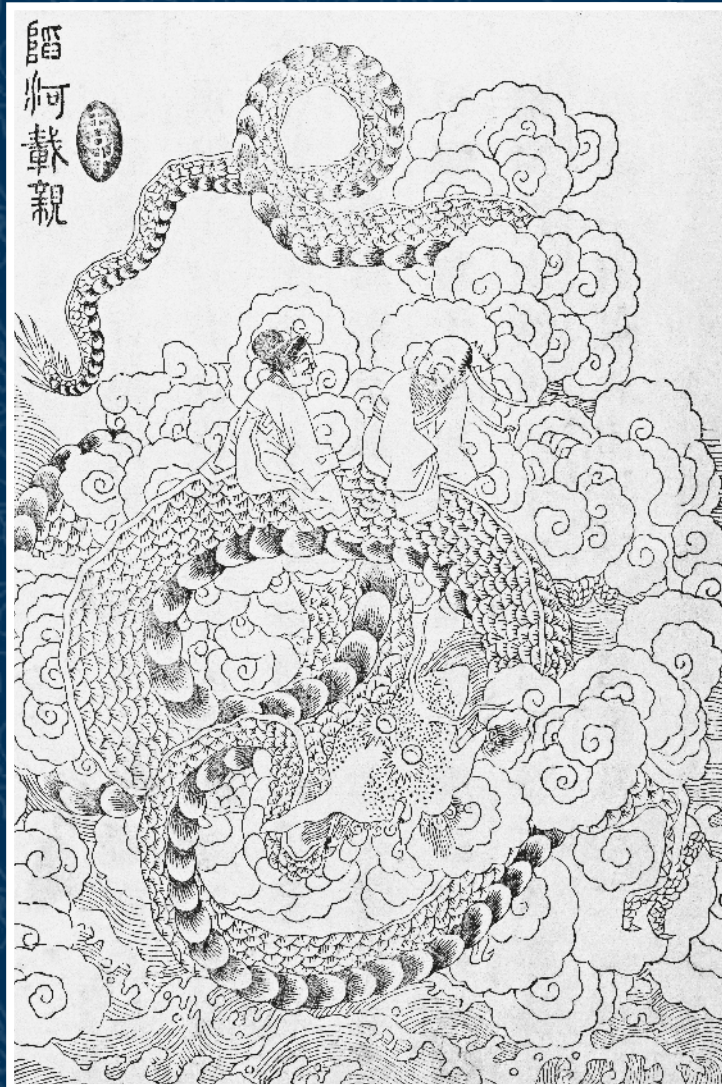
Table 2.2 summarises expenditure in 2015–16.

Table 2.2: Library Expenditure on Advertising and Market Research, 2015–16

Business	Activity	Value (\$)
Mitchell & Partners	Media advertising in <i>The Canberra Times</i>	65,518
iSENTIA	Media monitoring services	33,188
Gundablukey Research	Evaluation of <i>Celestial Empire</i> exhibition	43,560
Total		142,266



ANNUAL
PERFORMANCE
STATEMENT



detail of plate in *The Transformations of Wenchang*
(Nanjing: 1686)
nla.gov.au/nla.cat-vn2579133

**STATEMENT BY ACCOUNTABLE AUTHORITIES:
CHAIR AND DIRECTOR-GENERAL**

In our opinion, as the accountable authorities of the National Library of Australia, we present the 2015–16 annual performance statements of the National Library of Australia, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and [other applicable legislation]. In our opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the entity and comply with subsection 39(2) of the PGPA Act.

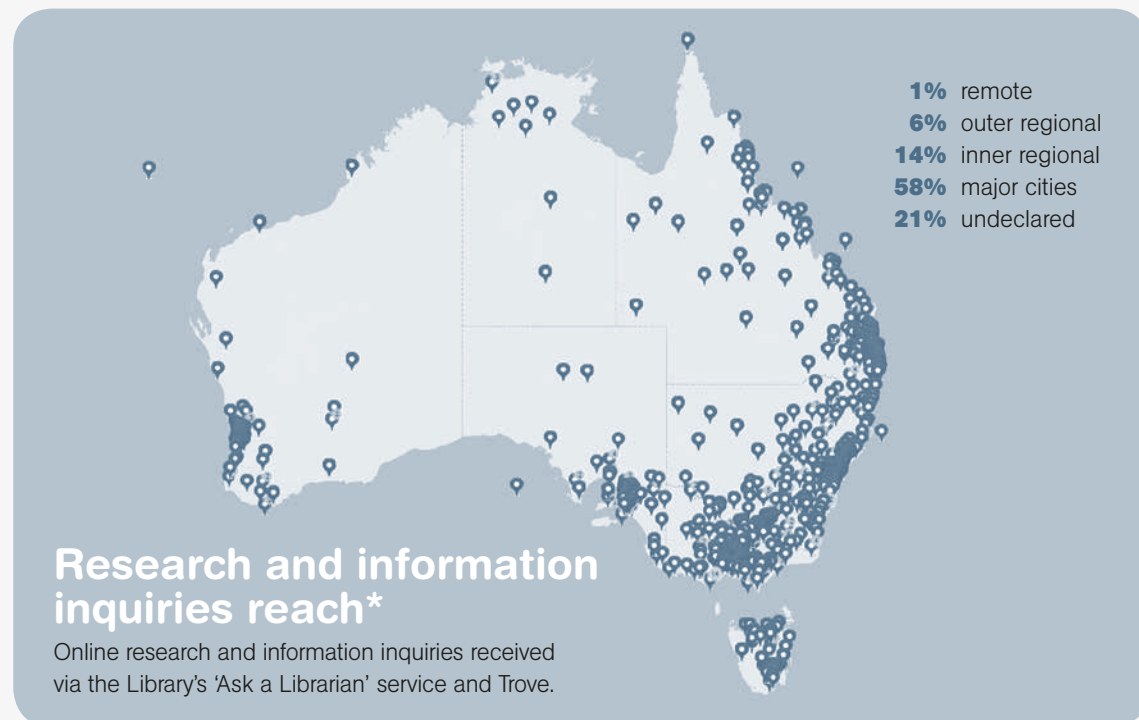
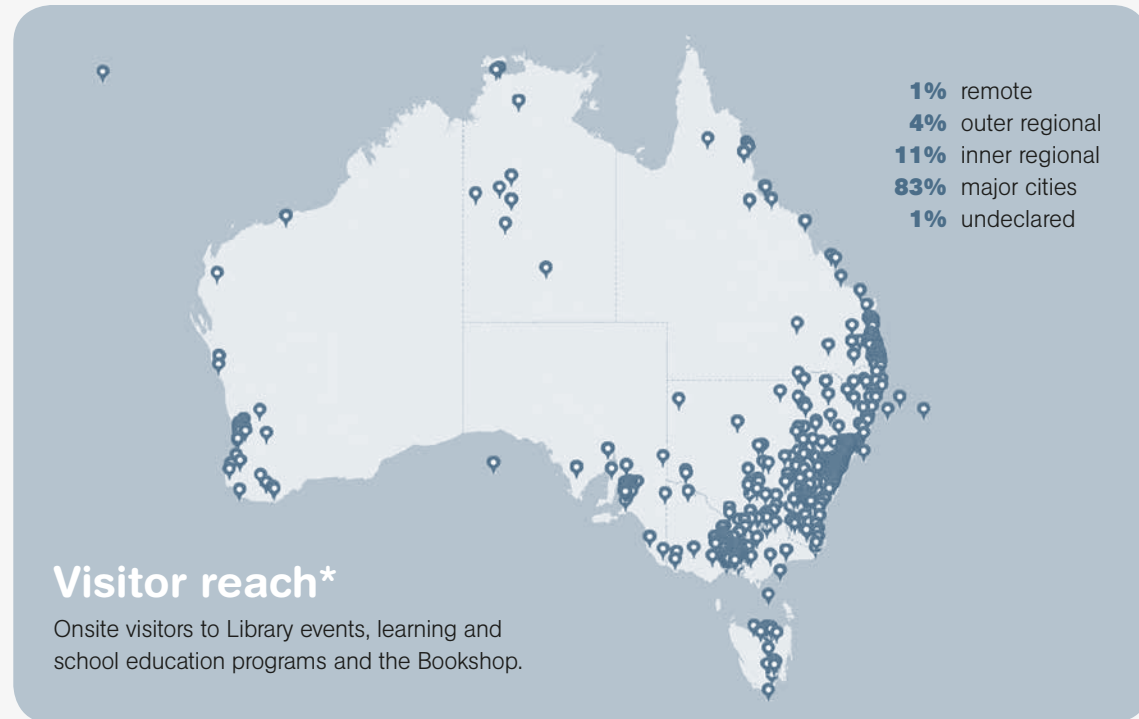
R. Stokes
CHAIR

5 August 2016

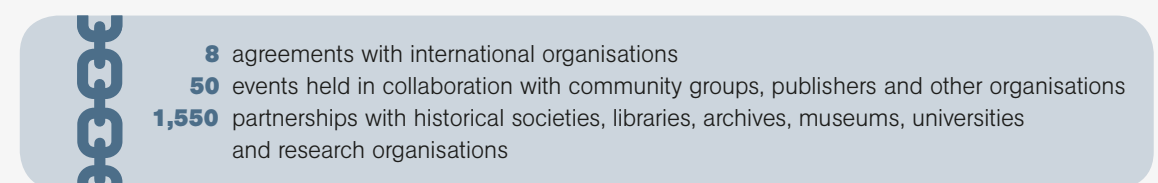
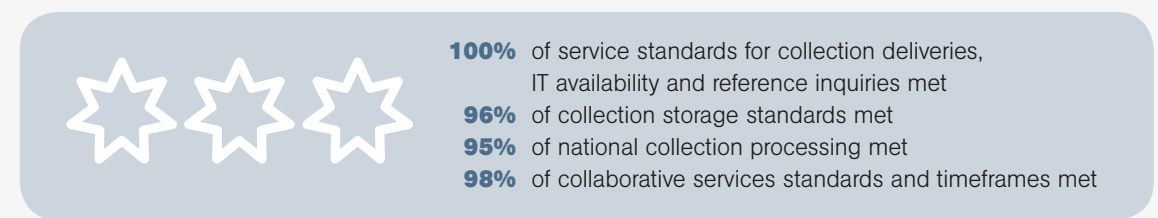
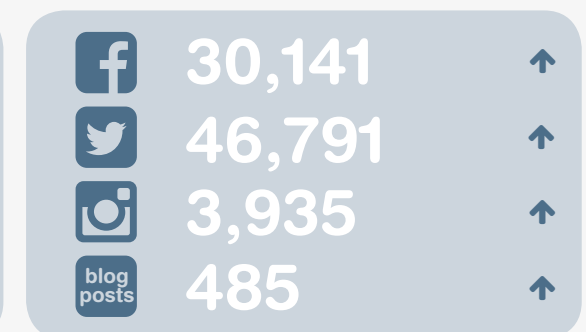
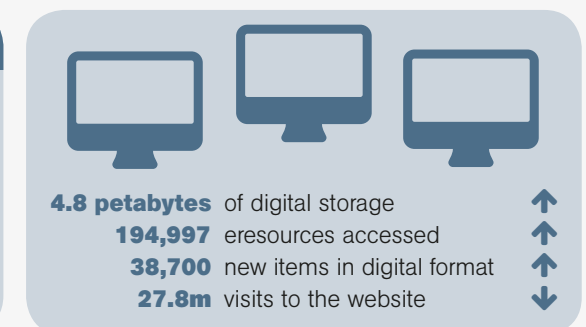
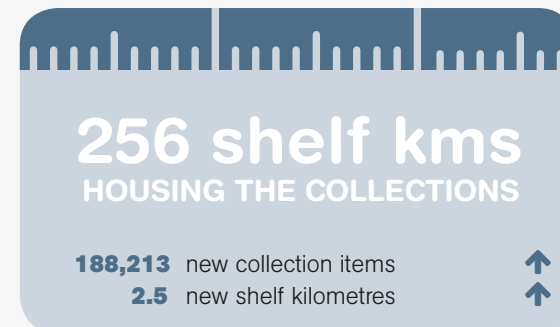
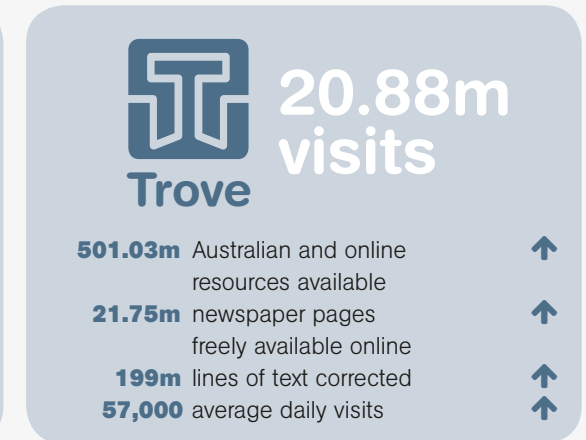
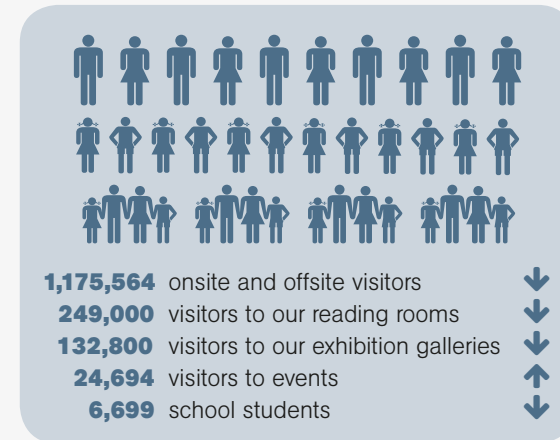
A. Schwirtlich AM
DIRECTOR-GENERAL

5 August 2016

3.1 2015-16 SNAPSHOT



* Based on postcodes voluntarily supplied and grouped by Australian Bureau of Statistics Remoteness Area Codes.



3.2 STRATEGIC PRIORITY ONE BUILD THE NATION'S MEMORY

In 2015–16, the Library's priorities were:

- to continue building the Library's innovative digital library platform to ensure that Australia's documentary heritage, in all forms, can be acquired, managed for long-term access, and delivered to and used by the public;
- when passed, to ensure the successful implementation of legal deposit legislation for digital publications through establishment of appropriate policies, systems and workflows;
- to issue and implement a revised Collection Development Policy reflecting the Library's aims for its collections in the digital environment.

RESULTS ACHIEVED

- to continue building the Library's innovative digital library platform to ensure that Australia's documentary heritage, in all forms, can be acquired, managed for long-term access, and delivered to and used by the public

The successful completion of milestones within Stage 4 of the Digital Library Infrastructure Replacement (DLIR) program provided a much-needed boost to the Library's capacity to manage its digital collections.

A significant milestone was achieved in December 2015 with the release of a new Digital Library Content Management System providing workflows to collect, manage and preserve Australian ebooks, websites, maps, digital pictures, manuscripts and oral history recordings. Successful migration saw over 300,000 digitised items in all these formats moved from older systems to the new Digital Library Content Management System. At that point, the DLIR program shifted focus from replacing end-of-life systems to building new digital collecting capabilities, with the successful launch of an edeposit service supporting new legislation for the deposit of electronic publications. Automated workflows and processes were developed to enable newly received content to be automatically managed and preserved, the last and most significant step in ensuring the preservation of digital collections for long-term access.

The Library's edeposit service provides a web-based publisher portal enabling publishers to quickly and simply upload ebook and periodical publications, thereby meeting their deposit requirements with the Library. Launched on 17 February 2016, the first day of the new legislation, the portal was readily adopted by publishers. An important part of the system design was simplicity

and ease of use for publishers, but also the realisation of end-to-end system workflows enabling the automated re-use of publisher metadata for incoming ebooks and ejournals. This minimises the need for manual intervention, saving staff time.

The DLIR program also built faster and simpler harvesting mechanisms to improve web collecting capability. This has significantly improved the ease and speed with which the Library can collect news and simple social media, responding to emerging topics of interest. New interfaces also mean that seed-list harvesting around a particular topic or theme, previously needing IT support, can now be run easily by collecting staff, dramatically expanding the Library's harvesting capability. New technology to collect content that was previously unobtainable has expanded the range of content captured.

For unpublished digital collections, such as pictures and manuscripts, workflow automation has minimised repetitive data entry tasks and enabled re-use of metadata across related systems. Images are presented on screen in higher resolution and with zooming functionality, so that the user experience is much improved, and there is less need for staff to retrieve fragile, at-risk materials for inspection. The system's capacity to apply access conditions and metadata at greater levels of granularity has enhanced rights management procedures.

For oral history materials, the Digital Library Content Management System has more efficient end-to-end business processes, from commissioning and recording content through to accessing existing Oral History and Folklore recordings. More coherent, efficient and flexible delivery of materials that have complex relationships has streamlined access to audio recordings and their time-coded summaries and transcripts. The system has significantly shortened the timeframes required to upload materials for delivery and increased the quantity of materials available online, now approximately 8,000 hours.

In developing systems to collect, describe and make accessible digital content, there was a focus on ensuring minimal handling and data entry. As a consequence, acquiring digital material is faster and easier than print collecting. For example, the deposit and delivery of new serial issues occurs with no intervention from Library staff. In contrast, the Library manually processes print serial issues, with approximately eight full-time equivalent staff employed in acquiring 100,000 serial issues. This opens up opportunities for the Library to pursue further efficiencies in transitioning from print to digital collecting.

The Trove digital library was enhanced to deliver new and existing digitised special collections to users, online and for free. Any member of the public can now view these collections in their web browser at home; use deep zoom to closely examine the images; easily download, print or order high-resolution copies; and share them with social networks. Evidence shows that the up-to-date interface is encouraging researchers and businesses alike to incorporate the Library's collection items into their work, from a real estate agency's coffee table book showcasing images of local suburbs to prospective

clients to a local government report on an early Māori visit to Parramatta. Users are now also able to download high-resolution out-of-copyright digitised maps. This has contributed to a 60 per cent reduction in mediated order requests for items from the Maps Collection, as people become accustomed to downloading maps directly. Map series indices, systematically added to catalogue records as a geographic aid for users to visually identify maps, are now interactive for digitised maps. This allows online users to navigate from the index to individual images and download as needed.

For the first time, 70,000 historic journal articles from the Library's collection were made discoverable in Trove at the individual article level. Like the existing digitised newspapers, users can search for a term in the text and click through to read the entire digitised journal online for free. Publications from the First World War are a particular strength. Researchers, family historians and students can now delve into the soldier experience, as mediated by the government (for example, the *Anzac Bulletin*, a publication issued to members of the Australian Imperial Forces in Great Britain and France from 1916 to 1919) or written by those sent home (for example, *Mountain Mists*, a monthly magazine published by the convalescent soldiers of Bodington, NSW). This expansion of online full-text content will power future research into Australia's social, economic and political history by ensuring it is accessible to all Australians, whether they are within the Library's Canberra reading rooms or offsite anywhere else in the country.

- when passed, to ensure the successful implementation of legal deposit legislation for digital publications through establishment of appropriate policies, systems and workflows

The Library commenced collecting digital publications under the newly expanded legal deposit provisions in the *Copyright Act 1968* on 17 February 2016. At launch, a simple deposit interface was offered to publishers, allowing a new publication to be deposited from anywhere in less than five minutes.

First use of edeposit service

The first publisher to deposit a book under the new scheme was Penguin Random House Australia, sending an ecopy of *Napoleon's Last Island* by Tom Keneally quickly and easily through the Library's edeposit service. Filmed as it happened, the seemingly effortless appearance of *Napoleon's Last Island* in the Library's system seconds after it was deposited brought a spontaneous round of applause from both the assembled Library staff and the excited team at Penguin Random House.

In the first months post implementation, the Library worked directly with online distributors and large publishers to facilitate streamlined deposit of publications from a cross-section of Australia's leading publishing houses, including Penguin Random House, Black Inc., Text Publishing and Harlequin.

Publishers have responded positively to the new requirements and way of depositing. Several have also deposited their backlists.

Feedback from serial publishers has also been pleasing, with recognition from several that there are benefits in terms of time and money in depositing serial issues online rather than posting print equivalents to the Library.

The first Australian web domain harvest completed under the new legislative provisions also started on 17 February and collected 53 terabytes of data, including 690 million files.

The successful implementation of an expanded legal deposit scheme has resulted in the preservation of Australia's digital heritage for current and future generations, as well as a new efficient and cost-effective way for publishers to meet their obligations. By the end of June, the Library had collected 812 ebooks, 35 digital sheet music publications and 121 ejournal titles.

- to issue and implement a revised Collection Development Policy reflecting the Library's aims for its collections in the digital environment

The Library's revised Collection Development Policy was released in June 2016. It sets out the key principles from which the Library's decisions to acquire materials flow: why, what, when and how to collect. The Library's collecting policy has been revised regularly since its inception in 1960. This version departs from previous formats in recognition of the increasing diversity of publishing in both print and digital form and the growing complexity of collection-building choices. It outlines a principles-based approach to collecting, integrating collection of offline and online formats, and providing guidance for allocation of the Library's acquisition resources. By clearly identifying priorities for collecting activity, the policy allows flexibility within different resourcing situations.

The revised policy sets a new priority to collect more proactively materials created by Aboriginal and Torres Strait Islander peoples, as well as to document cultural and social issues of concern to Indigenous Australians, from Indigenous perspectives.

The Oral History project, *Seven Years on: Continuing Life Histories of Aboriginal Leaders* re-interviewed several leaders, including psychologist Carmen Cubillo, former politician Aden Ridgeway and educator Linda Ford. Other recordings focused on performing artists in the Kimberley region. The records of the Aboriginal Artists Agency were acquired for the Manuscripts Collection and a notable acquisition for the Pictures Collection was Albert Namatjira's watercolour of Glen Helen homestead where his family lived and worked. The Library was delighted to receive a gift of 15 carved boab nuts cast in white aluminium, commissioned by Wesfarmers from Kimberley Aboriginal artists to mark the company's centenary.

Materials relating to Indigenous land and community life were acquired from individuals working on projects with remote communities: for example, Matthew Abbott's photographs of Western Arnhem Land as part of the Mirarr Rock Art Survey, and Hamish Cairns' photographs of the community on Palm Island in Queensland.

Two other notable acquisition publications in the Australian language of Yan-nhangu—*Murrunggabu yitjiwalagu dhanguny giyitibu: nhangu dhanguny Murrunggabu Yan-nhangu yan* and *Murrunggabu yitjiwalagu dhanguny garambakabu: nhangu dhanguny Murrunggabu Yan-nhangu yan*—by Laurie Baymarrwana, Laurie Milinditj and Tom Horniblow, were acquired on legal deposit. These books come with a special pen connected to a CD that reads the text aloud. Critically endangered, Yan-nhangu is the traditional language of Murrunga Island in the Crocodile Islands, North East Arnhem Land.

'Old TI': Reaching Torres Strait Islander communities

When John Morseu, the Library's 2015 Indigenous Graduate, created the Library's first research guide for Torres Strait Islanders to explore their history in the collections, he had little expectation of its scope, impact or transformative power. His 'Old TI' project uncovered hundreds of pictures, manuscripts, family letters, oral histories, early forms of Islander writing in English, three regional languages, and old gazettes and newspapers dating from the 1890s to the 1980s. These documented various facets of the Torres Strait, from historical expeditions to a vibrant pearling industry, wartime defence of Australian borders, distinctive Torres Strait Islander forms of Christian worship, and people, places and culture expressed through art, music, dance and stories.

As a Torres Strait Islander whose family heritage is from Darnley Island and a former Thursday Island (TI) resident, John described 'unravelling these collection gems' as revelatory.

We know and share our own stories and traditions, orally. But, like most Islanders, I didn't know these kinds of original materials existed in national cultural institutions. They have changed my thinking, and helped me understand and respect both 'Old TI' and contemporary Islander culture as a living fusion of Torres Strait traditions and external influences, with their own integrity and history.

John's story grabbed national and international attention. Through Facebook, blogs and sharing sites, the Library's social media outreach spiked and generated online feedback and collection use from Torres Strait Islanders, with 5,000 members signing in to the TI page in the first month. Media reached far into Torres Strait communities through the Torres Strait Regional Council, the Torres Strait Regional Authority and the local *Torres News*, and nationally through ABC News, national newspapers and online forums. John, through kinship relationships, shared knowledge about collection material with Torres Strait communities in Cairns and on TI, hosted a visit for people from Saibai Island to view collections, and represented the Library at the National Indigenous Languages and Technology Forum in October 2015, maximising the outreach from what started life as a small graduate project.

3.3 STRATEGIC PRIORITY TWO MAKE ACCESS HAPPEN

In 2015–16, the Library's priorities were:

- to complete the Reading Room Integration Project to transform Library services to onsite users and better meet the needs of twenty-first century Library users;
- to collaborate with partners and the public to increase the volume and variety of digital content accessible via Trove;
- to work with partners to expand and enrich the Library's world-leading newspaper digitisation program;
- to complete the evaluation of engagement with Trove by Australians from culturally and linguistically diverse backgrounds and by students and teachers, and prioritise recommendations to improve digital service to these communities.

RESULTS ACHIEVED

- to complete the Reading Room Integration Project to transform Library services to onsite users and better meet the needs of twenty-first century Library users

With the transformation of the National Library's reading rooms completed, in November 2015 the Library conducted a user satisfaction survey of the 1,000 people who had used the integrated Special Collections Reading Room since it opened in January.

The results were positive across all criteria with researchers clearly appreciating the general ambience, ability to use different collection formats concurrently and improved facilities. Notable findings include:

- 81 per cent rated their overall experience as 8/10 or higher and 33 per cent gave their experience a 10/10 score;
- 52 per cent used the reading room after 5 pm and 63 per cent on a Saturday; 35 per cent of these were researchers who live outside the Canberra region;
- 74 per cent used multiple collection formats concurrently;
- 94 per cent considered staff courteous and welcoming and 93 per cent viewed staff as consistently helpful.

Working at the Special Collections Reading Room was one of the most pleasant research experiences I've ever had.

The staff at the NLA are consistently excellent—the best library staff I have experienced worldwide (I have also used a large number of libraries and archives in Britain and the US).

Staff and policies are wonderful. I hadn't realised just how good until I used other MS collections elsewhere.

The results strongly endorse the decision to bring together the individual reading rooms into a larger, combined space conducive to intensive scholarly research and access. The public response to the new Newspapers and Family History zone in the expanded Main Reading Room was equally positive.

The Library received many grateful responses in relation to its improved family history services, where the expertise and helpfulness of reference staff have touched many hearts and inspired confidence in the Library's collections and services.

Reuniting families

Christie and her family had been looking for 30 years for her lost grandfather, a Polish refugee, who they believed had died destitute after his divorce and was buried in an unmarked grave. Christie had searched tirelessly to find records of his life and death, and engaged international and local family tracing services and genealogists, all without success. Finally, she contacted the National Library's online 'Ask a Librarian' service. By conducting a wildcard search, a senior reference librarian solved this family mystery. A simple typographical error in the NSW death records had hidden him: his name was Frank Koscik but his death was registered as 'Frank Koscak'. Christie wrote about her experience:

This has been completely amazing, especially for my Uncle, Frank's son. We now have his death certificate, have located the grave, and we are all off to Poland for a reunion with his surviving family in a small village where only the children like Frank escaped the Nazis during the Second World War. I cannot thank the Library enough.

- to collaborate with partners and the public to increase the volume and variety of digital content accessible via Trove

In addition to providing access to the Library's own digital collections, Trove brings together and showcases unique Australian documents and artefacts through a series of strategic partnerships with collection holders. These content partners range from tiny local museums—started by volunteers—through to large research, government and cultural organisations with significant digital collections they wish to share with the widest possible audience. This year saw a focus on museums, in recognition of the vital role that they play in fostering community memory and a sense of identity. Feedback from Trove users consistently emphasises the desire for more content of every kind, with many specifying that they want to see more museum and archival content in Trove. Trove makes an important

Trove is unique and globally important. It is the most significant public sector [Digital Humanities] project in the world.

contribution to moving these collections out from behind the walls of museums and connecting them with people who wish to learn, create and share.

Trove established a further 39 new contributor partnerships in 2015–16, including the addition of eight new museum collections, three from Museum Victoria. The Library has now forged relationships with 203 such partners, representing a range of sectors. This is in addition to the collections of the 1,200 Libraries Australia members.

Twenty-six partnerships, some two-thirds of those established this year, resulted from a cross-jurisdictional strategic partnership with Victorian Collections, a service that provides a central portal to cultural treasures held by museums, galleries and small collecting organisations throughout Victoria. Trove and Victorian Collections now share more than 28,000 records describing digital objects from 45 different organisations. This partnership provides a pathway for small non-mainstream collecting organisations, such as RSLs, school archives, sporting clubs and multicultural groups, to make their distinctive collections accessible through Trove.

The material in these small collections provides a fascinating counterpoint to that found in the collections of larger institutions. This may be through their specialist focus, such as the collection of the Victorian Aboriginal Corporation for Languages Library (a repository of specialist language materials for Indigenous communities) and the RAN Naval Heritage Collection (one of the largest online collections of historical naval objects), or through a local or regional focus, such as the City of Vincent's image collection, with its 3,000 photographs depicting the life, times and landscape of Vincent, Western Australia, from 1860 through to the present day.

These unique and previously hard-to-find collections are of tremendous interest to professional and recreational researchers, commercial organisations and government. Heritage architects Lovell Chen have noted that Trove is an unparalleled resource for research supporting their professional practice, particularly in regional Victoria, and that collections of very small museums and historical societies are particularly valuable. In 2016, business development consultant Jan Bimrose shared her story of using Trove as a vital resource in her work with rural and regional centres. Ms Bimrose explained that Trove newspapers and collections help in gaining

Connecting people with collections

In 2016, the Library worked with Museum Victoria (MV) to expand the visibility of its digital collections on Trove, ensuring their currency and making valuable open-licence information available. This work increased the Trove-discoverable MV images to 97,000, half of which have Creative Commons licences, allowing people to identify material that can be re-used and repurposed.

In the month following the completion of this work, MV experienced a substantial increase in online visitation via Trove, making it the second largest source of traffic to their digital collections. Dr Elycia Wallis, who manages the Museum Victoria Online Collections, contacted the Library to emphasise the value Trove offers galleries, libraries, archives and museums (the GLAM sector) in exposing collections that researchers might not otherwise find.

Trove helps make publicly funded and often open access research discoverable and accessible to a non-academic audience.

Want innovation? Trove is one of our best cultural heritage exports with global influence on both Digital Public Library of America & Europeana.

an understanding of individual community characteristics. This is used to formulate suggestions on how services, including community and regional events, can further develop, become more viable and be further enriched.

In September 2015, the Library was approached by the Japanese Government's Division for the Recovery and Repatriation of the Remains of War Dead (funded by the Ministry of Health, Labour and Welfare) to supply copies of a large quantity of Second World War military maps. After the Library had copied approximately 450 maps, the Japanese Ministry of Health, Labour and Welfare offered to fund the digitisation of approximately 3,000 Southwest Pacific theatre maps held by the Library. The Ministry will use these maps with relevant unit diaries held by the Australian War Memorial, together with maps and documentation supplied by the Government of the United States of America, to pinpoint military engagements and possible burial sites. These maps are publicly accessible through Trove.

How one record from a small museum changed lives

In December 2015, American designer Ivan Owen contacted the Library and shared the story of a chance finding in Trove that helped change the life of Liam, a young boy born without fingers—and thousands more people with similar special needs around the world. Mr Owen used Trove in his research into the construction of the world's first 3D-printed, body-powered partial hand prosthesis for Liam. He uncovered, via Trove, the Health Museum of South Australia's records about the Coles Hand, a prosthetic hand made for one Corporal Coles in 1845 out of whalebone and metal pulleys.

Mr Owen told the Library that his research in Trove led him to find crucial details about the pulley mechanism needed for Liam's prosthetic hand. He then generously made his designs freely available as open source, so they can be used and adapted by anyone. A large community has built up around his initial work; his design has spread internationally and led to the creation of more than 1,600 prosthetics for children. This is just one demonstration of the power that can be unleashed through the digitisation of cultural collections—and of the remarkable social, health and economic benefits that result.

- to work with partners to expand and enrich the Library's world-leading newspaper digitisation program

In February 2016, Trove 7 was released—the most significant upgrade to Trove since its launch in 2009. Trove 7 incorporated an upgrade of the underlying infrastructure used to deliver its services, as well as a revised interface for digitised newspapers and the New South Wales *Government Gazette*.

The newspaper digitisation program delivered 3.5 million pages in 2015–16, bringing the total number of pages delivered online to 21.75 million. The first Dutch-Australian newspapers were digitised, to mark the 400th anniversary of the Hartog landing in 2016.

In February, the newspaper digitisation program reached another milestone with the processing and delivery of the 20 millionth newspaper page. This was the Friday 31 August 1928 edition of *The Northern Sportsman* from Innisfail in Queensland, 'North Queensland's only All-Sport newspaper'. It also proved to be previously completely unknown, as it was the only issue of this newspaper microfilmed and was 'hidden' within a reel of a differently named newspaper title.

The Library continued to work successfully with partner organisations, including libraries, historical societies, local councils and others, who funded the digitisation and delivery of 283,000 newspaper pages, or 6.8 per cent of the output this year. The State Library of New South Wales, through its Digital Excellence Program, was again the biggest partner, funding the digitisation of a further 1.23 million newspaper pages from New South Wales.

Historical government gazettes are another rich research resource that complement early newspapers. With the State Library of New South Wales' support, the Library embarked on digitising the New South Wales *Government Gazette* from 1832 to 2001. The first 100,000 pages were delivered on Trove at the end of February and immediately proved popular. By June, this title had become the third most used New South Wales publication on Trove, demonstrating the value that the State Library has brought to the Trove enterprise. All 950,000 pages of the *Gazette* will be delivered by late 2016.

This year, the Library also consolidated its new journal digitisation program through modest internal programs, as well as working with funding partners. The well-known *Inside Indonesia* magazine was digitised with sponsorship by the publisher, and most volumes of *Building* magazine were delivered online, funded by the State Library of New South Wales. The program has started to attract interest from various sectors and organisations.

I was using Trove this morning with my year 10 history class for primary research. They were in awe!

I teach first years in a number of disciplines. Trove is a revelation to many of them, it fosters a love of research.

Most kids grow up without school librarians in their schools to teach them how to research, which is why Trove is so important.

Trove is essential for me as a historian, manager of archives and as a teacher.

- to complete the evaluation of engagement with Trove by Australians from culturally and linguistically diverse backgrounds and by students and teachers, and prioritise recommendations to improve digital service to these communities

In 2015, the Library conducted an independent evaluation of three Trove audiences: students, teachers and those from culturally and linguistically diverse backgrounds. These groups were found to recognise the value and usefulness of Trove, but had low levels of service awareness and some usability issues. The evaluation made a number of recommendations, which focused primarily on marketing solutions. The Library has used these to identify a range of short-, medium- and long-term actions.

A Trove Facebook page was launched in January 2016 to reach and engage with all three audiences, who have a much larger presence on that social media platform than on others previously used by the Library. Within four months, the page amassed 4,000 followers, with most posts reaching between 1,000 and 6,000 people. Trove Facebook is a particularly effective platform for reaching and sharing resources with teachers: for example, sharing curated lists of resources on Australian prime ministers and a video explaining how to create curated lists. This video had been viewed 1,800 times through the Facebook page as at 30 June 2016.

A number of teacher support and train-the-trainer materials have been developed that are suitable for both teachers and public librarians working with people from culturally and linguistically diverse backgrounds. These resources comprise six information sheets supporting different features in Trove, in addition to other branded products: notebooks, teaching bags and bookmarks. The information sheets were trialled at a college teacher professional development day in January and received a very strong response. One teacher commented that many teachers already encourage students to use Trove in their research, and that these types of resources provide an additional layer of support directly to the student.

The Library is also focusing on creating connections with Australian teacher associations and building teacher champions. There is a growing relationship with the History Teachers' Association of Australia, which has seen members of the organisation provide advice regarding teacher training resources, and an invitation to participate in their annual conference.

3.4 STRATEGIC PRIORITY THREE LEAD, PARTNER, CONNECT AND EXCEL

In 2015–16, the Library's priorities were:

- to develop national infrastructure by exploring and transforming provisioning and business models for Libraries Australia in a cloud-dominated library systems environment;
- to participate in international collaborations that focus on standards and practices that make it easy for people everywhere to find, use and build on its collections;
- to sustain, with the assistance of the Library's Council and Foundation Board, the Library's giving community and develop new approaches to attract personal, philanthropic and commercial giving;
- to build on sound governance arrangements and effective resource management so that the Australian Government, partners and the community are assured that their investment is well managed;
- to continue reducing the Library's energy and waste footprint, carefully assessing the return on investment for each improvement project.

RESULTS ACHIEVED

- to develop national infrastructure by exploring and transforming provisioning and business models for Libraries Australia in a cloud-dominated library systems environment

Libraries Australia is a membership-based collaboration that supports the cataloguing and document-delivery workflows of more than 1,200 member libraries. The service operates on a full cost-recovery basis, and the Library continues to find ways to ensure the sustainable delivery of this national service in a rapidly evolving technological environment.

In October 2015, the Library successfully transitioned the Virtual Document eXchange system operating the Libraries Australia Document Delivery service to an environment hosted by the system vendor. This transition enabled Library staff to focus on service delivery to members, while creating a pathway for robust support and more timely system improvements via the platform vendor.

The Library is closely watching the experiences of three international services providing support similar to Libraries Australia as they transition to cloud-based platforms. Scrutiny of outcomes for those services will inform the Library's deliberations as it considers optimal strategies for future Libraries Australia service delivery.

The development of cloud-based library systems and their implementation in Australian libraries has provided opportunities to improve the coverage and currency of the Australian National Bibliographic Database by facilitating better collection management and exposure by smaller libraries.

The Library has worked with two major international library system vendors (OCLC and Ex Libris) to develop a seamless data contribution mechanism that allows Australian libraries using cloud-based library systems to contribute data for their library collections to the Australian National Bibliographic Database.

Through this process, 35 university, public, research and special Australian libraries have refreshed information about their collections on Libraries Australia. This has enabled accurate information to be syndicated to Trove, and also to WorldCat, the world's largest aggregator of bibliographic records.

- to participate in international collaborations that focus on standards and practices that make it easy for people everywhere to find, use and build on its collections

One of the most important international standards used in the Library's work every day is the set of cataloguing guidelines and instructions known as Resource Description and Access (RDA), which guides the creation of bibliographic metadata for library materials. The Library is a member of the RDA Board, an international governing body of English-speaking countries that sets strategic directions for the standard. The Library chairs the Australian Committee on Cataloguing and is also a member of the RDA Steering Committee, which is responsible for the development and content of the standard.

This year saw a significant change in the management of the RDA standard as the Board introduced a new internationally oriented governance structure, enabling participation and representation from all countries and all sectors. The benefit of doing this became apparent as RDA developed. As more organisations develop rich and compatible data sets about their holdings, the adoption and promotion of RDA can enable these data to be actively shared across borders and increase the discoverability of collections for the benefit of users everywhere.

The Library is a founding member of the International Internet Preservation Consortium (IIPC), an international organisation established to improve

the tools, standards and best practices of web archiving while promoting international collaboration. Some of the innovative work being done by the Library on web archiving technology through the DLIR program has already attracted the interest of the IIPC community. This led to the offer of funding for the Library's Web Archiving Manager, Dr Paul Koerbin, to travel to Iceland and present on the Library's work to a large and influential professional community at the IIPC's annual conference.

Oral History collections grew through partnerships with universities, mostly via Australian Research Council (ARC) linkage grants, and with other organisations. During 2015, the following multi-year ARC linkage projects drew to a close: *New Beats: Mass Redundancies and Career Change in Australian Journalism* (60 interviews, led by La Trobe University); the *History of Press Photography in Australia* (57 interviews, led by the University of Melbourne); *Trailblazing Women and the Law* (45 interviews, led by the Australian National University); *The Past in the Present: Australian Lesbian and Gay Life Stories* (60 interviews, led by Macquarie University); and *Australian Generations* (300 interviews, led by Monash University).

National and State Libraries Australasia—leading collaboration

The National Library, Australia's state and territory libraries and the National Library of New Zealand collaborate closely, under the aegis of National and State Libraries Australasia (NSLA), to share solutions, to represent the rights of library users and to remove barriers that hamper collecting and providing access. NSLA collaborates to build a comprehensive national collection, to make it accessible to all Australians and to do so in ways that deliver value, share benefits and strengthen relationships. NSLA's strategic direction is set by the chief executives of member libraries who meet three times a year. NSLA achieves its ambitions through project groups and communities of practice, whose members are drawn from the staff of NSLA libraries.

Over the year, project groups focus on advancing collective thinking and approaches to copyright; building capabilities in the preservation of digital collections; strengthening the skills required to operate in the digital world; evaluating and purchasing published resources; effectively managing heritage collections; serving Indigenous people and stewarding Indigenous collections; and developing approaches to improving literacy and learning.

Communities of practice focus on benchmarking and exploring areas of common concern in areas such as Communications and Marketing, Corporate Services, Funding and Sponsorship, Public Libraries, Storage, Trove and Visitor Experience.

While the Library is an active participant in most, and leads several, of these groups, it has been deeply involved in NSLA's investigation of the feasibility of shared digital infrastructure for all published Australian digital material: digital books, journals, newspapers, maps, music and Australian websites. Our collective goal is to achieve simplicity and certainty for publishers, a more comprehensive collection available through all NSLA members to Australians and significant efficiencies across NSLA libraries.

Australian generations

The Australian Generations Oral History Project has been the largest, most innovative and most complex of the Library's Oral History collaborations. It addressed intergenerational dynamics and the impact of dramatic social, technological and environmental changes on the experiences and attitudes of successive generations.

The project encompassed 300 life history audio interviews (1,221 hours) across generations from 1920 to 1989, now securely archived at the Library and subject to shared rights and access conditions as agreed by each participant and institution. The project has shaped the creation, preservation and use of historical evidence; highlighted how digital technologies are transforming the interaction between historians and their sources and audiences; and tested the methodological and ethical responsibilities negotiated by partners across archives, radio and academia.

From inception, the project was designed to transform, test and use, as well as test governance of, the Library's online audio delivery system. Through shared access to its data and Content Management System, researchers have been able to mine content in new ways. In March 2016, *Australian Historical Studies* devoted a special themed issue to examining the methodological and technical innovations of the project. The forthcoming book from the project will use the interview data to explore a range of themes in Australian social and cultural history and will enable online readers to listen to extracts directly from the Library's website.

These collaborations have enabled the Library to collect contemporary social history interviews on a scale otherwise impossible from within Library resources. They have harnessed academic knowledge and institutional expertise and created audio collections of enduring research value. The Library trained interviewers in its leading-edge digital collecting and archiving methodologies to ensure long-term preservation of recordings and facilitate online access to the funded research.

Privileged access to the Library's digital management and audio delivery systems has enabled researchers to mine, synthesise and analyse content in new ways across large numbers of interviews. The Library's infrastructure and tools helped researchers create new knowledge and research outcomes much faster than was previously possible: for example, in the rapid publication of a book by Macquarie University academics arising from the interviews recording the life experiences of gay men and lesbians.

The Library's infrastructure and tools are changing paradigms for the use of oral history sources, akin to the transformations in research achieved through newspaper digitisation.

- to sustain, with the assistance of the Library's Council and Foundation Board, the Library's giving community and develop new approaches to attract personal, philanthropic and commercial giving

In 2015, the Library expanded, refreshed and relaunched its program of fellowships and scholarships, replacing the former Harold White Fellowships, which had supported over 150 research fellows since 1983. This philanthropy enabled the Library to broaden the scope of the fellowships, offer increased levels of financial assistance to fellows and revise guidelines to better address issues of equity, access and merit. Six funded National Library of Australia Fellowships for sustained advanced research were created, each supported by individuals, consortia or trust funding. Two Creative Arts Fellowships, one funded by the Friends of the National Library of Australia Inc., the second by a bequest, were established to assist artists and writers to create new work, creatively using or inspired by the collections. The inaugural round for the 2016 National Library of Australia Fellowships attracted a remarkable field of 147 high-quality applicants, from which seven fellows were selected (including two Honorary Fellowships and one funded by the Library). The Creative Arts Fellowships attracted 82 applicants, with the panel noting the exceptionally high quality of applicants and the range, originality and depth of projects across disparate art forms.

The 2016 fellows have fulfilled expectations of outstanding research, creation of new knowledge from and about the collections, inspirational public events and strong media presence, as well as deep engagement with the Library, including Council, donors and staff. In reporting to Council and through media, fellows have become outstanding ambassadors and advocates for the Library's collections and services.

Advancing understanding and knowledge

In a challenging budgetary environment, the NLA has delivered one of the most significant turnarounds I've ever seen and positioned Australia well for advancing our understanding of Australia and knowledge more generally.

The response from the researcher community has been overwhelming, with applications tripling for the new program and the quality among the best in Australia and the world ... It was an exhausting but rewarding job knowing that, even beyond the superlative scholars selected, we've exposed hundreds to the wealth of the collection. We have no doubt many of them will by hook or by crook find their way to being able to access this national asset.

We can expect some of the most significant research coming out of Australia in the next couple of years will have been seeded by this program. I cannot congratulate—and thank—the NLA and its staff enough for what they've done for Australian knowledge with this turnaround.

Professor Kent Anderson, Deputy Vice-Chancellor, University of Western Australia, and a member of the Fellowships Advisory Committee, August 2015

- to build on sound governance arrangements and effective resource management so that the Australian Government, partners and the community are assured that their investment is well managed

The Library has continued to refine governance arrangements and corporate structures to gain efficiencies and best meet corporate objectives and accountability requirements. Consultative mechanisms include, for example, a Corporate Management Forum, which consists of senior executives from agencies in the Arts portfolio and representatives from a small number of non-portfolio agencies. The forum considers a range of corporate issues, including human resource management, financial management, procurement, risk, and IT and facilities management, with a view to achieving economies of scale, sharing experiences and encouraging better practice. The forum met four times during 2015–16.

Major long-term initiatives, such as the *Celestial Empire* exhibition and Reading Room Integration Project, have been successfully completed and the DLIR program is on track for completion in 2016–17. Efficiency targets set by government for 2015–16 have been met and the Library has in train initiatives to meet the targets for 2016–17. Consistent with previous years, no compliance issues of any significance were identified for 2015–16.

In December 2015, work was completed on the Reading Room Integration Project. This milestone marks the culmination of a significant project for the Library and completes an important component of the Library's Strategic Building Master Plan. The project has improved and modernised the public spaces in keeping with a twenty-first-century national library, and builds on the achievement of the Treasures and Exhibition galleries and improvements to the Main Reading Room completed in 2012.

During 2015–16, a range of other capital expenditure building projects was undertaken, including installation of new energy-efficient lighting and controls in the Treasures and Exhibition galleries, fire corridors, plant rooms and lift lobbies.

The Library has a dedicated workforce plan that identifies people priorities and workforce development initiatives. A new plan took effect from 1 July 2015, developed to support initiatives in the Library's Corporate Plan 2015–2019 and to build on leadership capability, digital confidence and career sustainability.

In 2015–16, in line with the government's Protective Security Policy Framework and Information Security Manual, a three-point IT security strategy of People, Policy and Enforcement was implemented. To address this, the Library released updated IT security policies and conducted IT security awareness seminars to inform staff of the updates to these policies. Security assessments for new IT systems and major system updates were successfully completed.

As more staff use mobile devices to assist in their work, Mobile Device Management was implemented to allow secure access to corporate resources from these devices.

As a result of implementing the three-point strategy, over the course of 2015–16 there were no cyber security incidents of any consequence.

- to continue reducing the Library's energy and waste footprint, carefully assessing the return on investment for each improvement project

The review of climate control parameters for collection storage areas to ensure the building plant and equipment operate at optimal efficiency has continued. Further seasonal trials were conducted throughout the year to test our ability to continue to reduce energy usage in collection storage areas while maintaining appropriate conditions.

The sustainability program at the Library has been very successful in reducing energy and water usage, and waste to landfill. It has also garnered a great deal of staff engagement and support, and entrenched systems, processes and thinking are now in place to ensure energy usage is minimised and sustainable practices are adopted.

Reducing the energy and waste footprint

In comparison with the previous year, the Library has reduced electricity consumption by 1 per cent to 5.6 million kWh and decreased gas consumption by 6 per cent to 4 million MJ. Water usage was 12,600 KL—a reduction of 9 per cent.

Waste to landfill was 19 per cent of total waste in 2015–16, a reduction of 1 per cent to 37,090 kg compared with the previous year.

Paper consumption has reduced by 9 per cent to 5,500 kg compared with the previous year.

3.5 CROSS-AGENCY KEY PERFORMANCE INDICATORS

With only two exceptions, the Library fully met or exceeded its performance targets for the cross-agency key performance indicators. The targets for indicators reporting the number of visits to the website and the number of onsite visits by students were not met. In 2015–16, the Library continued to focus on developing and delivering more online educational programs for a national audience, with particular emphasis on secondary education in both the development of digital resources and in marketing. The Digital Classroom education platform provided activities to engage students with significant items from the Library's collections.

Table 3.1 lists the Library's results against the cross-cultural agency key performance indicators.

Table 3.1: Cross-cultural Agency Key Performance Indicators, 2015–16

Key Performance Indicators ¹	2014–15 Actual	Actual	Target	2016–17 Forward Estimates	2017–18 Forward Estimates	2018–19 Forward Estimates
Visitor interactions						
Total number of visits to the organisation	1,234,200	1,175,564	1,104,000	1,026,000	1,026,000	1,026,000
Total number of visits to the organisation's website in millions	28	27.8	30	32	34	36
Total number of onsite visits by students as part of an organised educational group	7,340	6,699	8,694	8,640	8,640	8,640
Participation in public and school programs						
Number of people participating in public programs	517	501	380	370	360	360
Number of students participating in school programs	56,588	49,113	44,690	48,640	50,640	52,640
Quantity of school learning programs delivered						
Number of organised programs delivered onsite	180	195	173	173	173	173
Number of program packages available online	7	9	8	10	12	14
Number of educational institutions participating in organised school learning programs	143	150	133	133	133	133
Visitor satisfaction						
% of visitors that were satisfied or very satisfied with their visit	97	92.4	90	90	90	90

Key Performance Indicators ¹	2014–15 Actual	Actual	Target	2016–17 Forward Estimates	2017–18 Forward Estimates	2018–19 Forward Estimates
Expenditure mix						
Expenditure on collection development (as a % of total expenditure)	28.3	28.64	27.2	27.9	28.4	29.4
Expenditure on other capital items (as a % of total expenditure)	12.9	12.15	13.9	13.2	11.7	8.4
Other expenditure (i.e. non-collection development)						
Labour costs (as a % of total expenditure)	25.6	26.14	25.4	25.2	25.6	26.5
Other expenses (as a % of total expenditure)	33.3	33.06	34.4	33.7	34.3	35.7
Collection management and access						
Number of acquisitions (made in the reporting period)	137,170	188,213	51,000	51,000	51,000	51,000
Total number of objects accessioned (in the reporting period)	42,667	46,170	43,000	43,000	43,000	43,000
% of the total collection available to the public	93	92.9	93	93	93	94
% of the total collection available to the public online	5.3	5.5	4.4	4.30	4.40	4.50
% of the total collection digitised	3.73	3.8	3.7	3.95	4	4

¹ The national arts and cultural agencies have progressively implemented a range of cross-agency key performance indicators to facilitate standardised reporting to enable aggregation of data across the agencies.



FINANCIAL STATEMENTS

4. AUDITED FINANCIAL STATEMENTS

Independent Auditor's Report **68**

Statement by Accountable Authorities, Director-General and Chief Financial Officer **70**

Consolidated Statement of Comprehensive Income **71**

Consolidated Statement of Financial Position **73**

Consolidated Statement of Changes in Equity **75**

Consolidated Cash Flow Statement **77**

Notes to the Financial Statements **79**



Map of Earth (detail)
in Complete Miscellany of the Eastern Garden
(Tower of the Precious Brush, 1804)
nla.gov.au/nla.cat-vn1033827



INDEPENDENT AUDITOR'S REPORT

To the Minister for the Arts

I have audited the accompanying annual financial statements of the National Library of Australia for the year ended 30 June 2016, which comprise the following for the consolidated entity:

- Statement by Accountable Authorities, Director-General and Chief Financial Officer;
- Consolidated Statement of Comprehensive Income;
- Consolidated Statement of Financial Position;
- Consolidated Statement of Changes in Equity;
- Consolidated Cash Flow Statement; and
- Notes to the Financial Statements.

The consolidated entity comprises the National Library of Australia and the entities it controlled at the year's end or from time to time during the year.

Opinion

In my opinion, the financial statements of the National Library of Australia:

- (a) comply with Australian Accounting Standards and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the consolidated entity as at 30 June 2016 and its financial performance and cash flows for the year then ended.

Accountable Authority's Responsibility for the Financial Statements

The Council Members of the National Library of Australia are responsible under the *Public Governance, Performance and Accountability Act 2013* for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards and the rules made under that Act and is also responsible for such internal control as the Council Members determines is necessary to enable the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I have conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. These auditing standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor

considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the Accountable Authority of the entity, as well as evaluating the overall presentation of the financial statements.

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

Independence

In conducting my audit, I have followed the independence requirements of the Australian National Audit Office, which incorporate the requirements of the Australian accounting profession.

Australian National Audit Office

Kristian Gage
Acting Executive Director

Delegate of the Auditor-General

Canberra
5 August 2016

Statement by Accountable Authorities, Director-General and Chief Financial Officer

In our opinion, the attached financial statements for the year ended 30 June 2016 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and are based on properly maintained financial records, as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the National Library of Australia will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Council of the National Library of Australia.

Signed 	Signed 	Signed 
R. Stokes Chair	A. Schwirtlich AM Director-General	G. Linehan Chief Financial Officer
5 August 2016	5 August 2016	5 August 2016

NATIONAL LIBRARY OF AUSTRALIA
Consolidated Statement of Comprehensive Income
for the period ended 30 June 2016

	Notes	2016 \$'000	2015 \$'000	Original ¹ Budget 2016 \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	3.1A	37,824	38,347	37,415
Suppliers	3.1B	16,990	16,195	17,804
Grants	3.1C	767	528	531
Depreciation and amortisation	4.2A	19,268	20,251	21,398
Write-down and impairment of assets	3.1D	203	297	100
Other expenses - Fringe Benefit Tax (Non-remuneration)		45	25	-
Total expenses		75,097	75,643	77,248
Own-Source Income				
Own-source revenue				
Sale of goods and rendering of services	3.2A	10,946	10,102	10,155
Deposit interest		1,468	1,877	1,350
Royalties		139	115	86
Other revenue	3.2B	4,748	4,054	3,765
Total own-source revenue		17,301	16,148	15,356
Gains				
Gain from sale of assets		3	33	-
Other gains		10	9	-
Total gains		13	42	-
Total own-source income		17,314	16,190	15,356
Net cost of services		57,783	59,453	61,892
Revenue from Government	5.1	48,740	50,368	50,225
Deficit		(9,043)	(9,085)	(11,667)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation surplus	4.2	6,020	(150,513)	-
Total comprehensive loss		(3,023)	(159,598)	(11,667)

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

¹ The Library's original budgeted financial statement was first presented to Parliament in respect of the reporting period (i.e. from the 2015-16 Portfolio Budget Statements).

Budget Variance Commentary

Consolidated Statement of Comprehensive Income

Explanation of major variances	Affected line items
Depreciation and amortisation expenses are lower than the original budget, with a variation of -\$2,130,000 or -10.0%. Of the variation \$1,371,000 is as a consequence of the decline in value of the NLA's heritage and cultural assets following revaluation as at 30 June 2015, which was after the original budget was approved. The balance of the variation which is across all non-current assets and relates to a number of factors including variances in the timing of the commissioning of new assets compared to the budget assumptions and other assumptions relating to the value of the asset base and estimated useful lives.	Depreciation and amortisation expense
Sales of goods and rendering of services revenue is higher than the original budget with a variation of \$791,000 or 7.8%. The variation is a consequence of revenue from the Library Bookshop exceeding the original budget by \$275,000 or 29.2% largely as a consequence of additional patronage related to the success of the <i>Celestial Empire Exhibition</i> ; additional revenue of \$1,195,000 or 60.4% being generated through the digitisation of other libraries collections; and is offset by a reduction of -\$575,000 or -53.2% in corporate sponsorship being received; and a reduction of -\$95,000 or -13.6% in revenue generated from document supply, which is dependent on demand from other libraries, businesses and individuals.	Sale of goods and rendering of services
Other revenue is higher than the original budget with a variation of \$983,000 or 26.1%. The variation is primarily as a consequence of an increase of \$975,000 or 54.5% in the value of collection material received by the Library at no cost. Such material is received under legal deposit arrangements and through the Cultural Gifts Program.	Other revenue
Revenue from Government is lower than the original budget with a variation of -\$1,485,000 or 3.0% as a consequence of a savings measure to achieve an additional 3% efficiency savings target. The savings measure was introduced as part of the 2015-16 Mid-Year Economic and Fiscal Outlook.	Revenue from Government

NATIONAL LIBRARY OF AUSTRALIA
Consolidated Statement of Financial Position
as at 30 June 2016

	Notes	2016 \$'000	2015 \$'000	Original ¹ Budget 2016 \$'000
ASSETS				
Financial assets				
Cash and cash equivalents		4,230	4,969	5,118
Trade and other receivables	4.1A	1,996	1,895	1,791
Other investments	4.1B	41,600	47,484	36,097
Other financial assets	4.1C	827	586	471
Total financial assets		48,653	54,934	43,477
Non-financial assets				
Land	4.2A	15,350	15,100	15,100
Buildings	4.2A	221,597	216,949	215,325
Heritage and cultural	4.2A	1,335,720	1,337,636	1,481,907
Plant and equipment	4.2A	15,323	13,994	17,485
Computer software	4.2A	8,525	6,949	9,049
Other intangibles	4.2A	48,982	43,329	50,054
Inventories	4.2B	1,044	1,153	1,312
Other non-financial assets	4.2C	1,882	1,740	1,569
Total non-financial assets		1,648,423	1,636,850	1,791,801
Total assets		1,697,076	1,691,784	1,835,278
LIABILITIES				
Payables				
Suppliers	4.3A	3,056	3,757	3,494
Grants	4.3B	60	8	46
Other payables	4.3C	544	1,825	346
Total payables		3,660	5,590	3,886
Provisions				
Employee provisions	6.1	12,631	12,079	11,751
Other provisions	4.4	74	60	82
Total provisions		12,705	12,139	11,833
Total liabilities		16,365	17,729	15,719
Net assets		1,680,711	1,674,055	1,819,559
EQUITY				
Contributed equity		89,434	79,755	89,434
Reserves		217,149	211,129	361,642
Retained surplus		1,374,128	1,383,171	1,368,483
Total equity		1,680,711	1,674,055	1,819,559

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

¹ The Library's original budgeted financial statement was first presented to Parliament in respect of the reporting period (i.e. from the 2015-16 Portfolio Budget Statements).

Budget Variance Commentary

Consolidated Statement of Financial Position

Please note that the 2015-16 original budget was prepared and approved prior to the completion of 2014-15 financial year and as a consequence there may be variations in the actual opening balances when compared to the original budget. Where there have been material variations they are identified in the following table.

Explanation of major variances	Affected line items
Cash and cash equivalents are lower than the original budget with a variation of -\$888,000 or -17.4%. Cash and cash equivalent are difficult to accurately estimate and are dependent on several factors including the phasing of supplier, capital and revenue budgets and the consequential cash flow.	Cash and cash equivalents
Other investments are higher than the original budget with a variation of \$5,503,000 or 15.3% and this is primarily reflective of the variation of the opening balance, where there is a \$4,787,000 or 11.2% variation when compared to the original budget.	Other investments
Buildings are higher than the original budget with a variation of \$6,272,000 or 2.9%. The variance is primarily due to two revaluations which were not provided for in the original budget: 30 June 2015 (\$2,183,000) and 30 June 2016 (\$3,587,000). Revaluation movements are not budgeted for, as they are unknown in advance.	Buildings
Heritage and cultural assets are lower than the original budget with a variation of -\$146,187,000 or 9.9%. The variance is primarily due to two revaluations which were not provided for in the original budget: 30 June 2015 (-\$152,696,000) and 30 June 2016 (\$2,183,000). Revaluation movements are not budgeted for, as they are unknown in advance.	Heritage and cultural assets
Reserves are lower than the original budget with a variation of -\$144,493,000 or -40.0% and is a consequence of the budget not incorporating revaluations which were undertaken in June 2015 and June 2016 as identified above.	Equity - Reserves

NATIONAL LIBRARY OF AUSTRALIA
Consolidated Statement of Changes in Equity
as at 30 June 2016

	Notes	2016 \$'000	2015 \$'000	Original ¹ Budget 2016 \$'000
CONTRIBUTED EQUITY				
Opening balance				
Balance carried forward from previous period		79,755	69,963	79,755
Adjusted opening balance		79,755	69,963	79,755
Transactions with owners				
Contributions by owners				
Equity injection		9,679	9,792	9,679
Total transactions with owners		9,679	9,792	9,679
Closing balance as at 30 June		89,434	79,755	89,434
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		1,383,171	1,392,256	1,380,150
Adjusted opening balance		1,383,171	1,392,256	1,380,150
Comprehensive income				
Deficit for the period		(9,043)	(9,085)	(11,667)
Total Comprehensive income		(9,043)	(9,085)	(11,667)
Closing balance as at 30 June		1,374,128	1,383,171	1,368,483
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		211,129	361,642	361,642
Adjusted opening balance		211,129	361,642	361,642
Other comprehensive income		6,020	(150,513)	-
Total Comprehensive income		6,020	(150,513)	-
Closing balance as at 30 June		217,149	211,129	361,642
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		1,674,055	1,823,861	1,821,547
Adjusted opening balance		1,674,055	1,823,861	1,821,547
Comprehensive income				
Deficit for the period		(9,043)	(9,085)	(11,667)
Other comprehensive income		6,020	(150,513)	-
Total Comprehensive income		(3,023)	(159,598)	(11,667)
Closing balance as at 30 June		1,671,032	1,664,263	1,809,880
Transactions with owners				
Contributions by owners				
Equity injection		9,679	9,792	9,679
Total transactions with owners		9,679	9,792	9,679
Closing balance as at 30 June		1,680,711	1,674,055	1,819,559

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

¹ The Library's original budgeted financial statement was first presented to Parliament in respect of the reporting period (i.e. from the 2015-16 Portfolio Budget Statements).

<p>Accounting Policy Equity Injections Amounts that are designated as equity injections for a year are recognised directly in contributed equity in that year.</p>
--

Budget Variance Commentary

Consolidated Statement of Changes in Equity

Explanation of major variances	Affected line items
Retained earnings – Deficit for the period is lower than the original budget with a variation of -\$2,624,000 or -22.5% as a consequence of a reduction on operating expenses when compared to the budget of -\$2,151,000 or -2.8%; higher than budgeted own source income of \$1,958,000 or 12.8%; and a reduction in revenue from Government of -\$1,485,000 or 3.0%. Further details are provided in the budget variance commentary for the Consolidated Statement of Comprehensive Income.	Retained earnings – Deficit for the period
The Library does not budget for asset revaluation adjustments, as this information is unknown at the time the budget is being developed and approved.	Asset Revaluation Reserve – Other comprehensive income
Reserves are lower than the original budget with a variation of -\$144,493,000 or -40.0% and this is a consequence of the budget not incorporating revaluations which were undertaken in June 2015 and June 2016 as identified above.	Equity – Reserves – Closing balance

NATIONAL LIBRARY OF AUSTRALIA Consolidated Cash Flow Statement for the period ended 30 June 2016

	Notes	2016 \$'000	2015 \$'000	Original ¹ Budget 2016 \$'000
OPERATING ACTIVITIES				
Cash received				
Receipts from Government		48,740	50,368	50,225
Sales of goods and rendering of services		11,390	11,036	11,228
Interest		1,685	2,025	1,350
Net GST received		1,700	1,791	1,794
Other		2,043	1,691	2,061
Cash received on behalf of others		197	327	-
Total cash received		65,755	67,238	66,658
Cash used				
Employees		(38,413)	(37,825)	(38,573)
Suppliers		(19,980)	(18,558)	(19,811)
Other		(717)	(570)	(531)
Total cash used		(59,110)	(56,953)	(58,915)
Net cash from operating activities	5.3	6,645	10,285	7,743
INVESTING ACTIVITIES				
Cash received				
Proceeds from sales of property, plant and equipment		34	33	-
Investments		31,847	14,417	8,600
Total cash received		31,881	14,450	8,600
Cash used				
Purchase of property, plant and equipment		(14,349)	(15,086)	(14,633)
Purchase of intangibles		(8,633)	(7,410)	(9,378)
Investments		(25,962)	(12,919)	(2,000)
Total cash used		(48,944)	(35,415)	(26,011)
Net cash used by investing activities		(17,063)	(20,965)	(17,411)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		9,679	9,792	9,679
Total cash received		9,679	9,792	9,679
Net cash from financing activities		9,679	9,792	9,679
Net increase (decrease) in cash held		(739)	(888)	11
Cash and cash equivalents at the beginning of the reporting period		4,969	5,857	5,107
Cash and cash equivalents at the end of the reporting period²		4,230	4,969	5,118

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

¹ The Library's original budgeted financial statement was first presented to Parliament in respect of the reporting period (i.e. from the 2015-16 Portfolio Budget Statements).

² As shown in the Statement of Financial Position.

Budget Variance Commentary

Consolidated Cash Flow Statement

Explanation of major variances	Affected line items
Receipts from Government is lower than the original budget with a variation of -\$1,485,000 or 3.0% as a consequence of a savings measure to achieve an additional 3% efficiency savings target. The savings measure was introduced as part of the 2015-16 Mid-Year Economic and Fiscal Outlook.	Receipts from Government
Interest receipts are higher than the original budget with a variation of \$335,000 or 24.3%. This variation relates to the timing of when fixed interest bearing deposits mature. At the time the budget is prepared the maturity date of future investments are unknown.	Cash received - Interest
Cash received for investments are higher than the original budget with a variation of \$23,247,000 and cash used for investments are higher than the original budget with a variation of \$23,962,000. The original budget reflected the net cash received from investments rather than budget for both the inflow and the outflow. It is difficult in advance to estimate the flow of investment funds across the financial institutions, as at the time when an investment matures the Library will place the funds to achieve the best rate of return consistent with the Library's investment objectives.	Cash received – Investments and Cash used - Investments

Notes to the Financial Statements

1. Overview	80
2. Events After the Reporting Period	81
3. Financial Performance	
3.1. Expenses	82
3.2. Own Source Income	84
4. Financial Position	
4.1. Financial Assets	86
4.2. Non-financial Assets	88
4.3. Payables	95
4.4. Other Provisions	96
5. Funding	
5.1. Revenue from Government	97
5.2. Net Cash Appropriation Arrangements	97
5.3. Cash Flow Reconciliation	98
6. People and Relationships	
6.1. Employee Provisions	99
6.2. Senior Management Personnel Remuneration	100
6.3. Related Party Disclosures	100
6.4. Supplementary Information for the Parent Entity	101
6.5. Remuneration of Auditors	101
7. Managing Uncertainties	
7.1. Contingent Assets and Liabilities	102
7.2. Financial Instruments	103
7.3. Fair Value Measurements	105
8. Other Information	
8.1. Trusts Money Controlled by the Library	108
8.2. Reporting of Outcomes	110

Note 1: Overview**1.1 Objective of the National Library of Australia**

The National Library of Australia (NLA) is an Australian Government controlled entity. It is a not-for-profit entity. The objective of the NLA is to ensure Australians have access to a national collection of library material to enhance learning, knowledge creation, enjoyment and understanding of Australian life and society.

The NLA is structured to meet a single outcome:

Outcome 1: Enhanced learning, knowledge creation, enjoyment and understanding of Australian life and society by providing access to a national collection of library material.

The continued existence of the NLA in its present form and with its present programs is dependent on Government policy and on continuing funding by the Parliament for the NLA's administration and programs.

1.2 Basis of Preparation of the Financial Statements

The financial statements are general purpose financial statements and required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR) for reporting periods ending on or after 1 July 2015; and
- Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The Consolidated financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are prepared in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

1.3 Principles of Consolidation

The consolidated financial statements are those of the economic entity, comprising the NLA (parent entity) and the Library's Trust Accounts. The Library's Trust Accounts comprise of funds originally received by way of gifts, devises, bequests and assignments. These Trusts have no beneficiaries with equitable interests. The NLA derives benefit in the use of these Trust assets consistent with the purposes of the individual trusts and objectives of the NLA and enables the NLA to meet its objectives of providing services within its functions prescribed by the *National Library of Australia Act 1960*. Details of the Trust Accounts may be found at Note 8.1. The accounts of the Library's Trust Accounts are prepared for the period 1 July 2015 to 30 June 2016 using accounting policies consistent with those of the NLA. The effects of transactions and balances between entities are eliminated in full.

1.4 New Australian Accounting StandardsAdoption of New Australian Accounting Standard Requirements

No accounting standard has been adopted earlier than the application date as stated in the standard. Of the new standards, amendments to standards and interpretations issued by the Australian Accounting Standards Board that are applicable to the current reporting period, none has had a material financial impact on the NLA.

All other new or revised or amended standards and/or interpretations that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect and are not expected to have a future material effect on the NLA's financial statements.

Future Australian Accounting Standards Requirements

The following new, revised or amended standards and interpretations were issued by the Australian Accounting Standards Board prior to the signing of the statement by the Council, Director-General and Chief Financial Officer, which are not expected to have a material impact on the NLA's financial statements for future reporting periods, but will affect additional disclosure:

Standard / Interpretation	Application date for the NLA ¹	Nature of the impending change(s) in accounting policy and likely impact on initial application
AASB 9 <i>Financial Instruments</i>	1 July 2018	The standard incorporates the classification and measurement requirements for financial liabilities, and the recognition and de-recognition requirements for financial instruments, in addition to the classification and measurement requirements for financial assets.
AASB 15 <i>Revenue from Contracts with Customers</i>	1 July 2018	The standard establishes principles for reporting information about the nature, amount, timing and uncertainty of revenue and cash flows arising from an entity's contracts with customers. The core principle of AASB 15 is that an entity recognises revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services.
AASB 16 <i>Leases</i>	1 July 2019	The new standard requires lessees to recognise a right-of-use asset and a lease liability for all leases with a term of more than 12 months, unless the underlying asset is of low value.

1. The NLA's expected initial application date is when the accounting standard becomes operative at the beginning of the entity's reporting period.

All other new, revised, amending standards and interpretations that were issued prior to the sign-off date and are applicable to future reporting periods are not expected to have a future material impact on the NLA.

1.5 Taxation

The NLA is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Note 2: Events After the Reporting Period

There are no events after the reporting date that will materially affect the financial statements.

Financial Performance

This section analyses the financial performance of the Library for the year ended 30 June 2016.

Note 3.1: Expenses

	2016 \$'000	2015 \$'000
Note 3.1A - Employee Benefits		
Salaries and wages	27,444	28,226
Superannuation		
Defined contribution plans	2,336	2,255
Defined benefit plans	3,431	3,717
Leave and other entitlements	4,140	3,891
Separation and redundancies	280	79
Other employee benefits	193	179
Total employee benefits	37,824	38,347

Accounting policy

Accounting policies for employee related expenses is contained in the People and Relationships section.

Note 3.1B - Suppliers**Goods and services supplied or rendered**

Access to external databases and records	373	344
Building services	3,569	3,723
Collection preservation	104	168
Communications	221	249
Computer services and supplies	1,594	1,510
Contractors and consultants	2,686	2,602
Cost of goods sold	1,035	852
Freight and postage	369	315
Insurance	400	364
Magazine and newspaper subscriptions	2,638	2,387
Non asset furniture and equipment	221	297
Non asset software	18	26
Other	325	363
Promotion of Library services	1,065	557
Promotional publications	130	102
Stationary, printing and office machine consumables and repairs	419	467
Training	369	329
Travel and subsistence	387	332
Total goods and services supplied or rendered	15,923	14,987

Other suppliers

Operating lease rentals in connection with		
Minimum lease payments	816	820
Workers compensation expenses	251	388
Total other suppliers	1,067	1,208
Total suppliers	16,990	16,195

Leasing commitments

The Library in its capacity as lessee has operating leases for a warehouse for housing of the Library collection, which expires in May 2019; a lease of office space within the Australian Embassy in Jakarta; and an agreement for the provision of a motor vehicle.

	2016 \$'000	2015 \$'000
Commitments for minimum lease payments in relation to non-cancellable operating lease commitments		
Within 1 year	865	822
Between 1 to 5 years	1,797	2,493
More than 5 years	54	-
Total operating lease commitments	2,716	3,315

Accounting policy**Operating lease payments**

Operating lease payments are expensed on a straight line basis, which is representative of the pattern of benefits derived from the leased assets.

Note 3.1C - Grants**Private sector**

Non-profit organisations	571	473
Individuals	196	55
Total grants	767	528

Grants to non-profit organisations support Australian community organisations to preserve significant documentary heritage collections. Grants to individuals are provided to scholars and writers to work on materials held in the National Collection.

Note 3.1D - Write-Down and Impairment of Assets

Write-down - Inventory	202	251
Bad and doubtful debts expense - Receivables for goods and services	1	39
Write-offs - Plant and equipment	-	7
Total write-down and impairment of assets	203	297

Note 3.2: Own-Source Income

	2016	2015
	\$'000	\$'000

Own-Source Revenue**Note 3.2A – Sale of Goods and Rendering of Services**

Sale of goods	1,889	1,731
Rendering of services	9,057	8,371
Total sale of goods and rendering of services	10,946	10,102

Accounting policySale of goods and services

Revenue from the sale of goods is recognised when:

- the risks and rewards of ownership have been transferred to the buyer;
- the NLA retains no managerial involvement or effective control over the goods;
- the revenue and transaction costs incurred can be reliably measured; and
- it is probable that the economic benefits associated with the transaction will flow to the NLA.

Revenue from the sale of goods is reported on a net sale basis, which is calculated by deducting from gross sales the amount of actual product return received and where material, an amount estimated for anticipated products returns.

Revenue from rendering of services is recognised by reference to the stage of completion of contracts at the reporting date. The revenue is recognised when:

- the amount of revenue, stage of completion and transaction costs incurred can be reliably measured; and
- the probable economic benefits associated with the transaction will flow to the NLA.

The stage of completion of contracts at the reporting date is determined by reference to the proportion of services performed to date as a percentage of the total services to be performed.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance. Collectability of debts is reviewed at the end of the reporting period. Allowances for impairment are made when collectability of the debt is no longer probable.

Interest revenue

Interest revenue is recognised using the effective interest method.

Note 3.2B – Other Revenue

Resources received free of charge - Collection material	2,765	2,310
Resources received free of charge - Other	-	24
Grants and other non-reciprocal payments by other entities	1,189	867
Donations	748	731
Other revenue	46	122
Total other revenue	4,748	4,054

Accounting PolicyOther Revenue - Resources received free of charge

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Contributions of assets at no cost of acquisition or for nominal consideration received in the course of the ordinary activities of the NLA are recognised as revenue at their fair value when the asset qualifies for recognition, unless received from another Government agency or authority as a consequence of a restructuring of administrative arrangements.

During 2015-16 the Library received the following grants totalling \$729,000 where the expenditure is specifically for a future financial year:

Grantor	Purpose and conditions of the grant	Amount
Department of Communications and the Arts	Funds were provided to be used for the 2016 Community Heritage Grants Program. To assist in meeting both the costs of the grants and the administration of the program.	\$490,000
Department of Communications and the Arts	Funds were under the Catalyst Program for the Treasures Gallery Access Program for financial year 2016-17.	\$165,000
National Archives of Australia	Funds were provided to be used for the 2016 Community Heritage Grants Program to assist in meeting both the costs of the grants and the administration of the program.	\$20,000
National Film and Sound Archive	Funds were provided to be used for the 2016 Community Heritage Grants Program to assist in meeting both the costs of the grants and the administration of the program.	\$20,000
National Museum of Australia	Funds were provided to be used for the 2016 Community Heritage Grants Program to assist in meeting both the costs of the grants and the administration of the program.	\$20,000
Old Parliament House	To conduct oral history interviews.	\$14,000

Grants recognised as income in a previous reporting period and where the associated conditions were discharged in 2015-16 financial year total \$624,301 (2014-15: \$811,561). The Library also receives donations to its Trust Funds which are detailed at Note 8.1.

Accounting PolicyGains - Other resources received free of charge

Resources received free of charge are recognised as gains when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Resources received free of charge are recorded as either revenue or gains depending on their nature.

Contributions of assets at no cost of acquisition or for nominal consideration are recognised as gains at their fair value when the asset qualifies for recognition and they were not received in the course of the ordinary activities of the NLA, or from another Government agency or authority as a consequence of a restructuring of administrative arrangements.

Sale of assets

Gains from disposal of assets are recognised when control of the asset has passed to the buyer.

Financial Position

This section analyses the Library's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

Note 4.1: Financial Assets**Accounting policy****Cash**

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand and deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

	2016 \$'000	2015 \$'000
--	----------------	----------------

Note 4.1A – Trade and Other Receivables

Goods and services receivables		
Goods and services	1,207	815
Total goods and services receivables	1,207	815
Other receivables		
GST receivable from Australian Taxation Office	320	394
Interest	471	688
Total other receivables	791	1,082
Total trade and other receivables (gross)	1,998	1,897
Less impairment allowance	(2)	(2)
Total trade and other receivables (net)	1,996	1,895
Trade and other receivables (net) expected to be recovered		
No more than 12 months	1,996	1,895
Total trade and other receivables (net)	1,996	1,895
Trade and other receivables (gross) aged as follows		
Not overdue	1,400	1,683
Overdue by		
0 to 30 days	598	156
31 to 60 days	-	55
61 to 90 days	-	1
More than 90 days	-	2
	598	214
Total trade and other receivables (gross)	1,998	1,897
Impairment allowance aged as follows		
Overdue by		
Not overdue	2	-
61 to 90 days	-	1
More than 90 days	-	1
Total impairment allowance	2	2

Credit terms are net 30 days (2015: 30 days)

Accounting Policy**Loans and receivables**

Trade receivables, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method less impairment. Interest is recognised by applying the effective interest rate. The NLA classifies cash on deposit with a bank, at call or with terms greater than ninety days as loans and receivables.

Reconciliation of the Impairment Allowance Account (Consolidated)**Movements in relation to 2016**

	Goods and services \$'000	Other receivables \$'000	Total \$'000
As at 1 July 2015	(2)	-	(2)
Amounts written off	(1)	-	(1)
Amounts recovered and reversed	-	-	-
Increases recognised in net surplus	1	-	1
Total as at 30 June 2016	(2)	-	(2)

Movements in relation to 2015

	Goods and services \$'000	Other receivables \$'000	Total \$'000
As at 1 July 2014	(2)	-	(2)
Amounts written off	(39)	-	(39)
Amounts recovered and reversed	-	-	-
Increases recognised in net surplus	39	-	39
Total as at 30 June 2015	(2)	-	(2)

Accounting Policy**Impairment of financial assets**

Financial assets are assessed for impairment at the end of each reporting period.

	2016 \$'000	2015 \$'000
--	----------------	----------------

Note 4.1B – Other Investments

Fixed term deposit with bank	41,600	47,484
Total other investments	41,600	47,484

Other investments are expected to be recovered in less than 12 months.

Note 4.1C – Other Financial Assets

Accrued revenues	827	586
Total other financial assets	827	586

All other financial assets are expected to be recovered in less than 12 months.

Note 4.2: Non-Financial Assets**Note 4.2A - Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles**

Reconciliation of the opening and closing balances of property, plant and equipment for 2015-16

	Land \$'000	Buildings \$'000	Heritage and cultural equipment \$'000	Plant and equipment \$'000	Computer software ² \$'000	Other intangibles \$'000	Total \$'000
As at 1 July 2015	15,100	216,949	1,337,636	19,065	18,332	43,329	1,650,411
Gross book value	-	-	-	(5,071)	(11,383)	-	(16,454)
Accumulated depreciation / amortisation	15,100	216,949	1,337,636	13,994	6,949	43,329	1,633,957
Net book value 1 July 2015							
Additions							
Purchased	-	5,302	5,142	3,905	246	354	14,949
Internally developed	-	-	-	-	2,734	5,299	8,033
Donation/gift/at no cost	-	-	1,888	-	-	-	1,888
Revaluations and impairments recognised in other comprehensive income	250	3,587	2,183	-	-	-	6,020
Depreciation / amortisation expense	-	(4,241)	(11,129)	(2,496)	(1,402)	-	(19,268)
Capitalised depreciation / amortisation ¹	-	-	-	(49)	(2)	-	(51)
Disposals	-	-	-	(31)	-	-	(31)
Other	-	-	-	-	-	-	-
Net book value 30 June 2016	15,350	221,597	1,335,720	15,323	8,525	48,982	1,645,497
Net book value as of 30 June 2016							
Gross book value	15,350	221,601	1,335,756	22,744	21,309	48,982	1,665,742
Accumulated depreciation / amortisation	-	(4)	(36)	(7,421)	(12,784)	-	(20,245)
Net book value 30 June 2016	15,350	221,597	1,335,720	15,323	8,525	48,982	1,645,497

Notes:

¹ Capitalised depreciation and amortisation: Where the use of a non-current asset contributes towards the development of a new non-current asset, the associated depreciation or amortisation expense is capitalised and forms part of the carrying amount of the new asset.

² The carrying amount of computer software totalling \$8,525,000 includes purchased software \$1,579,000 and internally generated software \$6,946,000.

No indicators of impairment were found for land and buildings. The National Library building (\$214,200,000) and land (\$14,100,000) upon which it stands is a special purpose building, which may not be disposed of without prior Ministerial approval. No land or buildings are expected to be sold or disposed of within the next 12 months.

No indicators of impairment were found for National Collection, property, plant and equipment.

All revaluations were conducted in accordance with the revaluation policy. The effective date for all revaluations was 30 June 2016. The revaluation for the land and buildings was conducted by independent valuers from Herron Todd White (Canberra) Pty Ltd and the revaluation for the National Collection was undertaken by independent valuers from Australian Valuation Solutions Pty Ltd.

A revaluation increment of \$3,587,000 for buildings (2014-15: increment of \$2,183,000); a revaluation increment of \$250,000 for land (2014-15: \$0); and a revaluation increment of \$2,183,000 for heritage and cultural assets (2014-15: decrement of \$152,696,000) were passed to the asset revaluation reserve by class and included in the equity section of the Statement of Financial Position. Leasehold improvements were found to be at fair value (2014-15: \$0);

No heritage and cultural material is expected to be sold or disposed of within the next 12 months, however immaterial amounts of plant and equipment are expected to be disposed as they reach their planned disposal date during the next 12 months.

No indicators of impairment were found for intangible assets.

No material intangible assets are expected to be sold or disposed of within the next 12 months.

Contractual commitments for the acquisition of property, plant and intangible assets

	Less than 1 Year		Between 1 and 5 Years		More than 5 Years		Total	
	2016	2015	2016	2015	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Capital commitments								
Buildings	246	2,788	-	-	-	-	246	2,788
Heritage and cultural	267	538	88	88	66	88	421	714
Plant and equipment	-	4	-	-	-	-	-	4
Other intangibles	500	660	-	-	-	-	500	660
Total capital commitments	1,013	3,990	88	88	66	88	1,167	4,166

Reconciliation of the opening and closing balances of property, plant and equipment for 2014-15

	Land	Buildings	Heritage	Plant and	Computer	Other	Total
	\$'000	\$'000	and cultural	equipment	software	intangibles	\$'000
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
As at 1 July 2014							
Gross book value	15,100	2,114,499	1,496,714	15,772	16,628	37,993	1,793,706
Accumulated depreciation / amortisation	-	-	-	(2,533)	(10,337)	-	(12,870)
Net book value 1 July 2014	15,100	2,114,499	1,496,714	13,239	6,291	37,993	1,780,836
Additions							
Purchase	-	7,379	4,268	3,395	153	348	15,543
Internally developed	-	-	-	-	1,921	4,988	6,909
Donation/gift/at no cost	-	-	1,523	-	-	-	1,523
Revaluations and impairments recognised in other comprehensive income	-	2,183	(152,696)	-	(14)	-	(150,527)
Depreciation / amortisation expense	-	(4,112)	(12,173)	(2,564)	(1,402)	-	(20,251)
Capitalised depreciation / amortisation	-	-	-	(69)	-	-	(69)
Disposals	-	-	-	-	-	-	-
Other	-	-	-	(7)	-	-	(7)
Net book value 30 June 2015	15,100	2,16,949	1,337,636	13,994	6,949	43,329	1,633,957
Net book value as of 30 June 2015							
Gross book value	15,100	2,16,949	1,337,636	19,065	18,332	43,329	1,650,411
Accumulated depreciation / amortisation	-	-	-	(5,071)	(11,383)	-	(16,454)
Net book value 30 June 2015	15,100	2,16,949	1,337,636	13,994	6,949	43,329	1,633,957

Accounting Policy**National Collection, plant and equipment**

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements.

Asset recognition threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$1,500 (GST exclusive), which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total). The purchase of library material regardless of the amount, other than serials, is capitalised as part of the National Collection, which is a heritage and cultural asset.

Revaluations

Following initial recognition at cost, property, plant and equipment and the National Collection are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. It is the NLA's policy to seek valuation advice annually to confirm all valuations remain current.

Revaluation adjustments were made on a class basis. Any revaluation increment was credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets were recognised in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Depreciation and amortisation

Depreciable property, plant and equipment are written-off to their estimated residual values over their estimated useful lives to the NLA, using in all cases the straight-line method of depreciation. Leasehold improvements are amortised on a straight-line basis over the lesser of the estimated useful life of the improvements or the unexpired period of the lease.

Depreciation/amortisation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation and amortisation rates applying to each class of depreciable asset are based on the following useful lives:

	2016	2015
Building and building improvements	10 to 200 years	10 to 200 years
Leasehold improvements	Lease term	Lease term
Plant and equipment	1 to 25 years	1 to 25 years
Non-heritage and cultural artwork	75 years	75 years
National Collection – tangible	50 to 825 years	50 to 825 years

Accounting Policy**Impairment**

All assets were assessed for impairment at 30 June 2016. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment is made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows and the asset would be replaced if the NLA were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further economic benefits are expected from its use or disposal.

Heritage and cultural assets

The Library's collection assets consist of a comprehensive range of materials relating to the history and culture of Australia and of selected overseas publications. The collections have been developed over the years since 1901 when the Library was established as the Commonwealth Parliamentary Library. The *National Library Act 1960* provides the Library with a mandate to build a national collection of library material, including a comprehensive collection of Library material relating to Australia and the Australian people. Australian materials collected include print publications in the form of books, maps, sheet music, and ephemeral materials like posters and leaflets; and unpublished materials such as manuscripts, pictures and oral history and folklore recordings. The overseas collection of publications provides a strong base to support research especially in the fields of South East and East Asia studies and the social sciences and the humanities. The Australian and overseas print collections are augmented by extensive microform holdings and digital resources.

The NLA's curatorial policy can be accessed from <http://www.nla.gov.au/policy-and-planning/collection-development-policy> and the preservation policies may be accessed from <http://www.nla.gov.au/policy-and-planning/preservation-policy>.

Intangibles

The Library's intangibles comprise purchased software and internally developed software for internal use and heritage and cultural assets forming part of the National Collection in the form of digitised collections, archived web pages, oral history collections and digital photographs. The threshold for the recognition of software assets is \$2,000 (GST exclusive). The purchase of intangible library material regardless of the amount, other than serials, is capitalised as part of the National Collection, which is a cultural and heritage asset.

Software assets are carried at cost less accumulated amortisation and accumulated impairment loss. As at 30 June 2016 intangible heritage and cultural assets are held at cost.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the Library's software ranges between 2 and 15 years (2014-15: 2 to 15 years). The intangible Library collections are not amortised as their useful lives have been determined as indefinite. The useful lives of these collections are reviewed annually to determine whether events and circumstances continue to support an indefinite useful life assessment for that collection.

All intangible assets were assessed for indications of impairment as at 30 June 2016.

Accounting Judgements and Estimates**Fair value of the National Collection**

The NLA obtains independent valuation advice annually of the National Collection. At the end of each reporting period the NLA updates the assessment of fair value for the National Collection based on the advice of the most recent independent valuation.

Due to the extent and diversity of the National Collection, a valuation of an appropriate sample is considered to be the only practicable and cost effective means of providing a reliable valuation. Consequently the valuation methodology involves a stratified random sampling of the collections. The statistical sampling methodology was developed by the University of Western Australia, Statistical Consulting Group. The aim of the stratification is to group items that are similar in nature; the way in which they are stored; and approximate value.

The valuation method adopted for the National Collection is by market based evidence where a market exists for items in the collection. Those collections for which market based evidence was adopted included: rare books; rare maps; atlases and globes; the general collection; music scores; and ephemera. Market based evidence was sought from a range of sources including dealers in antiquarian material, book sellers, specialist dealers and relevant sales databases. Actual acquisition costs over the past two years for the general collection and the music collection were used to provide a guide as to the purchase price for items. The remaining collections were valued using an average market based cost approach (second hand).

The valuation of the National Collection is subject to a high level of estimation uncertainty. This uncertainty arises from a number of factors including: many of the collection items are unique and there are few comparable transactions; there is a limited active market for most of the items in the collection; the Library does not sell assets and therefore has no history of testing the market price; and the National Collection comprises many items and the valuation process therefore depends on sampling, as explained above and this gives rise to the risks inherent in sampling.

These uncertainties mean that the valuation is an estimation process and that there may be significant variation in the overall valuation. Note 7.3 provides information on the valuation techniques and inputs used to value the National Collection.

	2016	2015
	\$'000	\$'000

Note 4.2B – Inventories**Inventories held for sale**

Work in progress	269	251
Finished goods	736	830
Total inventories held for sale	1,005	1,081

Inventories held for distribution

Work in progress	1	21
Finished goods	38	51
Total inventories held for distribution	39	72
Total inventories	1,044	1,153

Inventories are categorised as follows

No more than 12 months	575	552
More than 12 months	469	601
Total inventories	1,044	1,153

During 2015-16 \$1,035,000 (2014-15: \$852,000) of inventory held for sale was recognised as an expense upon sale and \$130,000 (2014-15: \$102,000) of inventory held for distribution was

recognised as an expense upon use. The value of inventory held at fair value less cost to sell is \$261,000 (2014-15: \$320,000).

Accounting Policy**Inventories**

Inventories held for sale are valued at the lower of cost and net realisable value. Inventories held for distribution are valued at cost, adjusted for any loss of service potential.

Costs incurred in bringing each item of inventory to its present location and condition are assigned as follows:

- stores – purchase cost on a first-in-first-out basis; and
- finished goods and work-in-progress – cost of direct materials and labour plus attributable costs that are capable of being allocated on a reasonable basis.

Inventories acquired at no cost or nominal consideration are initially measured at current replacement cost as at the date of acquisition.

	2016	2015
	\$'000	\$'000

Note 4.2C - Other Non-Financial Assets

Prepayments	1,882	1,740
Total other non-financial assets	1,882	1,740

Total other non-financial assets are expected to be recovered in

No more than 12 months	1,815	1,620
More than 12 months	67	120
Total other non-financial assets	1,882	1,740

No indicators of impairment were found for other non-financial assets.

Note 4.3: Payables**Note 4.3A – Suppliers**

Trade creditors and accruals	3,052	3,756
Operating lease rentals	4	1
Total suppliers	3,056	3,757

All supplier payables are current and settlement is usually made net 30 days.

Note 4.3B – Grants

Private sector - Individuals	60	8
Total grants	60	8

All grants payables are current. The grant liability is recognised because grant recipients have met the conditions of the grants, but are yet to be paid.

	2016 \$'000	2015 \$'000
Note 4.3C – Other Payables		
Salaries and wages	169	1,195
Superannuation	22	211
Separations and redundancies	76	-
Prepayments received/unearned income	277	416
Other	-	3
Total other payables	544	1,825

All other payables are expected to be settled within the next 12 months.

Accounting Policy

Supplier and other payables

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that goods or services have been received and irrespective of having been invoiced. Supplier and other payables are derecognised on payment.

Note 4.4: Other Provisions

Note 4.4A – Other Provisions

Provision for sales returns	74	60
Total other provisions	74	60

Other provisions are expected to be settled within the next 12 months.

	Provision for sales returns \$'000	Total \$'000
As at 1 July 2015	60	60
Additional provisions made	87	87
Amounts used	(73)	(73)
Amounts reversed	-	-
Total asset as at 30 June 2016	74	74

Funding

This section analyses the Library's funding structure.

Note 5.1: Revenue from Government

	2016 \$'000	2015 \$'000
Attorney General's Department		
Corporate Commonwealth entity payment item	20,925	50,368
Department of Communications and the Arts		
Corporate Commonwealth entity payment item	27,815	-
Total revenue from Government	48,740	50,368

Note the NLA also receives funding for additions to the National Collection through a separate Collection Development Acquisition Budget provided through an equity appropriation. The Consolidated Statement of Changes in Equity and Note 5.2 refers.

Accounting Policy

Revenue from Government

Funding received or receivable from the Department of Communications and the Arts (appropriated to the Department as a corporate Commonwealth entity payment item for payment to the National Library) and previously from the Attorney General's Department is recognised as Revenue from Government, unless the funding is in the nature of an equity injection. Grants received from Government entities are included in Other Revenue, Note 3.2B.

Note 5.2: Net Cash Appropriation Arrangements

Total comprehensive income / (loss) less depreciation / amortisation expenses previously funded through revenue appropriations¹	8,106	(147,425)
Plus: depreciation/amortisation expenses previously funded through revenue appropriation	11,129	12,173
Total comprehensive income / (loss) - as per the Statement of Comprehensive Income	(3,023)	(159,598)

- From 2010-11, the Government introduced net cash appropriation arrangements and in respect of the NLA as a collection institution, revenue appropriations for depreciation expenses for the National Collection were ceased. The NLA instead receives a separate Collection Development Acquisition Budget provided through an equity appropriation to fund additions to the National Collection.

Note 5.3: Cash Flow Reconciliation

	2016 \$'000	2015 \$'000
Reconciliation of net cost of services to net cash from (used by) operating activities		
Net cost of services	(57,783)	(59,453)
Revenue from Government	48,740	50,368
Adjustments for non-cash items		
Depreciation / amortisation	19,268	20,251
Gain on disposal of assets	(3)	(26)
Resources received free of charge - goods	(2,765)	(2,334)
Notional expenditure	927	938
Movement in assets and liabilities		
Assets		
Increase in net receivables	(342)	(181)
Decrease in inventories	109	30
Increase in prepayments	(142)	(171)
Liabilities		
Increase / (decrease) in prepayments received	(139)	218
Increase in employee provisions	552	328
Increase / (decrease) in suppliers payables	(701)	263
Increase / (decrease) in other payables	(1,142)	114
Increase / (decrease) in grant payables	52	(38)
Increase / (decrease) in other provisions	14	(22)
Net cash from operating activities	6,645	10,285
Non-cash financing and investing activities		
National Collection material and other non-current assets received free of charge	1,888	1,479
Total Non-cash financing and investing	1,888	1,479

People and Relationships

This section describes a range of employment and post-employment benefits provided to our people; our relationship with other key people; and supplementary information for the parent entity.

Note 6.1: Employee Provisions

	2016 \$'000	2015 \$'000
Leave	12,631	12,079
Total employee provisions	12,631	12,079
Employee provisions expected to be settled		
No more than 12 months	3,028	3,083
More than 12 months	9,603	8,996
Total employee provisions	12,631	12,079

Accounting Policy**Employee Benefits**

Liabilities for 'short-term employee benefits' (as defined in AASB 119 Employee Benefits) and termination benefits due within 12 months of the end of the reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave, as all sick leave is non-vesting and the average sick leave taken in the future years by employees of the NLA is estimated to be less than the annual entitlement for sick leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the NLA's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by reference to the work of an actuary. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and Redundancy

Provision is made for separation and redundancy benefit payments. The NLA recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

Superannuation

Employees of the NLA are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or a superannuation fund compliant with the Superannuation Industry (Supervision) Act 1993 nominated by the employee. The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme. The liability for the defined benefit schemes is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported by the Department of Finance's administered schedules and notes.

Accounting Policy**Superannuation (continued)**

The NLA makes employer contributions to the CSS, PSS and PSSap superannuation schemes at rates determined by an actuary to be sufficient to meet the current cost to the Government. Employer contributions to superannuation funds nominated by the employee are made at the same rate as those of the PSSap. The NLA accounts for the contributions as if they were contributions to defined contribution plans. The liability for superannuation recognised as at 30 June represents outstanding contributions.

Accounting Judgements and Estimates

The NLA relies on a methodology developed by the Australian Government Actuary to estimate the present value of a provision for annual and long service leave. The methodology for estimating the present value of the long service leave uses probability factors for NLA employees reaching unconditional entitlement and a discount factor which provides for both interest effects and salary increases, both in terms of promotional salary advancement and salary inflation.

Note 6.2: Senior Management Personnel Remuneration

	2016		2015	
	\$	\$	\$	\$
	Substantive managers	Part-time directors	Substantive managers	Part-time directors
Short-term employee benefits				
Salary	1,183,349	187,282	1,179,592	206,507
Performance bonuses	46,730	-	45,813	-
Motor vehicle and other allowances	213,289	-	207,653	-
Total short-term employee benefits	1,443,368	187,282	1,433,058	206,507
Post-employment benefits				
Superannuation	226,623	18,177	226,540	19,618
Total post-employment benefits	226,623	18,177	226,540	19,618
Other long-term employer benefits				
Annual leave	86,603	-	113,000	-
Long-service leave	113,052	-	65,846	-
Total other long-term employee benefits	199,655	-	178,846	-
Termination benefits	-	-	-	-
Total senior executive remuneration expenses	1,869,646	205,459	1,838,444	226,125

The number of senior management personnel that are included in the above table total 8 (2015: 7) and the number of paid directors total 12 (2015: 9). Senior management personnel remuneration for the economic entity and the parent entity are the same.

Note 6.3: Related Party Disclosures**Transactions with Council members or Council member related entities**

Other than identified in the following table, no members of the Council have, since the end of the previous financial year, received or become entitled to receive a benefit (other than a benefit included in the aggregate amount of remuneration received or due and receivable by Council members shown in the financial statements) by reason of a contract made by the Library with the

Council member or an entity in which she/he has a substantial financial interest. The Library does not make any loans to members of Council or their related entities.

Contracts with entity in which a Council member has a substantial financial interest:

Name	Entity	Description	Amount
R. Stokes	Australian Capital Equity Pty Ltd	Purchase of publication for re-sale.	\$12,190.75

Controlled Entities – Library Trust Accounts

The Library provides administrative support services to the Library's trust accounts during the year free of charge. The activities funded by the trust accounts support the functions of the Library.

Note 6.4: Supplementary Information for the Parent Entity**Statement of Comprehensive Income**

	Parent	
	2016 \$'000	2015 \$'000
Deficit	(9,379)	(9,562)
Total comprehensive income (loss)	(3,359)	(160,075)

Statement of Financial Position

	Parent	
	2016 \$'000	2015 \$'000
Total current assets	42,400	48,908
Total assets	1,688,366	1,683,466
Total current liabilities	13,586	15,238
Total liabilities	16,301	17,721
Equity		
Contributed equity	89,434	79,755
Reserves	217,149	211,129
Retained surplus	1,365,482	1,374,861
Total equity	1,672,065	1,665,745

The disclosures at Note 7.1 Contingent Assets and Liabilities and Note 4.2 for Contractual commitments for the acquisition of property, plant and intangible assets are those of the parent entity.

Note 6.5: Remuneration of Auditors

	2016 \$'000	2015 \$'000
	The fair value of services received	
Financial statement audit services	76	76
Total fair value of services received	76	76

No other services were provided by the Auditor-General.

Managing Uncertainties

This section analyses how the Library manages financial risks within its operating environment.

Note 7.1: Contingent Assets and Liabilities

	Guarantees		Indemnities		Claims for damages or costs		Total	
	2016	2015	2016	2015	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Contingent liabilities								
Balance from previous period	-	-	-	-	-	1,318	-	1,318
Re-measurement	-	-	-	-	-	(1,318)	-	(1,318)
Total contingent liabilities	-	-	-	-	-	-	-	-
Net contingent assets (liabilities)	-	-	-	-	-	-	-	-

Quantifiable Contingencies

The Library has no significant quantifiable contingencies.

Unquantifiable Contingencies

The Library has no significant unquantifiable contingencies.

Accounting Policy**Contingent assets and liabilities**

Contingent assets are disclosed when settlement is probable, but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

Note 7.2: Financial Instruments

	2016	2015
	\$'000	\$'000

Note 7.2A – Categories of Financial Instruments**Financial Assets****Loans and receivables:**

Cash on hand or deposit	4,230	4,969
Receivables for goods and services	1,205	813
Interest receivable	471	688
Fixed term deposit with a bank	41,600	47,484
Accrued revenue	827	586
Total loans and receivables	48,333	54,540
Total financial assets	48,333	54,540

Financial Liabilities**Financial liabilities measured at amortised cost**

Supplier payables	3,056	3,757
Grants payable	60	8
Other	-	3
Total financial liabilities measured at amortised cost	3,116	3,768
Total financial liabilities	3,116	3,768

Note 7.2B – Net Gains and Losses from Financial Assets**Loans and receivables**

Interest revenue	1,468	1,877
Net gain loans and receivables	1,468	1,877
Net gain on financial assets	1,468	1,877

Note 7.2C – Fair Values of Financial Instruments

The net fair value of each class of the Library's financial assets and liabilities equal the carrying amount for both current and preceding reporting periods.

Financial assets

The net fair values of cash, deposits on call, interest bearing deposits and non-interest-bearing monetary financial assets approximate their carrying amounts. None of the classes of financial assets are readily traded on organised markets in standardised form.

Financial liabilities

The net fair values for trade creditors and grant liabilities, which are short term in nature, are approximated by their carrying amounts. None of the classes of financial liabilities are readily traded on organised markets in standardised form.

Note 7.2D - Credit Risk

The Library is exposed to minimal credit risk as the majority of loans and receivables are cash. The maximum exposure to credit risk is the risk that arises from potential default of a debtor. This amount is equal to the total amount of trade receivables and accrued revenue (2015-16: \$2,034,000 and 2014-15: \$1,401,000). The Library has assessed the risk of default on payment and has allocated \$2,000 in 2015-16 (2014-15: \$2,000) to an impairment account.

The Library manages its credit risks by limiting the provision of credit to qualifying organisations. In addition, the Library has policies and procedures in place to guide and monitor the recovery of overdue debt.

The Library holds no collateral to mitigate against credit risk.

Credit quality of financial assets (consolidated only) not past due or individually determined as impaired

	Not past due nor 2016 \$'000	Not past due nor impaired 2015 \$'000	Past due or impaired 2016 \$'000	Past due or impaired 2015 \$'000
Cash and cash equivalents	4,230	4,969	-	-
Receivables for goods and services	609	601	598	214
Interest receivable	471	688	-	-
Fixed term deposit with bank	41,600	47,484	-	-
Accrued revenue	827	586	-	-
Total	47,737	54,328	598	214

Ageing of financial assets that were past due but not impaired in 2016

	0 to 30 days \$'000	31 to 60 days \$'000	61 to 90 days \$'000	90+ days \$'000	Total \$'000
Receivables for goods and services	598	-	-	-	598
Total	598	-	-	-	598

Ageing of financial assets that were past due but not impaired in 2015

	0 to 30 days \$'000	31 to 60 days \$'000	61 to 90 days \$'000	90+ days \$'000	Total \$'000
Receivables for goods and services	156	55	1	2	214
Total	156	55	1	2	214

Note 7.2E – Liquidity Risk

The Library's financial liabilities are payables. The exposure to liquidity risk is based on the notion that the Library will encounter difficulties in meeting obligations associated with financial liabilities. This is highly unlikely due to government funding and mechanisms available to the Library and internal policies and procedures that have been put into place to ensure that there are appropriate resources to meet its financial obligations.

All non-derivative financial liabilities consisting of trade payables, grant payables and other payables mature within 1 year – 2016 \$3,112,000 (2015: \$3,768,000).

Note 7.2F - Market Risk

The Library holds basic financial instruments that do not expose it to certain market risks. The Library is exposed to minimal 'currency risk' and is not exposed to 'other price risk' or 'interest rate risk'.

Note 7.3: Fair Value Measurements

Note 7.3A – Fair Value Measurement

Fair Value measurements at the end of the reporting period	2016		Category (Level 1, 2 or 3)	Valuation technique(s)	Input used	Sensitivity of the Level 3 fair value measurements to changes in unobservable inputs
	2016	2015				
	\$'000	\$'000				
Non-financial assets						
Land - Industrial	1,250	1,000	3	Market comparables	Sales prices of comparable land	The significant unobservable input used in fair measurement of the NLA's land is the selection of the land with similar utility and adjustments for the restrictions on the use of the land
Land - Parliamentary Triangle	14,100	14,100	3	Market comparables	Sales prices of comparable land	
Buildings - Work in progress	32	173	2	Cost	Consumed economic benefit / obsolescence of the asset	
Buildings - Industrial / Warehouse	7,190	7,370	3	Depreciated Replacement Cost	Consumed economic benefit / obsolescence of the asset	The significant unobservable input used in fair measurement of the NLA's buildings, leasehold improvements and plant and equipment is the estimated consumed economic benefit, which is based on the expected useful lives and adjusted for any obsolescence. Significant increases (decreases) in expected useful lives would result in significant higher (lower) fair value measurement and significant (decreases) in adjustments for obsolescence would result in significant lower (higher) fair value measurement.
Buildings - National Library	214,200	209,224	3	Depreciated Replacement Cost	Consumed economic benefit / obsolescence of the asset	
Leasehold improvements	176	182	3	Depreciated Replacement Cost	Consumed economic benefit / obsolescence of the asset	
Plant and equipment	9,251	7,950	3	Replacement Cost	Replacement Cost	
Plant and equipment	6,072	6,044	2	Market Approach	Sales Comparison	
Heritage and cultural	5,114	-	2	Cost Market Approach (average transaction price)	Consumed economic benefit / obsolescence of the asset	
Heritage and cultural	569,698	587,255	3	Adjusted market transactions	Adjusted market transactions	A significant increase (decrease) in the adjusted average transaction price would result in a significantly higher (lower) fair value measurement.
Heritage and cultural	760,908	750,381	3	Market Approach (statistical model)	Statistically verified random sample	The smaller (larger) the relative standard error the lower (higher) the variance in the fair value measurement.
Total non-financial assets	1,587,991	1,583,679				
Total fair value measurement of assets in the statement of financial position:	1,587,991	1,583,679				

Table 7.3A provides an analysis of assets that are measured at fair value. The remaining assets and liabilities do not apply the fair value hierarchy.

The different levels of fair value are:

- Level 1 Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at measurement date.
- Level 2 Input other than quoted prices included within Level 1 that are observable for the asset or liability either directly or indirectly.
- Level 3 Unobservable inputs for the asset or liability.

Accounting Policy

Recurring Level 3 fair value measurements – valuation processes

On an annual basis the NLA engages professional independent valuers with appropriate skills and experience to ensure that assets held at fair value are held at current fair value. For the 30 June 2016 valuation the NLA engaged the following valuers:

- Land, building and leasehold improvements: Herron Todd White (Canberra) Pty Ltd.
- Tangible heritage and cultural assets (i.e. National Collection): Australian Valuation Solutions Pty Ltd.
- Other property, plant and equipment: Pickles Valuation Services were engaged to confirm that current values did not materially differ to fair value.

The NLA relies on the valuation models provided by the valuers and it is the NLA's policy to seek valuation advice annually to confirm that all valuations remain current. All contracted valuers are required to provide written assurance that the valuation models used are in compliance with AASB 13 Fair Value Measurement.

Transfers between fair value hierarchy levels

It is the NLA's policy to recognise transfers into and out of the fair value hierarchy levels as at the end of the reporting period.

There have not been any changes to the valuation techniques during 2015-16.

The NLA did not measure any non-financial assets at fair value on a non-recurring basis as at 30 June 2016.

Fair value measurements – highest and best use differs from current use for non-financial assets (NFAs)

The NLA's assets are held for the purposes of maintaining and disseminating Australia's cultural heritage and are not held for the purposes of deriving a profit. The current use of the NLA's assets are considered to be their highest and best use.

Level 1 and Level 2 transfers for recurring fair value measurements

There have been no transfers between levels 1 and 2 of the valuation hierarchy during the year.

Note 7.3B – Reconciliation for Recurring Level 3 Fair Value Measurements

Recurring Level 3 fair value measurements - reconciliation for assets

	Land		Buildings		Leasehold Improvements		Non-financial assets Heritage and cultural		Other Property, Plant & equipment		Total	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
As at 1 July	15,100	15,100	216,594	208,500	182	24	1,337,636	1,353,845	7,950	7,860	1,577,462	1,585,329
Total gains/(losses) recognised in the net cost of service ¹	-	-	(4,235)	(4,107)	(6)	(5)	(11,101)	(11,882)	(899)	(1,082)	(16,241)	(17,076)
Total gains/(losses) recognised in other comprehensive income ²	250	-	3,587	2,183	-	-	2,183	(157,275)	-	-	6,020	(155,092)
Additions	-	-	-	-	-	163	1,888	5,791	2,200	1,172	4,088	7,126
Transfer into Level 3	-	-	5,444	10,018	-	-	-	147,157	-	-	5,444	157,175
Total as at 30 June	15,350	15,100	221,390	216,594	176	182	1,330,606	1,337,636	9,251	7,950	1,576,773	1,577,462

Notes

1. These losses are presented in the Statement of Comprehensive Income under depreciation.

2. These gains and losses are presented in the Statement of Comprehensive Income under changes in asset revaluation surplus.

The NLA's policy for determining when transfers are deemed to have occurred can be found in Note 7.3A. The transfer of building assets (\$5,444,000) was the result of building works in progress being finalised and transferred to building, which is assigned a level 3 classification.

Other Information

Note 8.1: Trust Money Controlled by the Library

The Library operates a number of trust funds to account for donations and income from the application of donated funds. These funds operate under formal trust arrangements; are only able to be used in accordance with the terms of trusts, which are for the purposes of the Library; and these moneys are also recognised in the primary financial statements. The following is a brief comment on each fund currently in operation:

	2016 \$'000	2015 \$'000
(a) The Morris West Trust Fund was funded by the author Morris West. The fund is used for the publication of material owned by the Library.		
Balance carried forward from previous year	540	514
Receipts during the year	4	7
Interest received	17	19
Available for payments	561	540
Payments made	-	-
Balance carried forward to next year	561	540
(b) The General Trust Fund comprises donations received for general purposes or where no purpose is specified by the donor.		
Balance carried forward from previous year	4,287	3,893
Receipts during the year	687	672
Interest received	133	139
Available for payments	5,107	4,704
Payments made	(466)	(417)
Balance carried forward to next year	4,641	4,287
(c) The Kenneth Baillieu Myer Trust is a bequest from the late Kenneth Baillieu Myer for the purposes of the Kenneth Myer Annual Oration as held by the Library and for such other purpose as may be considered appropriate by the Director-General.		
Balance carried forward from previous year	26	24
Receipts during the year	20	20
Interest received	1	1
Available for payments	47	45
Payments made	(13)	(19)
Balance carried forward to next year	34	26
(d) The E.A. & V.I. Crome Trust is a bequest by the late E.A. Crome for the maintenance of and addition to the E.A. & V.I. Crome collection.		
Balance carried forward from previous year	92	89
Receipts during the year	-	-
Interest received	3	3
Available for payments	95	92
Payments made	-	-
Balance carried forward to next year	95	92

	2016 \$'000	2015 \$'000
(e) The Acquisition Trust Fund comprises donations received specifically for the acquisition of library material.		
Balance carried forward from previous year	1,334	1,325
Receipts during the year	-	5
Interest received	42	48
Available for payments	1,376	1,378
Payments made	-	(44)
Balance carried forward to next year	1,376	1,334
(f) The H.S. Williams Trust is a bequest from the late Harold S. Williams for the maintenance of and addition to the H.S. Williams collection.		
Balance carried forward from previous year	434	373
Receipts during the year	69	67
Interest received	11	12
Available for payments	514	452
Payments made	(127)	(18)
Balance carried forward to next year	387	434
(g) The Dame Mary Gilmore Trust is a bequest from the late Dame Mary Gilmore for the maintenance, preservation and protection of the Dame Mary Gilmore diaries.		
Balance carried forward from previous year	19	18
Receipts during the year	-	-
Interest received	-	1
Available for payments	19	19
Payments made	-	-
Balance carried forward to next year	19	19
(h) The Nora Heysen Trust Account is a specific bequest from the late Nora Heysen for the provision of scholarships for the study of aspects of the art of Hans Heysen or his contribution to the artistic culture of Australia; or to further the study of the art of Hans Heysen; or to promote and perpetuate the standing of Hans Heysen.		
Balance carried forward from previous year	248	238
Receipts during the year	3	1
Interest received	8	9
Available for payments	259	248
Payments made	-	-
Balance carried forward to next year	259	248
(i) The Ray Mathew and Eva Kollsman Trust is a bequest from the late Eva Kollsman to encourage Australian writers to work on or with the National Collection; for the acquisition and indexing of the works and papers of Australian writers as part of the National Collection; or to promote Australian writing through publications, exhibitions and public events.		
Balance carried forward from previous year	1,264	1,241
Receipts during the year	-	-
Interest received	40	45
Available for payments	1,304	1,286
Payments made	(28)	(22)
Balance carried forward to next year	1,276	1,264

Note 8.2: Reporting of Outcomes

The Library is structured to meet one outcome:

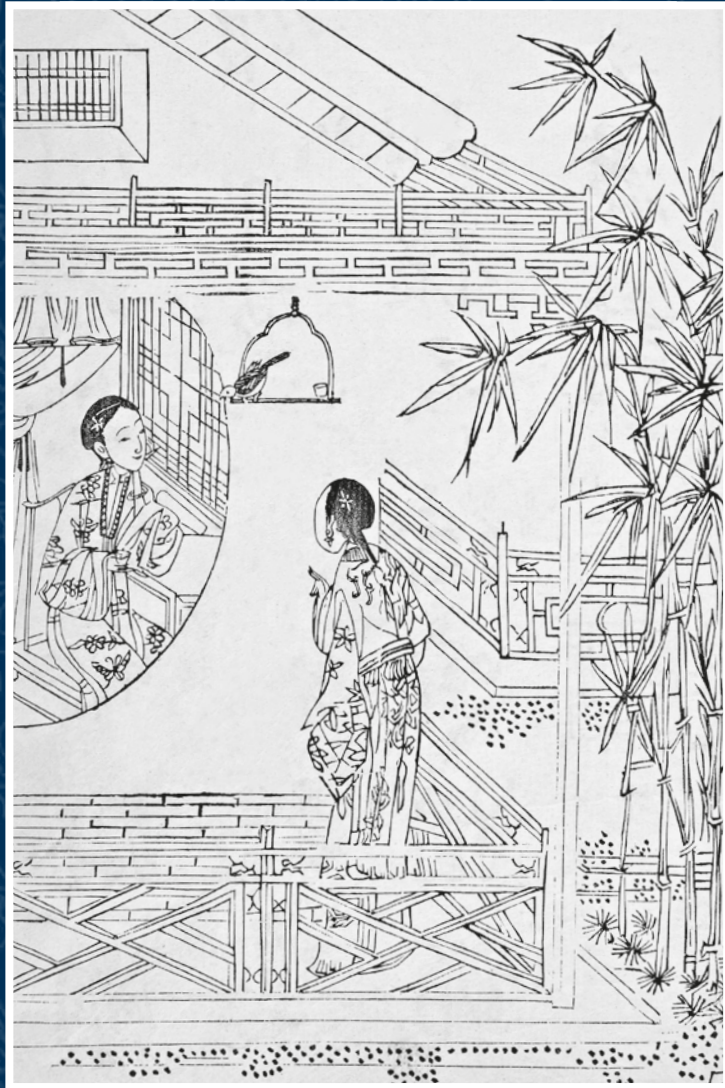
Outcome 1: Australians have access to a national collection of library material to enhance learning, knowledge creation, enjoyment and understanding of Australian life and society.

Note 8.2A – Net Cost of Outcome Delivery

	Outcome 1		Total	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Expenses				
Employee benefits	37,824	38,347	37,824	38,347
Suppliers	16,990	16,195	16,990	16,195
Grants	767	528	767	528
Depreciation and amortisation	19,268	20,251	19,268	20,251
Other	248	322	248	322
Total expenses	75,097	75,643	75,097	75,643
Own Source Income				
Sale of goods and rendering of services	10,946	10,102	10,946	10,102
Deposit interest	1,468	1,877	1,468	1,877
Other	4,900	4,211	4,900	4,211
Total own-source income	17,314	16,190	17,314	16,190
Net cost of outcome delivery	57,783	59,453	57,783	59,453



APPENDICES



detail of plate in *The Story of the Stone*
by Cao Xueqin and Gao E
(Suzhou: Book Room of Collected Literature, 1791)
National Library of China

5.1 APPENDIX A

THE COUNCIL OF THE NATIONAL LIBRARY OF AUSTRALIA AND ITS COMMITTEES

COUNCIL

Chair



Mr Ryan Stokes BCom (Curtin)

Non-executive member, New South Wales
Managing Director and Chief Executive Officer, Seven Group Holdings Pty Ltd
Chief Executive Officer, Australian Capital Equity
Director, Seven West Media Pty Ltd
Director, WesTrac Pty Ltd
Director, Coates Hire Pty Ltd
Committee member, InnovationXchange (within the Department of Foreign Affairs and Trade)
Member, Prime Ministerial Advisory Council on Veterans' Mental Health
Member, IOC Olympic Education Commission
Reappointed on 9 July 2015 for a second three-year term until 8 July 2018
Attended six of six meetings

Deputy Chair



Ms Deborah Thomas Dip Fine Art (Monash/Caulfield), MAICD

Non-executive member, New South Wales
Chief Executive Officer and Managing Director, Ardent Leisure Ltd
Chair, Woollahra Public Art Trust
Councillor, Woollahra Council, New South Wales
Reappointed on 11 April 2013 for a third three-year term until 10 April 2016
Elected Deputy Chair on 7 June 2013
Attended five of five eligible meetings
Term expired

Members



Professor Kent Anderson BA (Middlebury), MA, JD (Washington),
MJur (Oxford)

Non-executive member, Western Australia
Member, International Education Association of Australia Board
Member, New Colombo Plan Reference Group
Appointed on 5 May 2016 for a three-year term until 4 May 2019
Attended none of one eligible meeting



Mr Thomas Bradley QC, LLB (Queensland), FRNS
 Non-executive member, Queensland
 Barrister, North Quarter Lane Chambers
 Vice-Patron, Queensland Art Gallery/Gallery of Modern Art Foundation
 Member, QAGOMA Foundation Committee
 President, Access Arts Inc.
 Appointed on 11 December 2014 for a three-year term until 10 December 2017
 Attended six of six meetings



The Hon Mary Delahunty BA (Hons) (La Trobe), MAICD
 Non-executive member, Victoria
 Executive Director, Luminosity Australia Pty Ltd
 Deputy Chair, McClelland Gallery and Sculpture Park
 Advisory Board member, Centre for Advancing Journalism, University of Melbourne
 Foundation member, Emily's List Australia
 Advisory Board member, Harold Mitchell Foundation
 Appointed on 11 April 2013 for a three-year term until 10 April 2016
 Attended five of five eligible meetings
 Term expired



Mr Laurie Ferguson MP, MA, BEc (Sydney)
 Non-executive member, New South Wales
 Federal Member for Werriwa
 Elected by the House of Representatives on 16 June 2015 for a three-year term
 until 15 June 2018
 House of Representatives term ended on 8 May 2016; Council resignation
 effective from that date
 Attended four of five eligible meetings



Mr John M. Green BJuris, LLB (UNSW)
 Non-executive member, New South Wales
 Company director, writer and publisher
 Co-founder and Director, Pantera Press
 Deputy Chairman, QBE Insurance
 Non-executive Director, Centre for Independent Studies
 Non-executive Director, WorleyParsons
 Appointed on 25 July 2013 for a three-year term until 24 July 2016
 Attended five of six meetings



Dr Nicholas Gruen BA (Hons), PhD (ANU), LLB (Hons) (Melbourne)
 Non-executive member, Victoria
 Chairman, Australian Centre for Social Innovation
 Chief Executive Officer, Lateral Economics
 Patron, Australian Digital Alliance
 Appointed on 11 April 2013 for a three-year term until 10 April 2016
 Attended four of five eligible meetings
 Term expired



Ms Jane Hemstrich BSc (Hons) (London), FCA, FAICD
 Non-executive member, Victoria
 Chair, Victorian Opera
 Director, Walter and Eliza Hall Institute of Medical Research
 Non-executive member, Global Council of Herbert Smith Freehills
 Non-executive Director, Lendlease Corporation Ltd
 Non-executive Director, Tabcorp Holdings Ltd
 Reappointed on 5 May 2016 for a third term until 23 July 2019
 Attended four of six meetings



Ms Janet Hirst BA (ANU)
 Non-executive member, Victoria
 Appointed on 5 May 2016 for a three-year term until 4 May 2019
 Attended one of one eligible meeting.



Dr Nonja Peters BA (Hons) (UWA), PhD (Distinction UWA), RON
 Non-executive member, Western Australia
 Director, History Of Migration Experiences (HOME) Research Unit,
 Curtin University Sustainability Policy (CUSP) Institute
 Vice-Chair, Advisory Committee, Western Australian Maritime Museum
 Vice-Chair, Associated Netherlands Societies of Western Australia
 Member, WA Advisory Committee, National Archives of Australia
 Councillor, Council of the Royal Western Australian Historical Society
 Reappointed on 25 July 2013 for a second three-year term until 24 July 2016
 Attended six of six meetings



Ms Anne-Marie Schwirtlich AM, BA (Hons) (Macquarie),
 Dip Information Management (UNSW)
 Director-General and executive member, Australian Capital Territory
 Director, Art Exhibitions Australia Board
 Member, Australian Academic and Research Libraries Editorial Panel
 Member, National Cultural Heritage Committee
 Member, University of Canberra Course Advisory Committees
 Member, Australia–China Council
 Reappointed on 9 February 2016 until 1 March 2017
 Attended six of six meetings



Senator Zed Seselja BA, LLB, Grad Dip Legal Practice (ANU),
Grad Cert Public Administration (Canberra)
Non-executive member, Australian Capital Territory
Senator for the Australian Capital Territory
Elected by the Senate on 11 December 2013 for a three-year term
until 10 December 2016
Attended two of six meetings



Mr Douglas Snedden
Non-executive member, New South Wales
Chairman, Chris O'Brien Lifehouse Pty Ltd
Chairman, Odyssey House McGrath Foundation Pty Ltd
Non-executive Director, Ozforex Limited
Appointed on 5 May 2016 for a three-year term until 4 May 2019
Attended one of one eligible meeting



Ms Alice Wong
Non-executive member, Victoria
Chair, International House University of Melbourne,
Advancement Advisory Committee
Council member, International House University of Melbourne
Member, Australian Institute of Public Administration, Asia Century Committee
Member, International House University of Melbourne,
Risk Management Committee
Member, Swinburne University of Technology, Faculty of Business and Law,
Course Advisory Committee
Patron, Chinese Cancer Society of Victoria
Appointed on 5 May 2016 for a three-year term until 4 May 2019
Attended one of one eligible meeting

Meetings

Council met on:

- 7 August 2015;
- 2 October 2015;
- 4 December 2015;
- 5 February 2016;
- 1 April 2016;
- 3 June 2016.

AUDIT COMMITTEE

Chair

Ms Jane Hemstritch

Non-executive member of Council
Attended two of three meetings

Members

Mr John M. Green

Non-executive member of Council
Attended two of three meetings

Mr Geoff Knuckey

External member
Attended three of three meetings

Ms Deborah Thomas

Deputy Chair of Council
Attended three of three meetings
Term expired

Other Council members

attended meetings as follows:

- Mr Thomas Bradley QC (one);
- The Hon Mary Delahunty (one);
- Mr Laurie Ferguson (one);
- Dr Nonja Peters (three);
- Ms Anne-Marie Schwirtlich AM (three);
- Mr Ryan Stokes (three).

Terms of Reference

The Audit Committee's terms of reference are to:

- a. on behalf of the members of the Council of the Library, oversee compliance by the Library and Council with obligations under the *Public Governance, Performance and Accountability Act 2013*;
- b. provide a forum for communication between the members of Council, senior managers of the Library and the Library's internal and external auditors;
- c. ensure that there is an appropriate ethical climate in the Library; consider the appropriateness, adequacy, efficiency and effectiveness of the internal control system and system of risk oversight and management; and oversee compliance by the Library with those systems and procedures;
- d. consider the appropriateness of the Library's accounting policies;
- e. consider the appropriateness of the annual financial report of the Library and recommend its adoption to Council;
- f. consider the appropriateness of the external performance reporting.

Meetings

The Audit Committee met on:

- 7 August 2015;
- 4 December 2015;
- 1 April 2016.

CORPORATE GOVERNANCE COMMITTEE

Chair

Ms Deborah Thomas

Deputy Chair of Council
 Attended one of one eligible meeting
 Term expired

Members

The Hon Mary Delahunty

Non-executive member of Council
 Attended one of one eligible meeting
 Term expired

Ms Jane Hemstrich

Non-executive member of Council
 Attended two of two meetings

Mr Ryan Stokes

Chair of Council
 Attended two of two meetings

Terms of Reference

The Corporate Governance Committee's terms of reference are to:

- a. evaluate the effectiveness of Council in its role in corporate governance;
- b. evaluate the performance and remuneration of the Director-General;
- c. oversee the development of a list of prospective members for appointment to Council, subject to consideration and approval by the Minister.

Meetings

The Corporate Governance Committee met on:

- 5 February 2016;
- 3 June 2016.

5.2 APPENDIX B

NATIONAL LIBRARY OF AUSTRALIA FOUNDATION BOARD

Chair

Mr Kevin McCann AM

Members

The Lady Ebury

Ms Kathryn Favelle

National Library of Australia

The Hon Martin Ferguson

Mr David Kenyon

Mr Simon Moore

Ms Cathy Pilgrim

National Library of Australia

Ms Anne-Marie Schwirtlich

National Library of Australia

Mr Doug Snedden

Council of the National Library of Australia

Ms Deborah Thomas

(until 10 April 2016)

Council of the National Library of Australia

Secretariat

Development Office

National Library of Australia

Terms of Reference

The National Library of Australia Foundation Board's terms of reference are to:

- a. provide advice on Library fundraising targets;
- b. provide assistance and advice on major fundraising campaigns, events and associated activities;
- c. assist in obtaining funds from a variety of sources, including the business and philanthropic sectors;
- d. encourage individual members to personally contribute or actively secure amounts required for nominated Library fundraising appeals.

5.3 APPENDIX C

NATIONAL LIBRARY OF AUSTRALIA COMMITTEES

Three committees provide advice to the Library:

- Libraries Australia Advisory Committee;
- Fellowships Advisory Committee;
- Community Heritage Grants Steering Committee.

LIBRARIES AUSTRALIA ADVISORY COMMITTEE

Chair

Mr Geoff Stempel
Public Library Services (South Australia)

Members

Dr Craig Anderson
Deakin University

Ms Laurie Atkinson
(from October 2015)
Law Library of Victoria

Dr Alex Byrne
State Library of New South Wales

Mr Robert Gerrity
University of Queensland

Ms Catherine Kelso
State Library of Western Australia

Ms Amelia McKenzie
National Library of Australia

Ms Alison Oliver
City of Rockingham Libraries

Ms Ann Ritchie
Barwon Health

Ms Anne-Marie Schwirtlich AM
National Library of Australia

Ms Rosa Serratore
(until September 2015)
National Meteorological Library

Ms JoAnne Sparks
Macquarie University

Secretariat

National Collections Access Division
National Library of Australia

Terms of Reference

The Libraries Australia Advisory Committee provides advice on strategic and policy issues affecting the delivery of the Libraries Australia service, the broad direction of service development and changes occurring in the library community that are likely to affect services.

FELLOWSHIPS ADVISORY COMMITTEE

Chair

Ms Anne-Marie Schwirtlich AM
National Library of Australia

Members

Professor Kent Anderson
Asian Studies Association of Australia

Dr Patricia Clarke OAM, FAHA
Australian Society of Authors

Professor Joy Damousi FAHA, FASSA
Academy of the Social Sciences in Australia

Emeritus Professor Rod Home AM, FAHA
Australian Academy of Science

Professor Joyce Kirk FALIA
Australian Library and Information Association

Associate Professor Julie Marcus
Independent Scholars Association of Australia

Professor Elizabeth Minchin FAHA, SFHEA
Australian Academy of the Humanities

Secretariat

Australian Collections and Reader Services Division
National Library of Australia

Terms of Reference

The Fellowships Advisory Committee makes recommendations on the award and administration of fellowships and scholarships.

COMMUNITY HERITAGE GRANTS STEERING COMMITTEE

Chair

Ms Cathy Pilgrim
National Library of Australia

Members

Ms Vicki Humphrey
National Museum of Australia

Ms Trish Kirkland
National Archives of Australia

Ms Meg Labrum
National Film and Sound Archive

Ms Ruvani Panagoda
(from 7 December 2015)
Department of Communications and the Arts

Mr Stuart Ray
(until 7 September 2015)
Ministry for the Arts

Ms Rosemary Turner
National Library of Australia

Secretariat

Executive and Public Programs Division
National Library of Australia

Terms of Reference

The Community Heritage Grants Steering Committee provides advice and direction on matters associated with the Community Heritage Grants program, including policy and administration. It also facilitates the exchange of information about the program between the Library and funding partners.

5.4 APPENDIX D STAFFING OVERVIEW

With the exception of the Director-General, all Library staff are employed under the *Public Service Act 1999*. Conditions of employment for staff below the Senior Executive Service (SES) level are contained in the Library's Enterprise Agreement 2011–2014. Some staff received enhanced benefits through an Individual Flexibility Arrangement. Table D.1 shows the salary ranges for classifications below SES level and the number of employees at each level.

SALARY RANGES

Table D.1: Salary Ranges below SES Level and Number of Employees, 30 June 2016

Classification	Salary Range (\$)	Employees (no.)
EL 2	117,622–144,037	27
EL 1	95,467–120,198	70
APS 6	76,173–87,601	75
APS 5	67,489–73,911	66
APS 4	60,648–68,340	79
Graduate	55,216–65,486	4
APS 3	55,216–59,640	51
APS 2	47,685–54,065	21
APS 1	41,491–45,859	0
Cadet	14,189–41,491	0

STAFF DISTRIBUTION

At 30 June 2016, the Library had 367 full-time and part-time ongoing staff, 18 full-time and part-time non-ongoing staff and 15 casual staff. Table D.2 shows staff distribution by division. The average full-time equivalent staffing for 2015–16 was 414, compared with 420 in 2014–15.

Table D.2: Staff Distribution by Division, 30 June 2016

Division	Ongoing		Non-ongoing			June 2016 Total	June 2015 Total
	Full-time	Part-time	Full-time	Part-time	Casual		
Collections Management	99	23	2	0	3	127	155
Australian Collections and Reader Services	80	20	1	1	8	110	118
National Collections Access	22	6	0	1	0	29	28
Information Technology	40	4	3	0	0	47	51
Executive and Public Programs	35	7	2	3	3	50	53
Corporate Services	24	7	3	2	1	37	39
Total	300	67	11	7	15	400	444

STAFF CLASSIFICATION

Table D.3: Ongoing and Non-ongoing Full-time and Part-time Staff by Classification and Gender, 30 June 2016

Classification	Ongoing				Non-ongoing						June 2016 Total		June 2015 Total	
	Full-time		Part-time		Full-time		Part-time		Casual		M	F	M	F
	M	F	M	F	M	F	M	F	M	F				
Statutory office holder	0	0	0	0	0	1	0	0	0	0	0	1	0	1
SES Band 1	1	4	0	0	0	0	1	0	0	0	2	4	2	4
EL 2	13	14	0	0	0	0	0	0	0	0	13	14	16	14
EL 1	26	29	2	7	3	0	0	0	3	0	34	36	36	42
APS 6	19	38	3	14	0	0	0	1	0	0	22	53	30	55
APS 5	16	28	0	19	0	0	0	0	0	3	16	50	18	53
APS 4	15	46	3	9	0	4	1	0	0	1	19	60	16	65
Graduate	1	2	0	1	0	0	0	0	0	0	1	3	1	0
APS 3	6	32	1	4	2	1	0	3	0	2	9	42	13	49
APS 2	2	8	0	4	0	0	0	1	3	3	5	16	10	19
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cadet	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	99	201	9	58	5	6	2	5	6	9	121	279	142	302
Grand total	300	67	11	7	15	400	444							

Note: Table D.3 is based on paid employees. Employees on long-term leave for more than 12 weeks are not included.

SES STAFF MOVEMENTS

Mr Mark Corbould, Assistant Director-General, Information Technology, retired on 19 November 2015. Mr David Wong was promoted to this position on 21 December 2015.

EQUAL EMPLOYMENT OPPORTUNITY

Table D.4: Staff by Equal Employment Opportunity Group and APS Classification, 30 June 2016

Classification	Male	Female	Total	Indigenous people	People with disability	People from a CALD background
Statutory office holder	0	1	1	0	0	1
SES Band 1	2	4	6	0	1	1
EL 2	13	14	27	0	1	4
EL 1	34	36	70	0	4	8
APS 6	22	53	75	1	4	9
APS 5	16	50	66	1	3	13
APS 4	19	60	79	1	3	21
Graduate	1	3	4	4	2	2
APS 3	9	42	51	1	7	20
APS 2	5	16	21	0	0	8
APS 1	0	0	0	0	0	0
Cadet	0	0	0	0	0	0
Total	121	279	400	8	25	87

Note: Data for equal employment opportunity groups is based on information supplied voluntarily by staff.

STAFF TRAINING

The Library's annual Corporate Training Plan is based on workforce capabilities outlined in the Strategic Workforce Plan. The 2015–16 training calendar focused on the capabilities needed across the Library's workforce in technical and business skills, behavioural capabilities and to embed the Library's Leadership Capability Model. The calendar recognises the 70:20:10 development model where development comprises on-the-job experience (70 per cent), coaching (20 per cent) and facilitated learning (10 per cent).

Development opportunities for staff included internal and external programs, seminars, workshops, on-the-job training and placements. A significant portion of the opportunities offered by the Library in 2015–16 focused on learning through relationships. This included a cross-cultural institution mentor program, and reflective leadership and career sustainability

forums. The Library also continued its Focus on Leadership seminar series, in which senior leaders from public service agencies and private sector organisations were invited to give presentations to staff on leadership. Experts in digital capability were also invited to address staff on the relationship between digital confidence and the Library's core business.

The Library customised and launched an online learning management system (LMS), providing central access to both internal and APS development opportunities; improved methods of recording learning and development data; and individual learning histories. With the introduction of the LMS, staff now have access to a library of over 4,500 online courses.

The Library participated in the Australian Public Service Commission's core skills program and offered the performance management module to staff in this reporting period.

The total training and development expenditure, excluding staff time, was \$355,021. The number of training days undertaken by staff, including face to face and online, is set out in Table D.5.

Table D.5: Staff Training Days, 2015–16

Classification	Male	Female	Total
SES	4	7	11
EL 1–2	94	142	236
APS 5–6	81	223	304
APS 1–4	57	212	269
Total	236	584	820

DIGITAL SKILLS TRAINING

The Library continues to partner with other state and territory libraries to develop training programs to address digital capability gaps in specific library professions, such as digital preservation.

As part of the National and State Libraries Australasia digital skills strategy, select Library staff participated in the Library of Congress Digital Outreach and Education Program. This baseline program focuses on the principles and practices of preserving digital materials. The participants of this workshop were then able to share their newly acquired knowledge through National Library information sessions, which over 90 staff attended. Select Library staff also participated in an extended and comprehensive workshop on digital forensics.

5.5 APPENDIX E

GIFTS, GRANTS AND SPONSORSHIPS

SUBSTANTIAL COLLECTION MATERIAL DONATIONS

Ms Brit Andresen	Ms Sarah Macneil and Mr Andrew Macneil
Professor Peter Beilharz	Megalo Print Studio + Gallery
Professor Anne Boyd AM	Ms Christine Milne
Mrs Patricia Braga	Mr Alan Moir CMG
Dr Bob Brown	Mr John Moses
Dr Brian Timothy Carey	Mr Robert Mouatt
Ms Moira Claux	Mr John Olsen AO, OBE
Ms Densy Clyne	Dr A. Barrie Pittock PSM
Mrs Roseann Dale Dengate	Emeritus Professor Victor Prescott FASSA
Department of Foreign Affairs and Trade	Mr Brian Reid
Department of Veterans' Affairs	Ms Emma Rutledge and Mr Thomas Rutledge
Ms Mem Fox AM	Mr Alec Sandner
Ms Mara Francis	Mr William Semple
Ms Kate Grenville	Mr Gerrit Stafford
Mr Walter Hamilton	Mr Keith Storey
Mr Harry Haythorne MBE and Ms Camilla Ella	Mrs Marceine Sweetser
Mr John Hoyle	Ms Eva To
Ms Christy Kelly	Ms Biff Ward
Dr Isabel McBryde AO	Wesfarmers Ltd
Mr Alistair McComas	Mr Tim Winton

GRANTS

ACT Government Special Events Fund (Exhibition— <i>Celestial Empire: Life in China, 1644–1911</i>)	City of Melbourne (Oral History Project)
Attorney-General's Department (Community Heritage Grants)	Embassy of the Kingdom of the Netherlands (Digital Classroom module)
Australia–China Council (Exhibition— <i>Celestial Empire: Life in China, 1644–1911</i>)	Museum of Australian Democracy (Oral History Project)
Australian Broadcasting Corporation (Oral History Project)	National Archives of Australia (Community Heritage Grants)
Australian Paralympic Committee (Oral History Project)	National Collecting Institutions Touring and Outreach Program (Exhibitions)
Brien Holden Vision Institute (Publication)	National Film and Sound Archive (Community Heritage Grants)
Catalyst—Australian Arts and Culture Fund (Treasures Gallery Access Program)	National Folk Festival (National Folk Fellowship)
	National Museum of Australia (Community Heritage Grants)

SPONSORSHIPS

National Library Partners

Asia Society Australia
Australia Centre on China in the World,
Australian National University
Eden Road Wines
Huawei
Optus
Shell Development (Australia) Pty Ltd
Wanda Group

In-kind Sponsors

Cathay Pacific Airways Limited
Forrest Hotel & Apartments
Seven Network
TFE Hotels

BEQUESTS

Ralf Iannuzzi Memorial Trust
The Estate of Joan Lindsay
The Estate of Mr Harold S. Williams

CURATORSHIPS, FELLOWSHIPS AND PUBLIC PROGRAMS

Friends of the National Library of Australia Inc.
(Friends of the National Library
Creative Arts Fellowship)
Friends of the National Library of Australia Inc.
(Friends of the National Library
Travelling Fellowship)
James and Bettison Treasures Curatorship
Linnaeus Estate Fellowship
Mrs Pat McCann (Norman McCann
Summer Scholarship)
The Myer Foundation (Kenneth Myer Lecture)
Dr John Seymour and Dr Heather Seymour AO
(Seymour Summer Scholarship /
Seymour Biography Lecture)
Associate Professor Linnett Turner and
Associate Professor David Turner
(Kenneth Binns Travelling Fellowship)

National Library Fellowships

Dr Patricia Clarke OAM, FAHA
The Hon Mary Delahunty
The Hon Martin Ferguson AM
Mr John M. Green
The late Dr Pamela Gutman
Ms Jane Hemstritch
Professor Joyce Kirk
Ms Marjorie Lindenmayer
Ms Yuan Yuan Liu
Mr Brian Long
Mr Kevin McCann AM and Mrs Deidre McCann
Mrs Janet McDonald AO
Macquarie Group Foundation Ltd
Dr Doug Munro
Professor Janice Reid AC, FASSA
Emeritus Professor Alan Robson AO
Dr Ian Ross
Mrs Margaret Ross AM
Mr Doug Snedden
The Hon James Spigelman AC
Mr Ryan Stokes
Ms Deborah Thomas

Three supporters donated anonymously.

5.6 APPENDIX F

GRANT AND FELLOWSHIP PROGRAMS

GRANT

During the reporting period, the Library operated one grant program.

Community Heritage Grants

The Library awarded 75 grants of up to \$15,000 to assist community organisations to preserve and manage nationally significant cultural heritage collections. Financial support and assistance for this grant program was received from the Attorney-General's Department, Ministry for the Arts (the program is now under the Department of Communications and the Arts); the National Archives of Australia; the National Film and Sound Archive; and the National Museum of Australia.

FELLOWSHIPS AND SCHOLARSHIPS

During the reporting period, the Library operated the following programs.

National Library of Australia Fellowships

In March 2015, a new scheme of National Library of Australia Fellowships was launched, to be offered from 2016, to support Australian and international researchers to make intensive use of the collections during a 12-week residency. 2016 fellowships were awarded to Associate Professor Michelle Arrow, Associate Professor Clinton Fernandes, Dr Amanda Harris, Emeritus Professor Lesley Johnson, Professor Klaus Neumann, Mr Michael Piggott and Dr Agnieszka Sobocinska.

National Library Fellowship in Australian Literature

Funded through the Eva Kollsman and Ray Mathew Trust, the 2016 fellowship was awarded to Dr Bridget Vincent.

National Library Fellowship in Japan Studies

Funded through the Harold S. Williams Trust, the 2016 fellowship was awarded to Dr Luke Gartlan.

Friends of the National Library Creative Arts Fellowship

Funded by the Friends, this fellowship supports a four-week residency for a practising artist to develop new work using the Library's collections. The 2016 fellowship was awarded to Ms Micharne Cloughley.

National Library Creative Arts Fellowship for Writing

Funded through the Eva Kollsman and Ray Mathew Trust, this fellowship supports a four-week residency for a writer to research the Library's collections. The 2016 fellowship was awarded to Mr Paul Daley.

National Folk Fellowship

Funded jointly by the Library and the National Folk Festival, Mr Chris Sullivan was the 2016 recipient of this fellowship, which supports a four-week residency to research the Library's collections to develop a performance at the festival.

Japan Study Grants

Funded through the Harold S. Williams Trust, these grants support scholars to undertake research using the Library's Japanese collections for up to four weeks. Grants were awarded to Associate Professor Tomoko Aoyama, Dr Natsuko Akagawa, Dr Lucy Fraser, Ms Mayu Kanamori and Dr Helen Kilpatrick.

Norman McCann Summer Scholarships

Funded by Mrs Pat McCann, in 2016 the six-week scholarships to support postgraduate research by young Australians were awarded to Ms Meg Brayshaw, Ms Gretel Evans and Ms Talisha Goh.

Seymour Summer Scholarship

Funded by Dr John Seymour and Dr Heather Seymour AO, this six-week scholarship to support postgraduate research by a young Australian was awarded to Ms Morgan Burgess.

Kenneth Binns Travelling Fellowship

Funded by the descendants of Kenneth Binns, this fellowship supports travel for professional development by Library staff in the early stages of their career. The 2016 fellowship was awarded to Mr David Priddle.

Friends of the National Library Travelling Fellowship

Funded by the Friends, this fellowship provides a significant professional development opportunity for a Library staff member. The 2016 fellowship was awarded to Ms Monika Szunejko.

5.7 APPENDIX G

NATIONAL LIBRARY OF AUSTRALIA FUND

The National Library of Australia Fund helps the Library to manage, develop, preserve, digitise and deliver its documentary heritage collections to the widest possible audience, both online and onsite.

This year, specific campaigns have included the Chinese pith paintings preservation and digitisation project, and the preservation, digitisation and access project for the Library's collection of material relating to women's suffrage. The National Library of Australia Fund donors are acknowledged at the following gift levels:

- Principal Patron: gifts of \$1,000,000 and above;
- Platinum Patron: gifts of \$250,000 and above;
- Gold Patron: gifts of \$100,000 and above;
- Silver Patron: gifts of \$25,000 and above;
- Bronze Patron: gifts of \$10,000 and above;
- Patron: gifts of \$1,000 and above;
- Donor: gifts up to \$1,000.

The Library gratefully acknowledges the generosity and support of Patrons and donors.

Listed below are Patrons who have given to the fund since its inception in 2009 and donors who have given during 2015–16. (An asterisk beside a name in the lists below indicates Patrons who donated during 2015–16.)

PRINCIPAL PATRONS

Vincent Fairfax Family Foundation

PLATINUM PATRONS

Mrs Pat McCann*
Ms Simone Vinall*

GOLD PATRONS

Associate Professor Noel Dan AM and
Mrs Adrienne Dan*
Friends of the National Library of Australia Inc.*
Mr Kevin McCann AM and Mrs Deidre McCann*
Macquarie Group Foundation Limited*

Planet Wheeler Foundation
The late Mrs Alison Sanchez
Dr John Seymour and Dr Heather Seymour AO*
Mr Ryan Stokes*

SILVER PATRONS

Dr Diana Carroll*
 Dick and Pip Smith Foundation*
 Ms Catherine Hope Gordon*
 Ms Jane Hemstritch*
 Dr Ron Houghton DFC and
 the late Mrs Nanette Houghton
 Ms Marjorie Lindenmayer*
 Minerals Council of Australia
 Mr Simon Moore*
 Origin Foundation

Mr Nigel Peck AM and Mrs Patricia Peck
 Dr Ian C. Ross and Mrs Margaret S. Ross AM*
 Ms Josephine Shanks and Emeritus Professor
 Dr Robert Shanks*
 Mr Doug Snedden and Ms Belinda Snedden*
 In memory of the late Ms Della Keren Thomas*
 Wesfarmers Limited
 Mr Stephen Yorke*
Three supporters donated anonymously.

BRONZE PATRONS

Dr Marion Amies*
 Mr Jim Bain AM and Mrs Janette Bain
 Mrs Alison J. Bloomfield
 Mr Thomas Bradley QC*
 Dr Desmond Bright and Dr Ruth Bright AM*
 In memory of the late Mavis Thorpe Clark*
 Ms Christine Courtenay AM and
 the late Mr Bryce Courtenay AM
 The Lady Ebury*
 Mr John Fairfax AO and Mrs Libby Fairfax
 Mr Tim Fairfax AC
 Mr James Ferguson
 The Hon Martin Ferguson AM and
 Ms Patricia Waller*
 Sir James Gobbo AC, CVO
 Mr John M. Green
 Mrs Claudia Hyles*
 Professor Joyce Kirk and Dr Terry Kirk*
 Liberty Financial
 Mr Brian Long and Ms Cathy Long
 Lovell Chen Pty Ltd*
 Mrs Janet McDonald AO and
 Mr Donald McDonald AC*

Mrs Glennis Moss and
 the late Dr Kenneth Moss AM*
 The late Dame Elisabeth Murdoch AC, DBE
 The Myer Foundation*
 Mrs Maria Myers AC
 Mr John Oliver and Mrs Libby Oliver*
 Ms Meg Paul*
 Dr Fiona Powell
 Professor Janice Reid AC, FASSA
 Mr Jack Ritch and Mrs Diana Ritch
 Emeritus Professor Alan Robson AO and
 Mrs Gwenda Robson*
 Miss Kay Rodda*
 Mr Robin V.F. Smith
 The Hon James Spigelman AC*
 Ms Deborah Thomas*
 Associate Professor Linnett Turner and
 Associate Professor David Turner*
 Mr A.G.D. White OAM and Mrs Sally White OAM
Two supporters donated anonymously.

FOUNDING PATRONS

Dr Marion Amies*
 Mrs Phoebe Bischoff OAM*
 Mrs Josephine Calaby
 Dr R.L. Cope PSM*
 The late Mr Victor Crittenden OAM
 Ms Lauraine Diggins*
 The Lady Ebury*
 Mr Andrew Freeman
 Ms J.L. Fullerton AO*
 Griffith 8 Book Group
 Mrs Claudia Hyles*
 Professor Joyce Kirk and Dr Terry Kirk*
 Dr Jan Lyall PSM
 Mrs V. McFadden*
 Mr Peter McGovern AM*

Mrs Glennis Moss and
 the late Dr Kenneth Moss AM*
 Mr John Oliver and Mrs Libby Oliver*
 Mrs P.P. Pickering*
 Emeritus Professor Alan Robson AO and
 Mrs Gwenda Robson*
 Miss Kay Rodda*
 Rotru Investments Pty Ltd for
 Mrs Eve Mahlab AO and Mr Frank Mahlab*
 Mrs Angela Thorn and the late Mr Bill Thorn
 Mr John Ulm and Mrs Valda Ulm*
 Ms Lucille Warth*
Three supporters donated anonymously.

PATRONS

Ake Ake Fund
 Ms Cynthia Anderson*
 Mrs Margaret Anderson*
 Mrs Sue Andrew
 Asia Bookroom*
 Ms Joanna Baevski
 Ms Kate Baillieu*
 Mr Simon Banks*
 Mr Sam Bartone
 The Hon Justice Annabelle Bennett AO and
 Dr David Bennett AC, QC
 Ms Baiba Berzins
 Mrs Eva Besen AO and Mr Marc Besen AC*
 Professor Geoffrey Blainey AC
 Mr Max Bourke AM and Ms Margaret Bourke
 Sir Ron Brierley*
 Mr Charles Bright and Mrs Primrose Bright
 Dr Elizabeth Brouwer
 Mr H.M. Brown and Ms J.E. Brown*
 Emeritus Professor Mairead Browne FALIA and
 Dr David Browne*
 Dr Geoffrey Burkhardt*
 Ms Eve Buscombe and Ms Dawn Richardson,
 in memory of William and Royal Buscombe*
 Dr Geoffrey Cains

Mrs Jennie Cameron*
 The Reverend Edmund Campion
 Dr Edmund Capon AM, OBE and
 Mrs Joanna Capon OAM
 Mr Michael Carlton
 The Carmelite Monastery*
 Emeritus Professor David Carment AM*
 Dr J.J. Carmody
 Mrs Susan Chessell*
 CIMIC Group Limited
 Dr Patricia Clarke OAM, FAHA*
 Dr Peter Cochrane and Dr Suzanne Rickard*
 Mr John Collins*
 Mr Andrew G. Connor*
 Professor James Cotton
 Mrs Helen Creagh*
 Professor Robert Cribb*
 Mrs Gloria Cumming
 Mrs Carolyn and Mr Bill Curnow*
 Mr Charles P. Curran AC and Mrs Eva Curran
 Ms Perri Cutten and Mr Jo Daniell
 Mrs Rowena Danziger AM and
 Mr Ken Coles AM*
 Dr Michelle Deaker
 The Hon Mary Delahunty*

Mrs Margaret Dent*
 Dr Annie Duncan and Mr Peter Duncan
 Ms Jane Edmanson OAM*
 The Hon R.J. Ellicott QC
 Dr N.F. and Mrs D.F. Exon*
 Dr Suzanne Falkiner
 Mrs Maureen Fisher
 Lt Col (Ret'd) M.A. Fletcher JP*
 Mr Philip Flood AO and Mrs Carole Flood
 Mr Denis Foot and Ms Dianne Redwood
 Ms Christine Goode PSM*
 Dr Grazia Gunn and Emeritus Professor
 Ian Donaldson FAHA, FBA, FRSE
 The Hon Roger Gyles AO, QC*
 Mr Peter Hack*
 Mr Clive Haddock*
 Professor Margaret Harris*
 Mr Colin Hauff*
 Mr Michael and Mrs Mary Heard*
 Mr Peter Henderson AC and
 Mrs Heather Henderson*
 The Heraldry and Genealogy Society
 of Canberra Inc.
 Dr Basil S. Hetzel AC
 Dr Marian Hill*
 The late Mr Robert Hill-Ling AO and
 Mrs Rosemary Hill-Ling OAM*
 Mrs Rosanna Hindmarsh OAM*
 Dr Peggy Horn*
 Professor Marnie Hughes-Warrington*
 Mr Gary Humphries*
 Dr Anthea Hyslop*
 Inside History
 Ms Joan Kennedy*
 Dr Ann and Dr Bruce Kent*
 The Kenyon Family
 The late Dr J.S. Kerr AM
 Dr Ruth S. Kerr OAM*
 Mr Robert Kirby and Mrs Mem Kirby OAM
 Professor Wallace Kirsop*
 Mr Lou Klepac OAM and Mrs Brenda Klepac*
 KPMG
 The late Dame Leonie Kramer AC, OBE
 Dr Elizabeth Lawson

Mr Frank Lewincamp PSM and
 Ms Barbara Lewincamp*
 Dr F. Lilley and Mrs P. Lilley*
 Ms Robyn McAdam*
 The late Capt. Paul J. McKay
 Emeritus Professor Campbell Macknight
 Ms Fiona McLeod SC
 Mr Ronald McLeod AM
 Mr Simon McMillan
 Ms Janet Manuell SC
 Ms Kathleen Marshall
 Dr Rod Marston
 Mr Julian Martyn and Ms Linda Sproul*
 Sir Anthony Mason AC, KBE, GBM
 Dr Thomas Mautner*
 Mr Baillieu Myer AC and Mrs Sarah Myer*
 Ms Jane Needham SC
 Professor Colin Nettelbeck FAHA and
 Mrs Carol Nettelbeck*
 The Hon Jocelyn Newman AO*
 Ms Marion Newman*
 Professor Brian O'Keefe AO*
 Ms Cathy Pilgrim and Mr Steven Anderson*
 Mr Chester Porter QC
 Lady Potter AC, CMRI
 The Hon Margaret Reid AO*
 Mr Ian Renard AM
 Dr Craig J. Reynolds FAHA*
 The late Mrs E. Richardson OAM
 Ms Valerie Rivers*
 Mr G. Robinson and Mrs B. Robinson*
 Mr Geoffrey Robinson and Ms Julie Burdis
 Dr Maxine Rochester*
 Emerita Professor Jill Roe AO
 Professor Michael Roe
 The Rome Family
 Ms Christine Ronalds AM, SC
 Mr Alan Rose AO and Mrs Helen Rose*
 Dr Eleanor Rowley*
 Mr William Rutledge and Mrs Julia Rutledge*
 Mrs Ann Ryan*
 Mr Bob Santamaria
 The Hon Joseph Santamaria
 Ms Phillipa Saraceno*
 The late H. Maurice Saxby AM

The Reverend G.T. Shaw and Mrs J.D. Shaw
 Mr Stephen Shelmerdine AM and
 Mrs Kate Shelmerdine
 Mr Tony Shepherd AO
 Mrs Mary Simpson
 Dr Kerry Smith AM*
 Mr Ezekiel Solomon AM
 Mrs Helene L. Stead*
 Associate Professor Bruce Steele AM
 Ms Kaaren Sutcliffe and Mr Andrew Sutcliffe*
 Mr Howard Tanner AM
 Mr Arnold Thomas

Mr Robert Thomas AM*
 Dr Bernadette Tobin AO and Mr Terence Tobin QC
 Ms Lisa Turner*
 The late Mr Gerald Walsh MA
 Ms Alexandra Wedutenko*
 Ms Joy Wheatley and Mr Norman Wheatley*
 Dr Peter White
 Ms Wendy Whitham*
 Mrs Marie Wood and Mr Greg Wood
 Dr Malcolm Wood*
 Dr Michael W. Young
Twelve supporters donated anonymously.

DONORS 2015–16

Mrs Patricia Allen
 Mr Robert Allmark
 Dr Michael Alpers AO CSM and
 Dr Deborah Lehmann AO
 Miss Doris Amesbury
 Ms Patricia Anderson
 Ms Iona Annett
 Mr Chris Ansted and Ms Angelika Dunker
 Ms Kerry Apted
 Dr Christine Aus
 Mr Richard Austen AO
 Dr Paul Balnaves and Ms Susan Balnaves
 Mrs Kay Beatton
 Mr Udai Bhati
 Miss Judith Bibo
 Mr Terry Bibo
 Mrs Chris Birrell
 Ms Kerry Blackburn
 Mr Craig Boaden
 Ms Emily Booker
 Mrs Marjorie Boorman
 Ms Sarah Brasch
 Mr Bern Brent
 Mr A. and Mrs M. Brims
 Mr Alan Brown AM
 Ms Angela Brown
 Mrs Margaret Brown
 Mrs Robin Brown
 Mrs Elizabeth Bryden
 Dr Joan Buchanan AM

Mr Geoff Burch
 Mr David Burke OAM
 Mrs Louise Burmester
 Ms Frances Callinan
 Ms June Cameron
 Mrs Judith Campbell and Mr Brian Campbell
 Ms Peta Campbell
 Mr Matt Carkeet
 Mr Bertram Castellari and Ms Gloria Castellari
 Mrs Marguerite Castello
 Ms Michelle Cavanagh
 Mrs Salli Chmura
 Mr George Clark
 Mrs N. Clarke
 Ms Kathryn Cole
 Miss Winsome Collingridge
 Ms Stella Conroy
 Ms Anne Coombs and Ms Susan Varga
 Ms Katherine Crawford
 Mr B.R. Crisp
 Mr Brian Davidson
 Dr Les Davies
 Brigadier Phillip Davies AM and
 Mrs Sandra Davies
 Ms Alexandra Daw
 Mr Nigel D'Cruz
 Mr Terry De Martin
 Dr Marie de Lepervanche
 Ms Louise Denoon
 Dr Mary Dickenson

Mr Norman Dickins
 Ms Amelia Ditcham
 Mrs Gina Dolphin
 Mr Robert Donnelly
 Captain Murray Doyle
 Ms Melanie Drake
 Miss Robyn Duncan
 Miss Karen Dundas
 Ms Jacqueline Dwyer
 Ms Elizabeth Dyer
 Ms Heather Dyne and Dr Geoff Dyne
 Mrs Judith Eisner
 Mrs Julia Ermert
 The Hon Elizabeth Evatt AC
 Mrs Sandra Farrell and Mr Rick Farrell
 Mr Laurie Ferguson
 Mr Stuart Flavell
 Mr John Fleming
 Dr Juliet Flesch
 Professor Neville Fletcher AM
 Dr Margaret Folkard
 Mr Robert Forbes
 Mr Frank Ford
 Mr G. and Mrs E. Forrest
 Ms Ellen Forsyth
 Dr Lois Foster
 Professor Robert Freestone
 Ms Margaret Freye
 Ms Elaena Gardner
 Ms Jennifer Giles
 Mr Anthony Godfrey-Smith
 Mrs Shirley Gollings and Mr Ian Gollings
 Mr Andrew Gosling
 Dr Elena Govor
 Ms Gail Green
 Mr John Greenwell
 Ms Karen Groeneveld and Mr Peter Groeneveld
 Ms Linda Groom
 Mrs Renata Gruszka
 Mr David Gyger and Mrs Alison Gyger
 Dr Shan Haines
 Mrs Janet Hanslow
 Mr Warren Thomas Harding
 Dr Barbara Hardy AO
 Mr Anthony Harris
 Miss Eris Harrison
 Ms Angela Hawes
 Mrs Marie Hazelwood
 Ms Susan Heal
 Ms Robyn Heggen
 Ms Meg Herbert
 Mr Petr Herel
 Miss Pamela Hill
 Ms Sarah Hill and Mr Philip Thalys
 Ms Meredith Hinchliffe
 Ms Eleanor Hing Fay
 Emeritus Professor Mary E. Hiscock
 Mr Kim Hoekman
 Mr Stephen Horn
 Mrs Jill Hutson
 Mrs Valerie Irwin and Mr Robert Irwin
 Mr Alan Ives
 Ms Robina Jaffray
 Mrs Christine Jeffrey
 Dr Victoria Jennings
 Mr Donald Jessop JP
 Ms Marilyn Jessop
 Dr Ian Jobling and Dr Anne Jobling
 Mr David M.H. John
 Ms Antonia Kasunic and Mr Nicholas Craft
 Dr Meighen Katz
 Mr David Kennemore
 Mr Alan Kerr AM
 Mrs Ann Lancaster
 Dr Diane Langmore AM
 Ms Anne Latreille
 Dr Diana Leeder
 Dr Ta-Yan Leong
 Ms B.P. Lewis
 Mr Trevor Lewis
 Mr John Lines OAM and Ms Margaret Lines
 Ms Jane Elizabeth Little
 Dr Jan Lloyd Jones
 Mr Rob Lundie
 Dr Winifred M. Lush
 Professor Jane Lydon
 Mr Michael Lynch and Ms Liz Lynch
 Mr Donald Joseph McCallum
 Ms Kate McCormack
 Ms Elizabeth Anne MacDonald

Dr Peter McDonald
 The Hon Jeannette McHugh
 Mrs Sheila Mackay
 Mr Rod Mackenzie
 Ms Caroline Mackie
 Dr D.F. McMichael CBE and Mrs H.E. McMichael
 Dr Stephen G. McNamara
 Mr John Maffey OAM
 Dr Julie Marcus
 Mr Robert B. Mark
 Mr Paul Mason
 Ms Rebecca Maxwell
 Dr Wolf Mayer
 Dr Betty Meehan FAHA
 Mr Bruce Miller
 Mr A.F. Mitchell and Mrs M.B. Mitchell
 Ms Nateline Mizzi
 Dr Marjorie Ann Moffatt
 Mrs Mary Moss
 Mrs Anne Moten
 Ms Louise Muir
 Ms Susan Mullins
 Emeritus Professor John Mulvaney AO, CMG
 Mr Paul Munro
 Mrs Margaret Murray
 Mrs Dawn Nettheim
 Mrs Julie Nichles
 Mrs Meredith Nicol
 Dr James Nightingale
 Dr Tim Nikolsky and Ms Margot Leighton
 Ms Jennifer O'Brien
 Mr Robert O'Connor QC
 Ms Valerie Odewahn
 Mr Terence O'Neill
 Dr Jacqueline Orsborne
 Ms Fiona Pacey
 Dr Nina Pangahas
 Mr Allan Pankhurst and Mrs Christine Pankhurst
 Dr M. Park
 Dr Christina Parolin
 Mr David Pech
 Ms Margaret Pender
 Ms June Penny
 Mr J. Persse
 Ms M.E. Phillips
 Ms Natalie Playford
 Mrs Winsome Plumb
 Mrs Mary Pollard
 Dr Suzanna Powell
 Mrs Anne Prins
 Mrs Amy Pryor
 Professor Emerita Marian Quartly
 Dr Rapin Quinn and Dr Peter Quinn
 Dr Maria Quirk and Mr Daniel Troy
 Ms Jessie Rabbitts
 Ms Mary Reynolds OAM
 Miss Julieanne Richards and
 Miss Jennifer Gillings
 Mr Ian Rischbieth
 Ms Rhyll Rivett
 Ms Helen Roberts and Dr Alan Roberts
 Mrs Patricia Roberts
 Professor Libby Robin
 Dr James S. Robinson
 Ms Penelope Rogers
 Mr Philip Roper
 Ms Anne Ryan
 Mr Stephen Ryan and Mrs Mary Ryan
 Ms Vicky Ryan
 Ms Jan Sarchfield
 Mr Peter Saunders
 Mr Nick Schlieper
 Mrs Elizabeth Shadlow
 Miss Hallie Shellam and Miss Tiffany Shellam
 Mr Wayne Sheridan
 Mrs S. Short
 Ms Wendy Smith
 Mrs Jane Smyth
 Mrs Penny Sohler
 Mrs Gwyneth Sparrow
 Professor Mary Spongberg
 Mr Dan Sprod OAM
 Mrs Maria Spyropoulos and
 Mr Peter Spyropoulos
 Mrs Patricia Stone
 Mr Brian Stonier AO and Mrs Noel Stonier
 Dr Jennifer Strauss AM
 Mrs Pat Stretton
 Ms Susan Sutton
 Ms B. Sweetnam

Mr Robin Syme and Mrs Rosemary Syme
 Dr Christopher Tiffin and Ms Deborah Turnbull
 Mrs Gaye Tindall
 Mrs Helen Todd
 Ms Daniela Torsh
 Mrs Myra Troy
 Mrs Sally Trumble
 Dr E. Truswell
 Mr Kenneth Tyrrell
 Ms Jo Vallentine
 Dr Ariella Van Luyn
 Village Building Co.
 Mr Antony Waddington
 Ms Melanie Walters
 Mr Denis Warne
 Ms Diana Warnock OAM
 Ms Gabrielle Watt
 Mrs Margaret Watts
 Dr Ian Welch

Ms Rosalie Whalen
 Mrs Barbara and Mr Brian White
 Ms Barbara Whitlock
 Mrs Betty Wickens and Mr Doug Wickens
 Mrs P. Wicksteed
 Dr I.S. Wilkey and Ms H. Wilkey
 Mr Evan Williams AM
 Mr Ian S. Williams and
 Dr Janet E. Hadley Williams
 Mr Geoffrey Williamson
 Ms Jean Winston
 Mrs Susan Winterton
 Mr Richard Woldendorp AM
 Dr Clare Wright
 Mr Bruno Yvanovich
*One hundred and one supporters
 donated anonymously.*

5.8 APPENDIX H NOTABLE ACQUISITIONS

AUSTRALIAN AND OVERSEAS PUBLICATIONS

In 2015–16, notable acquisitions of Australian and Overseas Publications included:

- the earliest known and only surviving second edition copy of *Cole's Funny Picture Book*, printed in 1882. There are no known copies of the 1879 first edition in existence. E.W. Cole was an early Australian bookseller, who built his bookshop in Bourke Street, Melbourne. The first *Cole's Funny Picture Book* was issued with great fanfare on 24 December 1879 as the 'cheapest child's picture book ever published', selling for one shilling;
- a previously unrecorded copy of *Thirteen Poems*, the first published compilation of Patrick White's poetry, privately published in Sydney by his mother in 1930 for family and friends. The poems were sent by young 'Paddy' to his mother from boarding school in Cheltenham, England, and date from Christmas 1927 to 7 August 1929. The Library's copy is inscribed 'To Betty with apologies from Paddy', and has two additional typescript poems inserted;
- an English printed calendar from the Northumberland Assizes dating from 1788, which records the crimes of three women—Eleanor Scott, Elizabeth Thompson and Mary Davison. All three were transported to Australia in 1790 aboard the *Lady Juliana*, the first convict vessel to arrive after the First Fleet. The document has manuscript additions and also records the details of two male convicts facing transportation. It is the oldest known calendar held by an Australian institution;
- two important pieces of early nautical Australiana: *Magnetism of Ships* (1812) by Matthew Flinders, a two-page letter printed by the Admiralty, probably as an internal 'memo' to Royal Navy officers, which records Captain Flinders' observations and recommendations made on 'the course of my voyage in H.M. Sloop *Investigator*, for completing the discovery of New Holland and New South Wales'; and *The Marco Polo Record*, issues one to eleven (Wednesday 23 February–Thursday 12 May 1859), a shipboard newspaper recording the voyage from England to Australia;
- 16 million records (2 terabytes of data) from more than 870 government web domains, harvested in October 2015 for the Australian Government Web Archive. In addition to this general collection of government websites, ministerial websites were collected to document the change of prime minister in September 2015 and subsequent ministerial changes;

- perpetual access to the digitised version of *The Japan Chronicle*. The title ran from 1902 to 1940 and is regarded as the newspaper of record for Japan's engagement with modernity and its emergence onto the world stage in the first half of the twentieth century, through war, political and social upheaval, and social change in East Asia;
- a collection of over 300 miniature books, received as a donation from an ex-librarian from Flinders University Library, who was an avid collector of miniature books for many years. The collection includes a wide range of items in many different styles, both historic and contemporary, including some children's books. It significantly enhances the Library's collection of miniature books;
- six coloured woodblock prints showing the Sino-Japanese war in 1894–1895, with scenes of Chinese and Japanese troops engaged in battle at Yashan, Korea. The prints are the only known coloured versions in existence and were acquired from visitors to the *Celestial Empire: Life in China, 1644–1911* exhibition.

MAPS

In 2015–16, notable map acquisitions included:

- a large untitled manuscript navigation chart of Australia and the Pacific, c. 1854, marked with voyage tracks and observations, for a commercial voyage from China to Melbourne that included 40 Chinese steerage passengers headed for the Victorian gold diggings;
- *Military Operations against the Aboriginal Inhabitants of Van Diemen's Land: Field Plan No. 9*, a rare surviving attachment to the report of the 'Black Line' military operations in Southern Tasmania ordered by Governor Arthur in 1830;
- *Mapa de America*, a 1772 seminal map of the Pacific islands, and North and South America, by Spanish map-maker Tomas López de Vargas Machuca. The map is notable for its non-British perspective of Cook's significance, asserting the charting of Hawaiian islands by Spanish expeditions 200 years before Cook is credited with their first survey;
- *New Map of Asia*, 1831, by John Cary of London, an enlarged and highly detailed map exhibiting Asia's natural and political divisions, dissected and mounted on linen, trimmed with green silk and containing green marbled paper panels;
- *Sedimentary City*, a four-metre printed scroll mapping the built environment and natural landscape of Canberra, designed by Brit Andresen and Mara Francis in 2012 to look back at the history of Canberra as well as imagining its future.

PICTURES

Pictures strengthened its collections by acquiring lifetime visual archives of influential Australians, notably:

- documentary photographer Jeff Carter (1928–2010), capturing Australian social life and customs in 70,000+ black and white 35 mm negatives, 5,600 'curated' colour 35 mm slides, 14,930 digital files, and 170 subject folders and travel notebooks;
- designer Kenneth Rowell (1920–1999), including theatrical designs, from sketches to final costume and set designs for Australian and European productions of opera and ballet from the 1940s to the 1990s;
- aviation collector Professor David Daws, containing over 11,750 35 mm slides on Australian aviation.

Other notable collections included:

- 204 political cartoons by Alan Moir for *The Sydney Morning Herald*, 2000–2014, referencing political events, people and topics such as mining, carbon taxes, asylum seekers, federal budgets and prime ministers Kevin Rudd, Julia Gillard and Tony Abbott;
- three portraits of geologist and Antarctic explorer Sir Tannatt William Edgeworth David, who led the first expedition to reach the South Magnetic Pole and discovered the major Hunter Valley coalfield in New South Wales.

MANUSCRIPTS

In 2015–16, notable acquisitions of manuscript material included:

- 57 journals created by eminent Australian artist John Olsen AO, OBE, in the period 1966–2012, richly illustrated and recording Olsen's observations and experiences;
- papers of a number of significant Australians associated with theatre and the performing arts, including theatre and opera director Neil Armfield; and theatre and opera designer, and children's book illustrator, Desmond Digby (1933–2015);
- important collections of literary papers, including a substantial addition to the papers of author Tim Winton covering the period 1981–2013; and an archive from the estate of Catherine Eliza (Katie) Somerville Stow (1856–1940), who wrote as K. Langloh Parker, compiled with other research papers by Marcie Muir, who wrote a biography of Langloh Parker;
- a collection of letters written to his family by the Rev. Alexander Rowan Macneil, from Changi prison camp. Macneil was a decorated Gallipoli veteran who embraced pacifism upon his return to Australia and joined the Presbyterian ministry. He enlisted as a chaplain on the outbreak of the Second World War and served in Malaya;

- personal papers of notable Australians, including the former senator and leader of the Australian Greens, Christine Milne; journalist, broadcaster and writer Anne Deveson; public servant and diplomat Peter Henderson; socialist activist John Percy; and organisational records of Sander & Sons, a family business founded in Bendigo in the nineteenth century that achieved national and international success in the production and sale of eucalyptus extract and other medicinal products;
- substantial additions to existing collections from Ainsley Gotto and Bryan Keon-Cohen AM, QC.

ORAL HISTORY AND FOLKLORE

Oral History and Folklore acquisitions in 2015–16 included:

- interviews with notable Australians, including philanthropists Annie Fogarty AM, Stan Perron AM and John Kaldor AM; neuropathologist Byron Kakulas AO; performer Rhonda Burchmore OAM; artist George Davis; anthropologist Howard Morphy; author Di Morrissey; astronomer Ken Freeman; dancer, choreographer, musical theatre director and producer David Atkins OAM; geomorphologist Jim Bowler AM; physicist Brian J. O'Brien; and rural advocate Mary Salce AO;
- collaborations with partners:
 - Museum of Australian Democracy for the *Old Parliament House Political and Parliamentary Oral History Project*, including interviews with Peter Reith, Dick Adams, Ralph Willis AO, Peter Nixon AO and Wilson Tuckey, the 100th interview in this project;
 - Geoscience Australia with 40 interviews conducted to date, including with Public Service Medal recipient Ruth Dodd, geologist Marita Bradshaw and academic Chris von der Borch;
- social history interviews, including for the *Australian Muslim Women* oral history project with social worker Maha Abdo OAM and community activist Diana Abdel-Rahman; with one of the first Tibetan migrants to Australia, Sherap Dorjee; and with John 'Bullfrog' Smith, founder of the international God's Squad Motorcycle Club;
- folklore recordings focusing on Indigenous performers, including interviews with singers Col Hardy OAM and Stephen Pigram from Broome.

男 人 面 痣 之 圖



GLOSSARY AND INDICES

GLOSSARY

Term	Definition
edeposit	Provision, by publishers, of copies of electronic publications to the Library; the Library is entitled to copies of electronic publications under legal deposit provisions in the Copyright Act, and also through Premiers Circulars and other government agreements
eresource	Electronic publication or database of electronic publications
granularity	Level of detail in a set of data; more granular collection data will describe individual items within a collection, for example, while less granular data will only provide a description of the collection as a whole
Libraries Australia	A service providing information about items held by Australian libraries, used by Australian libraries for automated cataloguing and inter-lending; see librariesaustralia.nla.gov.au
logarithmic scale	A scale of measurement in which equal distances on the scale represent equal ratios of increase: for example, with logarithmic scale to the base of 10, the numbers 10, 100 and 1,000 are shown as equal distances on the graph
mine content	The use of computer systems to identify patterns in large data sets
performance	The proficiency of an agency or authority in acquiring resources economically and using those resources efficiently and effectively in achieving planned outcomes
performance targets	Quantifiable performance levels or changes in level to be attained by a specific date
petabyte	1,000 terabytes
seed-list harvesting	The use of a large list of URLs to collect copies of many websites at once, rather than selecting websites individually
terabyte	1,000 gigabytes
Trove	A national discovery service implemented by the Library in November 2009, providing a single point of access to a wide range of traditional and digital content from Australian collections and global information sources

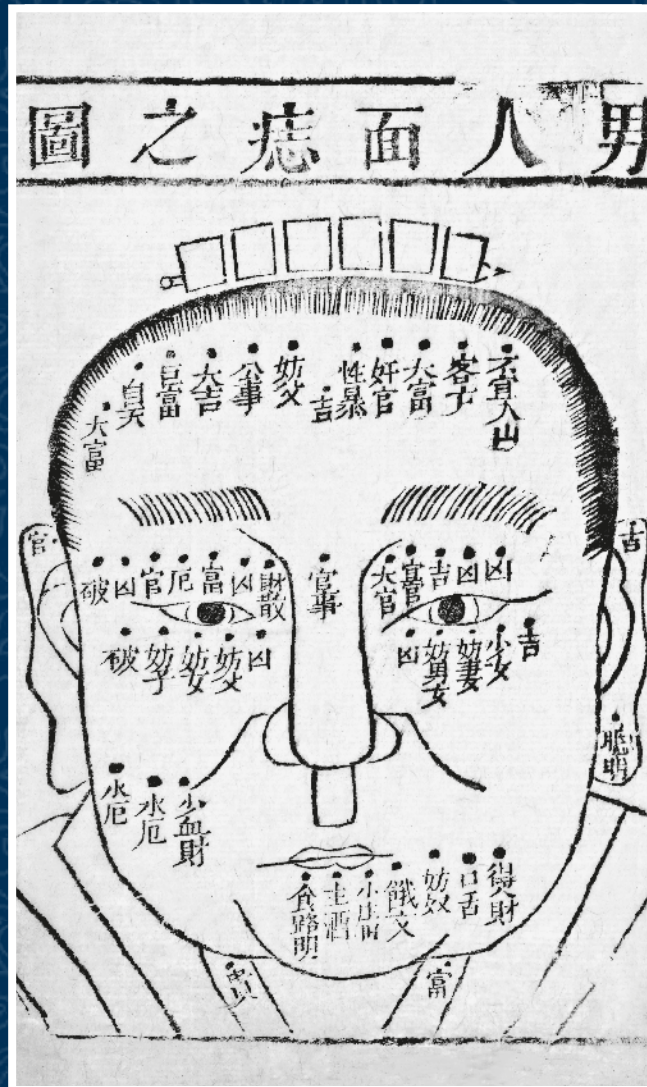


plate in *Complete Physiognomy of the Hemp Robe*
by Qiu Zongkong
19th century
nla.gov.au/nla.cat-vn505170

SHORTENED TERMS

Abbreviation	Definition
ABC	Australian Broadcasting Corporation
ABS	Australian Bureau of Statistics
ANAO	Australian National Audit Office
APS	Australian Public Service
ARC	Australian Research Council
CALD	culturally and linguistically diverse
CMG	Corporate Management Group
DLIR	Digital Library Infrastructure Replacement (program)
EL	Executive Level
FOI Act	<i>Freedom of Information Act 1982</i>
GST	goods and services tax
IIPC	International Internet Preservation Consortium
IPS	Information Publication Scheme
IT	information technology
LMS	learning management system
NLA	National Library of Australia
NSLA	National and State Libraries Australasia
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
RDA	Resource Description and Access (standards)
RSL	Returned and Services League of Australia
SES	Senior Executive Service

COMPLIANCE INDEX

This report complies with section 17BE of the Public Governance Performance and Accountability Rule 2014.

Requirement	Page
Letter of Transmittal	iii
Significant activities and changes affecting the authority	6–17
Responsible Minister	27
Enabling legislation	28
Purpose	28
Organisational structure	29
Statement on governance	30
Judicial decisions and reviews by outside bodies	33–34
Ministerial directions	34
Non-compliance	34
Indemnities and insurance premiums for officers	35
Work Health and Safety	36
Annual Performance Statements	39–63
Related Entity Payments	100–101
Information about members of the accountable authority	115–118

INDEX

Abbott, Matthew 48
 abbreviations 150
 Abdel-Rahman, Diana, interview 144
 Abdo, Maha, interview 144
 Aboriginal and Torres Strait Islander Biographical Index 10
 Aboriginal and Torres Strait Islander collections 10, 47, 48, 51
 Aboriginal Artists Agency 47
 access *see* collections access
 acquisitions 18, 63, 141–144
 Australian and Overseas Publications 141–142
 digital materials 7, 46–47
 equity injection 21
 Manuscripts 143–144
 Maps 142
 notable 141–144
 number of items 63
 Oral History and Folklore 144
 Pictures 143
 see also edeposit; legal deposit
 ACT Government 12
 ACT Government Special Events Fund 129
 Adams, Dick, interview 144
 advertising 37
 Akagawa, Dr Natsuko 132
 Amies, Dr Marion 134
And the Band Played on (exhibition) 12
 Anderson, Dr Craig 122
 Anderson, Prof. Kent 5, 59, 115, 123
 Andresen, Brit and Francis, Mara. *Sedimentary City* 142
Anzac Bulletin 46
 Aoyama, Prof. Tomoko 132
 Armfield, Neil (manuscript archives) 143
 Arrow, Prof. Michelle 131
 Asia Society Australia 12, 130
 Ask a Librarian service 42
 assets 21–22
 assets, total 73
 Assistant Directors-General 28, 29
 Atkins, David, interview 144
 Atkinson, Laurie 122
 Attorney-General's Department 129, 131
 Audit Committee 31, 33, 119
 Auditor's Report, Independent 68–69
 Australia Centre on China in the World, Australian National University 12, 130
 Australia–China Council 129
 Australian Broadcasting Corporation 48, 129
 Australian Committee on Cataloguing 56
 Australian Generations oral history project 57, 58
 Australian Government Web Archive 141
 Australian Institute of Aboriginal and Torres Strait Islander Studies 10

Australian Muslim Women oral history project 144
 Australian National Bibliographic Database 56
 Australian National University 57
 Australian newspapers
 access through Trove 10, 11, 43, 53
 digitisation 9, 10, 11, 49
 Old TI project 48
 Australian Paralympic Committee 129
 Australian Public Service. Values and Code of Conduct 35
 Australian Public Service Commission
 core skills program 128
 Ethics Advisory Service 35
 State of the Service survey 36
 Australian publications, notable acquisitions 48, 141
 Australian Research Council 57
Australian Sketchbook: Colonial Life and the Art of S.T. Gill (exhibition) 11
 aviation visual archive (Daws) 143
 Ayres, Marie-Louise 29

Bain, Janette 134
 Bain, Jim 134
 banknotes 14
 Bassier, Sally 15
 Baymarrwana, Laurie. *Murrunggabuyitjiwalagu dhanguny garambakabu: nhangu dhanguny Murrunggabuyan-nhangu yan* 48
 Baymarrwana, Laurie. *Murrunggabuyitjiwalagu dhanguny giyitibu: nhangu dhanguny Murrunggabuyan-nhangu yan* 48
 bequests 130
 Bimrose, Jan 51–52
 Binns, Kenneth 132
 blogs 43, 48
 Bloomfield, Alison J. 134
 boab nuts 47
 Bookplate cafe 13
 born-digital materials 7
 Bowler, Jim, interview 144
 Bradley, Kevin 14
 Bradley, Thomas 5, 116, 119, 134
 Bradshaw, Dr Marita, interview 144
 Brandis, Senator the Hon George 27
 Brayshaw, Meg 132
 Brien Holden Vision Institute 129
 Bright, Dr Desmond 134
 Bright, Dr Ruth 134
 budget savings 16
Building (magazine) 53
 building 50th anniversary 6, 17
 building redevelopment and design projects 3, 60
 building the nation's memory (strategic priority) 44–48
 Burchmore, Rhonda, interview 144

Burgess, Morgan 132
 Burn, Margy 29
By Early Morning We Had Reached Swallow Rock (Linqing, detail) 2
 Byrne, Dr Alex 122

Cairns, Hamish 48
 Carroll, Dr Diana 134
 Carter, Jeff (photographic archive) 143
 cartoons (Moir) 143
 Cary, John. *New Map of Asia* 142
 cash flow 23
 cataloguing 55, 56
 Catalyst–Australian Arts and Culture Fund 129
 Cathay Pacific Airways Limited 12, 130
Celebrating 150 Years of W.B. Yeats (lecture) 15
Celestial Empire: Life in China, 1644–1911 (exhibition) 3, 11, 12
 evaluations 12, 37
 Chair's Report 3–5
 Chen, Dr Li 14
 Children's Book Council of Australia Awards 13
 Chinese materials 3
 Chinese pith paintings 133
 City of Melbourne 129
 City of Vincent 51
 Civil Law and Justice Legislation Amendment Bill 2014 4, 7
 Clark, Mavis Thorpe 134
 Clarke, Dr Patricia 123, 130
 climate control 61
 cloud-based systems 13, 14, 56
 Cloughley, Micharne 131
Cole's Funny Picture Book 141
 Coles Hand 52
 collaborating nationally and internationally 144
 content partners 9–10
 events 43
 Friends of the National Library of Australia Inc. 15
 international relations 14
 Libraries Australia 14, 55
 NSLA 15, 31, 57
 projects 58
 standards and practices 13, 14, 56
 Collection Development Acquisitions Budget 18
 Collection Development Policy 6, 8, 47
 collection material donations 129
 collections access 9–11, 45, 49–54
 Chinese materials 3
 digital collections 50–51
 long-term access 44
 maps 7
 oral history materials 45
 Comcare 36

ComCover 35
 committees 30, 31, 32, 33, 36, 119–120, 122–123
 Community Heritage Grants 15, 131
 Community Heritage Grants Steering Committee 123
Complete Physiology of the Hemp Robe (Qiu Zongkong) 146, 148
 Compliance Index 151
 compliments 49
 contractors and consultants 20, 82
 convicts 141
Copyright Act 1968 4, 46
 see also legal deposit
 Coranderk Aboriginal Station 10
 Corbould, Mark 126
 Corporate Governance Committee 32
 corporate governance structure 30
 Corporate Management Forum 60
 Corporate Management Group (CMG) 32
 Corporate Plan 2015–2019 6, 30, 60
 corporate planning framework 32
 Corporate Training Plan 127
 Council members 115–118
 Courtenay, Bryce 134
 Courtenay, Christine 134
 Creative Arts Fellowships 59
 cross-agency key performance indicators 61–63
 Cubillo, Carmen 47
 curatorships 130
 currency items 14
 cyber security 61

Daley, Paul 132
 Damousi, Prof. Joy 123
 Dan, Adrienne 133
 Dan, Prof. Noel 133
 David, Sir Tannatt William Edgeworth 143
 Davis, George, interview 144
 Davison, Mary 141
 Daws, Prof. David (aviation visual archive) 143
 Delahunty, the Hon Mary 5, 116, 119, 120, 130
 Department of Communications and the Arts 5, 15, 16, 27, 131
 Deveson, Anne (personal papers) 144
 Dick and Pip Smith Foundation 134
 Digby, Desmond (manuscript archives) 143
 Digital Business Project 16
 Digital Classroom 12
 digital collecting 7, 44–45
 digital collections 3
 Copyright Act 1968 4
 Digital Excellence Program 11
 Digital Library Content Management System 7, 44
 Digital Library Infrastructure Replacement program 3, 4, 6–7, 44–45

digital volunteering on Trove 12, 15, 43
 digitisation 16, 133
 Australian newspapers 9, 10, 11, 49, 53
 journals 53
 maps 46
 maps of Southwest Pacific theatres of war 52
 partnerships 11, 53
 percentage of collection digitised 63
 Director-General 5, 32, 41
 Director-General's Review 6–17
Dirk Hartog 1616–2016: 400 Years of Dutch Australian Connection (education resource) 12
 Division for the Recovery and Repatriation of Remains of War Dead (Japan) 52
 document delivery 55
 Dodd, Ruth, interview 144
 Dodson, Prof. Mick 12
 donations of collection materials 129
 donors and patrons 14, 133–140
 Dorjee, Sherap, interview 144
 Doyle, John 11
 Drewe, Robert 12

 Early Intervention and Rehabilitation Procedure 36
 ebooks 4, 46, 47
 Ebury, The Lady 121, 134
 Eden Road Wines 130
 edeposit 4, 7, 44–45, 46
An Edict of the Heavenly Kingdom of Great Peace cover
 education resources 12, 54, 62
 efficiency dividend 4, 16, 20, 60
 electricity consumption 61
 Embassy of the Kingdom of the Netherlands 12, 129
 Emergency Planning Committee 33
 End of Year Appeal 14
 energy efficiency 20, 60, 61
 Enterprise Agreement 16, 124
 equity (financial) 21
 Eric Rolls Memorial Lecture 12
 ethical standards 35
 Eva Kollsman and Ray Mathew Trust 131, 132
 evaluations 16, 49, 54
 Evans, Gretel 132
 exhibitions 3, 11–12, 12
 expenditure 63

 Facebook 48, 54
 Fairfax, John 134
 Fairfax, Libby 134
 Fairfax, Tim 134
 family history services 50
 Favelle, Kathryn 121
 fellowships 59, 123, 130, 131–132
 Fellowships Advisory Committee 122–123
 Ferguson, James 134
 Ferguson, Laurie 5, 116, 119
 Ferguson, the Hon Martin 121, 130, 134
 Fernandes, Prof. Clinton 131
 Fifield, the Hon Mitch 5, 27
 financial performance 18–23
 First Aid Committee 36
 Flinders, Matthew. *Magnetism of Ships* (letter) 141
 Focus on Leadership seminars 128
 Fogarty, Annie, interview 144
 folklore see oral history and folklore
 Ford, Linda 47
 Forrest Hotel & Apartments 12, 130
 Foundation Board 13, 121
 Fraser, Dr Lucy 132
 Fraud Management Policy 33
 Fraud Risk Assessment and Fraud Control Plan 33
Freedom of Information Act 1982 34
 Freedom of Information requests 34–35
 Freeman, Prof. Ken, interview 144
 Friends of the National Library Creative Arts Fellowship 131
 Friends of the National Library of Australia Inc. 15, 130, 132
 Friends of the National Library Travelling Fellowship 132
 fundraising 14, 121

 Gartlan, Dr Luke 131
 Geoscience Australia 144
 Gerrity, Robert 122
 gifts, grants and sponsorships 129–130
Glen Helen Homestead (Namatjira) 47
 Global Metadata Advisory Group 14
 Gobbo, Sir James 134
 Goh, Talisha 132
 Gordon, Catherine Hope 134
 Gotto, Ainsley 144
Government Gazette (NSW) 10, 53
 government gazettes 11, 53
 Government Inquiries 33
 grants/grant programs 15, 85, 129–130
 Green, John M. 5, 116, 119, 130, 134
 Gruen, Dr Nicholas 5, 116
 Gundabluuey Research 37
 Gutman, Dr Pamela 130

 Hardy, Col, interview 144
 Harold S. Williams Trust 131
 Harold White Lecture 15
 Harris, Dr Amanda 131
 Health Museum of South Australia 52
 Hemstritch, Jane 5, 117, 119, 120, 130, 134

Henderson, Peter (personal papers) 144
Heroes & Villains: Strutt's Australia (exhibition) 11
 Hirst, Janet 5, 117
History of Press Photography in Australia oral history project 57
 History Teachers' Association of Australia 54
 Home, Prof. Rod 123
 Horniblow, Tom 48
 Houghton, Dr Ron 134
 Houghton, Nanette 134
 Huawei 12, 130
 Humphrey, Vicki 123
 Hyles, Claudia 134

 indemnities 35
 Indigenous language materials 48
 Individual Flexibility Arrangements 124
 Information Publication Scheme (IPS) 34–35
 Information Security Manual 60
Inside Indonesia 53
 Insurance and Risk Management Corporate Insurance Forum 35
 insurance premiums 35, 36
 internal audit 33
 International Internet Preservation Consortium 56–57
 Internet Archive 7
 iSENTIA 37

 James and Bettison Treasures Curatorship 130
The Japan Chronicle 142
 Japan Study Grants 132
 Johnson, Prof. Lesley 131
 Jolly, Jane. *Tea and Sugar Christmas* 13
 Jose, Prof. Nicholas 12
 journal articles 46

 Kakulas, Prof. Byron, interview 144
 Kaldor, John, interview 144
 Kanamori, Mayu 132
 Kelso, Catherine 122
 Kenneth Binns Travelling Fellowship 132
 Kenneth Myer Lecture 12
 Kenyon, David 121
 Keon-Cohen, Bryan 144
 Kerry Stokes Collection 12
 Kilpatrick, Dr Helen 132
 Kirk, Dr Terry 134
 Kirk, Prof. Joyce 123, 130, 134
 Kirkland, Trish 123
 Knuckey, Geoff 119
 Koerbin, Dr Paul 57
 Kosciak, Frank 50

 La Trobe University 57
 Labrum, Meg 123
 lead, partner, connect and excel (strategic priority) 55–61
 learning management system 128
 legal action 34
 legal deposit 4, 6, 7, 16, 17, 44, 46
 liabilities (financial) 22
 Liberty Financial 134
 Libraries Australia 14, 55–56
 Libraries Australia Advisory Committee 122
 lighting 9, 60
 Lindenmayer, Marjorie 130, 134
 Lindsay, Estate of Joan 130
 Linehan, Gerry 29
 Linnaeus Estate Fellowship 130
 Liu, Yuan Yuan 130
 Long, Brian 130, 134
 Long, Cathy 134
 Lovell Chen Pty Ltd 134

 Machinery of Government Changes 5
 Macneil, Rev. Alexander Rowan (letters) 143
 Macquarie Group Foundation Ltd 130, 133
 Macquarie University 57
Magnetism of Ships (Flinders) (letter) 141
Magnificent Record of Longevity (Wang Yuanqui, detail) 24, 26
 making access happen (strategic priority) 49–54
 manuscripts, notable acquisitions 143–144
Map of Earth (detail) 64, 66
Mapa de America 142
 maps 52
 downloading 7, 46
 notable acquisitions 142
 storage 8
Marco Polo Record 141
 Marcus, Julie 123
 market research 37
 McCann, Deidre 130, 133
 McCann, Kevin 121, 130, 133
 McCann, Pat 130, 132, 133
 McDonald, Donald 134
 McDonald, Janet 130, 134
 McKenzie, Amelia 14, 29, 122
 media monitoring 37
 Melba, Dame Nellie 10
 Menzies, Sir Robert 6, 9
Mid-Year Economic and Fiscal Outlook Statement 16, 19
 Milinditj, Laurie 48
Military Operations against the Aboriginal Inhabitants of Van Dieman's Land: Field Plan No. 9 (map) 142
 Milne, Christine (personal papers) 144

Minchin, Prof. Elizabeth 123
 Minerals Council of Australia 134
 miniature books 142
 ministerial directions 34
 ministerial websites 141
 Ministry for the Arts 16, 131
 Mirarr Rock Art Survey 48
 Mitchell & Partners 37
 Mobile Device Management 61
 Moir, Alan (cartoon collection) 143
 Monash University 57
 Moore, Simon 121, 134
 Morphy, Prof. Howard, interview 144
 Morrissey, Di, interview 144
 Morseu, John 48
 Moss, Glennis 134
 Moss, Dr Kenneth 134
Mountain Mists 46
 Muir, Marcie (manuscript archives) 143
 Munro, Dr Doug 130
 Murdoch, Dame Elisabeth 134
Murrunggabū yijiwālagu dhanguny garambakabu: nhangu dhanguny Murrunggabū Yan-nhangu yan (Baymarrwana) 48
Murrunggabū yijiwālagu dhanguny giyitibu: nhangu dhanguny Murrunggabū Yan-nhangu yan (Baymarrwana) 48
 museum collections in Trove 50–51
 Museum of Australian Democracy 129, 144
 Museum of Chinese Australian History 9
 Museum Victoria 50
My Salute to Five Bells (Olsen) 15
 Myer Foundation 130, 134
 Myers, Maria 134

Namatjira, Albert. *Glen Helen Homestead* 47
 National and State Libraries Australasia 15, 57
 National Archives of Australia 15, 129, 131
 National Bibliographic Database 56
 National Collecting Institutions Touring and Outreach Program 129
 National Film and Sound Archive 15, 129, 131
 National Folk Fellowship 132
 National Folk Festival 129, 132
National Library Act 1960 27, 28
 National Library Bookshop 19, 20
 National Library Creative Arts Fellowship for Writing 132
 National Library Fellowship in Australian Literature 131
 National Library Fellowship in Japan Studies 131
 National Library of Australia
 50th anniversary of building 6
 Chinese collections 3
 committees 30, 31–32, 33, 36, 119–120, 122–123
 corporate governance 30–33
 Council 30, 31, 33, 115–118
 financial constraints 4, 5
 financial performance 18–23
 Foundation Board 121
 Friends 15, 132
 organisational and senior management structure 28–29
 patrons 133–137
 role 27
 National Library of Australia Fellowships 59, 131
 National Library of Australia Fund 133–140
National Library of Australia Magazine 16
 National Library of China 3, 12, 13
 National Museum of Australia 15, 129, 131
 navigation charts 142
 Netherlands, Embassy of the Kingdom of 12, 129
 Neumann, Prof. Klaus 131
New Beats: Mass Redundancies and Career Change in Australian Journalism oral history project 57
New Map of Asia (Cary) 142
 Newspaper Collections Manager 7
 newspaper digitisation 10–11, 53
 Nixon, Peter, interview 144
 NLA Publishing 12–13
 Norman McCann Summer Scholarships 132
The Northern Sportsman 53
 Northumberland Assizes calendar 141
 NSW Premier's Literary Awards 13

O'Brien, Prof. Brian J., interview 144
Old Parliament House Political and Parliamentary Oral History Project 144
Old TI project 48
 Oliver, Alison 122
 Oliver, John 134
 Oliver, Libby 134
 Olsen, John. *My Salute to Five Bells* 15
 Olsen, John (journals) 143
 operating expenses 19–20
 operating income 18–19
 operating outcome 18
 Optus 12, 130
 oral history and folklore 45, 57, 58, 144
 organisational and senior management structure 28–29
 Origin Foundation 134
 Owen, Ivan 52

Palm Island photographs 48
 Panagoda, Ruvani 123
 paper consumption 61
 Parker, K. Langloh (Catherine Eliza Somerville Stow) 143

parliamentary committees 33
 partnerships 9–10, 12, 43, 50, 51, 57
The Past in the Present: Australian Lesbian and Gay Life Stories oral history project 57
 patrons and donors 133–140
 Paul, Meg 134
 pay parking, Parliamentary Zone 13
 Peck, Nigel 134
 Peck, Patricia 134
 People, Policy and Enforcement 60
 Percy, John (personal papers) 144
 performance indicators 61–63
 Perron, Stan, interview 144
 Peters, Dr Nonja 5, 117, 119
 photographic archives (Carter) 143
 pictures, notable acquisitions 47, 143
 Piggott, Michael 131
 Pigram, Stephen, interview 144
 Pilgrim, Cathy 29, 121, 123
 Planet Wheeler Foundation 133
Portraits of the Famous and Infamous (exhibition) 12
 Powell, Dr Fiona 134
 Priddle, David 132
Privacy Act 1988 34
 professional development 132
 Protective Security Policy Framework 60
Public Governance, Performance and Accountability Act 2013 28, 30, 32, 34, 41
 public interest disclosure 34
 publishing program 13

Qing dynasty 3
 Qiu Zongkong. *Complete Physiology of the Hemp Robe* 146, 148
 quality assurance review 4
 Queensland Women's Historical Association 10

Ralf Iannuzzi Memorial Trust 130
 Ray, Stuart 123
 Rayson, Hannie 15
 Reading Room Integration Project 3, 4, 9, 49, 60
 reading rooms 4, 9, 49–50
 Rehabilitation Management System Policy 36
 Reid, Prof. Janice 130, 134
 Reith, Peter, interview 144
 research and reference inquiries 42
 Resource Description and Access 14, 56
 Ridgeway, Aden 47
 risk management framework 32–33
 Ritch, Diana 134
 Ritch, Jack 134
 Ritchie, Ann 122
 Robson, Gwenda 134
 Robson, Prof. Alan 130, 134

Rodda, Kay 134
 Ross, Dr Ian C. 130, 134
 Ross, Margaret S. 130, 134
Rothschild Prayer Book 12
 Rowell, Kenneth (theatrical design archive) 143
 Royal Australian Navy. Naval Heritage Collection 51

salaries 124
 Salce, Mary, interview 144
 Sanchez, Alison 133
 Sander & Sons (organisational records) 144
 scholarships 59
 school learning programs 62
 Schwirtlich, Anne-Marie 5, 6, 29, 117, 119, 121, 122, 123
 Scott, Eleanor 141
 security 60, 61
Sedimentary City (Andresen and Francis) 142
 seed-list harvesting 45
 Senior Executive Staff changes 124
 serials processing 45
 Serratore, Rosa 122
 services evaluations 49
 digital services 16
 Seselja, Senator Zed 5, 118
 Seven Network 12, 130
Seven Years on: Continuing Life Histories of Aboriginal Leaders oral history project 47
 Seymour, Dr Heather 130, 132, 133
 Seymour, Dr John 130, 132, 133
 Seymour Biography Lecture 12
 Seymour Summer Scholarship 132
 Shanks, Josephine 134
 Shanks, Dr Robert 134
 Shell Development (Australia) Pty Ltd 12, 130
 Smith, John 'Bullfrog', interview 144
 Smith, Robin V.F. 134
 Snedden, Belinda 134
 Snedden, Doug 5, 118, 121, 130, 134
 Sobocinska, Dr Agnieszka 131
 social media 4, 8, 45, 48, 54
 Sparks, JoAnne 122
 Spigelman, the Hon James 130, 134
 sponsorships 19, 130
 staff 124–128
 classification 124, 126
 digital skills training 128
 distribution by division 125
 Enterprise Agreement 16, 124
 equal employment opportunity 127
 online learning management system 128
 salary ranges 124
 Strategic Workforce Plan 127
 training 33, 35, 127–128

- State Library of New South Wales 11, 53
 State Library Victoria 11
 Stokes, Ryan 3, 115, 119, 120, 130, 133
 Storage Master Plan 8
 storage of collections 8, 43, 61
The Story of the Stone (Cao Xueqin, detail) 112, 114
 Stow, Catherine Eliza Somerville (literary papers) 143
 Strategic Workforce Plan 127
 Strempel, Geoff 122
 Strutt, William 11
 Sullivan, Chris 132
 sustainability 61
The Sydney Morning Herald 143
 Szunejko, Monika 14, 132
- Tax Time Appeal 14
Tea and Sugar Christmas (Jolly) 13
 teaching resources 12, 54
Thirteen Poems (White) 141
 Thomas, Deborah 5, 115, 119, 120, 121, 130, 134
 Thomas, Della Keren 134
 Thompson, Elizabeth 141
 Thompson, Jack 11
 Torres Strait Islander collections 48
 see also Aboriginal and Torres Strait Islander collections
 Torres Strait Regional Authority 48
 Torres Strait Regional Council 48
Traiblazing Women and the Law oral history project 57
 training 33, 127–128
The Transformations of Wenchang (detail) 38, 40
 Treasures Gallery 12
 Trove 4–5, 9, 10, 11, 43, 46, 50–51, 52, 53, 54
 access to newspapers 11
 audience evaluations 9, 49, 54
 collaborations to increase content 9–10, 51
 daily visits 43
 education support materials 54
 Facebook page 54
 growth in usage 10
 journal articles 46
 pivotal to research 7
 public support and involvement 4, 11, 15
 resources available 43
 ‘Trove 7’ 10, 53
 Tuckey, Wilson, interview 144
 Turnbull, The Hon Malcolm 3
 Turner, Prof. David 130, 134
 Turner, Prof. Linnett 130, 134
 Turner, Rosemary 123
- University of Melbourne 57
 user satisfaction surveys 49, 50, 62
- Victorian Aboriginal Corporation for Languages Library 51
 Victorian Collections 51
 Vinall, Simone 133
 Vincent, Dr Bridget 131
 Vincent (WA) 51
 Vincent Fairfax Family Foundation 133
 Virtual Document eXchange 55
 Visit Canberra 12
 visitor interactions 62
 visits
 to the Library 3, 13, 42, 43, 62
 online 42, 43, 62
 volunteers 12, 15, 43
 von der Borch, Prof. Chris, interview 144
- Waller, Patricia 134
 Wallis, Dr Elycia 51
 Wanda Group 12, 130
 Wang, Jun 14
 waste to landfill 61
 water usage 61
 web archiving 7–8, 57
 web domain harvests 47
 web harvesting 45, 141
 Wesfarmers Limited 134
 White, A.G.D. 134
 White, Patrick. *Thirteen Poems* 141
 White, Sally 134
 Williams, Estate of Mr Harold S. 130
 Willis, Ralph, interview 144
 Wilson, Hardy 12
 Winton, Tim (literary papers) 143
 women's suffrage 133
 Wong, Alice 5, 118
 Wong, David 29, 126
 woodblock prints 142
 work health and safety 36
Work Health and Safety Act 2011 36
 Work Health and Safety Committee 36
 workers' compensation 36
 workflow automation 44–45
 workplace safety 36
 WorldCat 56
- Xueqin, Cao and Gao E. *The Story of the Stone* (detail) 112, 114
- Yan-nhangu language materials 48
 Yarra Ranges Regional Museum 10
 Yorke, Stephen 134
 Yuanqui, Wang and Li Fu et al (eds) *Magnificent Record of Longevity* (detail) 24, 26