

Museums for all Victorians

Museums Board of Victoria Annual Report 2002/03





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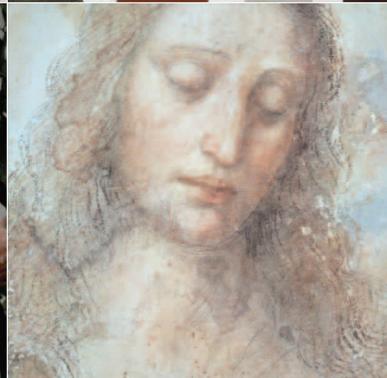
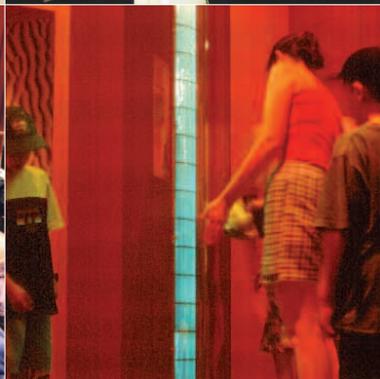
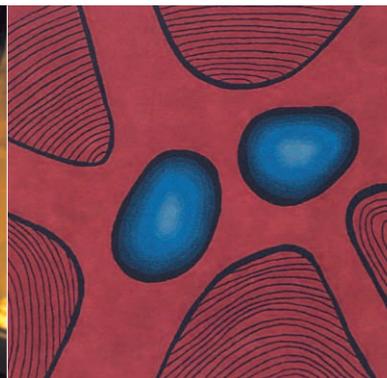
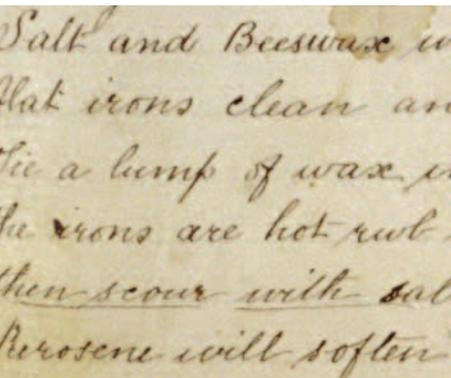
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Profile of Museum Victoria

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

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

Museum Victoria has a long history of research and collections and is custodian of Victoria's vast natural science, Indigenous, social history and science and technology collections. The size of these collections is in excess of 16 million individual items.

CAMPUSES AND FACILITIES

Museum Victoria operates three vibrant campuses and is custodian for the heritage-listed Royal Exhibition Building (currently also nominated for World Heritage Listing), Old Customs House and Spotswood Pumping Station. Museum Victoria also operates a separate collections storage facility.



Melbourne Museum

Opened 21 October 2000

Melbourne Museum stands adjacent to and incorporates the historic Royal Exhibition Building in Carlton Gardens, forming the largest museum complex in the southern hemisphere. Melbourne Museum draws on the latest technology and interpretation methods in showcasing Australian society, Indigenous cultures, the human mind and body, science and technology and the environment. Features include *Bunjilaka* the Aboriginal Centre, the Children's Museum, a living Forest Gallery, InfoZone and the IMAX theatre.



Immigration Museum

Opened 12 November 1998

The Immigration Museum is situated in the Old Customs House, one of Melbourne's finest 19th century buildings. It is a contemporary social history museum that explores issues of immigration and cultural diversity. The Museum features engaging and interactive exhibition galleries, a Discovery Centre, Tribute Garden and a range of indoor and outdoor recreation and activity spaces.



Scienceworks Museum

Opened 28 March 1992

Located in the grounds of and incorporating the historic Spotswood Pumping Station, the science and technology museum features modern interactive exhibition galleries, teamed with an outdoor arena and the Melbourne Planetarium.

Moreland Annexe

Opened 30 October 1996

Museum Victoria's state-of-the-art off-site collection store was purchased and fitted out to Museum Victoria's specifications. Housing the largest of Museum Victoria's collection items, the facility complements collection stores at Melbourne Museum and Scienceworks.

SERVICES

Museum Victoria provides a wide range of services and products, including:

Attractions

- Exhibitions and public activity programs
- Touring exhibitions
- Melbourne Planetarium
- Immersion Cinema Experience theatre (ICE)
- IMAX theatre, Melbourne

Community

- Museum Victoria membership program
- Museum Victoria website: www.museum.vic.gov.au
- Museum Victoria magazine
- Public lectures and forums
- Outreach visits to schools and other groups
- A roving curator to Indigenous communities
- Leadership, advice and support to Victoria's regional and specialist museums
- Public information services on environmental, Indigenous, historical and scientific matters
- Community Access Programs for culturally and linguistically diverse groups

Research & Collections

- Research expertise in terrestrial and marine environments, earth science, science communication, Australian society and technology, and Indigenous cultures
- Custody and preservation of the State's 16 million-item heritage collection
- Object and specimen identification
- Tertiary student supervision
- Student industry placement training
- DNA-based research and identifications through the Molecular Biology Laboratory
- InfoZone: free study and research facilities
- Electronic and physical access to collections and associated information for research purposes
- Collection development and management advice to other institutions
- Loans of collection items to other institutions
- Advice on donating and conserving collections
- Separate collection stores and viewing areas for sensitive Indigenous cultural material
- Collection store and back-of-house tours

Education

- Primary, secondary, tertiary, adult and pre-school education programs and resources
- Professional development programs for teachers
- Educational publications
- Extensive online educational resources for Victorian schools

Commercial

- Car park facilities (Melbourne Museum)
- Commercial venue hire, catering and retail outlets
- Extensive photographic image library

OUR VISION

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

OUR VALUES

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

Stewardship

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

Professional Integrity

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

Innovation

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

Engagement in Life-long Learning

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

Social Responsibility

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

STRATEGIC DIRECTIONS

Over the next five years Museum Victoria will focus on the following four Strategic Directions:

1. Enhance Access, Visibility and Community Engagement

Museum Victoria will enhance access to its research, collections, museums, products and services. We will seek out and work with diverse audiences to develop museums that are relevant, dynamic and engaging. We will pursue innovative means by which we can reach communities that reside in regions beyond metropolitan Melbourne. We will increase both the use and awareness of our facilities.

2. Create and Deliver Great Experiences

We will create, capture and develop innovative ideas from within Museum Victoria and across the community. Museum Victoria will identify and develop programs, exhibitions and services that excite and engage. We will structure our organisation to achieve our potential in the delivery of great experiences. We will contribute to life-long learning and develop a culture of continuous improvement in all that we do.

3. Pursue the Active Development of Strategic Partnerships

Museum Victoria will identify, build and strengthen partnerships with both new and existing stakeholders. We will maintain and extend partnerships with research bodies, other museums and cultural institutions. We will broaden our funding base through the development of relationships with a variety of government, corporate and philanthropic entities.

4. Develop and Maximise the Value of Victoria's Heritage Collections

Museum Victoria will increase understanding of and appreciation for the State's heritage collections. We will continue to develop and demonstrate the relevance of the collections through research, programs and strong links with communities. We will increase online access and seek financial support for the continued development of the collections. We will work with regional Victoria to enable local communities to manage their heritage.

KEY OPERATIONAL IMPERATIVES

There are five Key Operational Imperatives that underpin our strategies:

- Economic responsibility through the management of our business within our budget.
- Clear divisions of accountability and responsibility for Board, management and staff.
- A staff structure that reflects strategic goals and a culture that enables cross-divisional decision making.
- Decision making that is based on sound research and accurate information.
- A culture of continuous improvement in all that we do.

Outcomes

The results we anticipate through the implementation of the Strategic Directions and supporting plans are:

- Enhanced access to our museums, collections, knowledge and services.
- Support from diverse audiences.
- Increased involvement in developing society through individuals that are capable of making informed decisions.
- Continuity in the development of the collections and the knowledge that makes them meaningful.
- An increased network of individuals and industry partners who want to be involved with Museum Victoria.
- A motivated, dynamic, creative and skilled workforce.
- An appropriate structure and infrastructure to deliver our Vision.



President's Message

On behalf of the Museums Board of Victoria, I am pleased to present the 2002/2003 Annual Report detailing Museum Victoria's achievements and operations over the last twelve months.

Museum Victoria has continued to perform beyond expectations over the last financial year. The lower pricing structure has enabled further opportunities for us to educate and entertain audiences from Victoria and beyond. The Museums Board of Victoria is delighted that the State's vast and priceless collection can be shared and explored by more visitors than ever before.

Museum Victoria has celebrated some extraordinary successes over the last year, with many advances being achieved in the vision, strategy, visitor programs and research throughout the campuses. Highlights have included the opening of the final stage of the Tribute Garden at the Immigration Museum, the spectacular success of *The Italians: Three Centuries of Italian Art* at Melbourne Museum and the *Speed* exhibition at Scienceworks. The achievement of *The Italians* was particularly outstanding, exceeding all projected target figures with over 130,000 visitors viewing the exhibition and participating in a variety of related activities.

This success also helped Museum Victoria further cement its position as one of the country's leading cultural institutions.

Corporate and philanthropic support continued to be an essential foundation for the organisation. Continued appreciation is extended to our corporate and philanthropic supporters who, through their generous support, continue to allow us to create and present the superb array of galleries and exhibits on display, as well as our important research and conservation work. The Museum Victoria Patrons and Museum Victoria Corporate Patrons programs continued to be well supported and I thank all those involved.

Museum Victoria's membership program had another successful year with the number of memberships reaching over 11,400 by the end of the year, representing over 40,000 people. Museum Victoria continues to host the largest museum membership program in Australia and I would like to thank the important supporters who continue to support and encourage the growth and development of Museum Victoria.

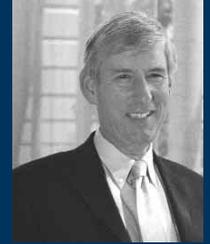
In August 2002, I was delighted to welcome Dr J Patrick Greene as Chief Executive Officer. A prominent figure within the international museum community, Dr Greene has instilled new energy and vigour into the organisation to ensure Museum Victoria is renowned as a world-leading museum. I would like to acknowledge the work and dedication of Patrick in his first year as CEO and look forward to the exciting years ahead.

I would like to recognise the significant contributions made by those who have assisted Museum Victoria in a variety of ways. Retiring board member and Treasurer, Ms Tina McMeckan, has donated substantial time and effort into developing our outstanding facilities and I express my sincere thanks to her.

I would especially like to thank the Minister for the Arts, Mary Delahunty MP, for her continued support, our excellent Ambassadors and most importantly the staff and Executive Management Team who continue to inspire, create and maintain our world class museums.

Harold Mitchell

**President,
Museums Board of Victoria**



Chief Executive Officer's Message

Since taking up my post as CEO of Museum Victoria I have been greatly impressed by the enthusiasm, energy and depth of skills held by staff members, Museums Board of Victoria members and volunteers. Together they enable Museum Victoria to stage a superb array of programs, research and exhibitions.

Over the past year Museum Victoria has met many challenges and successfully achieved exceptional standards of museum practice through our presentation of exhibitions, stimulating educational and visitor programs and our distinguished collections and research activities.

During the year Museum Victoria involved staff and Board members as well as external stakeholders to develop a new Strategic Plan that would lead to a more effective organisation. Its title, *Exploring Victoria: Discovering the World* provides the context for us to develop new and improved ways of engaging Victorians and visitors to our state in programs, exhibitions and our vast and priceless collection.

In the 2002/03 financial year over 1.2 million people visited Melbourne Museum, the Immigration Museum and Scienceworks (including the Melbourne Planetarium). The final stages of the financial year witnessed a dramatic increase in attendance as a result of the reduction in admission prices, increasing the accessibility of our museums for Victorians, interstate and international visitors.

The success of our major exhibitions attracted new and diverse audiences across the three vibrant museums. Exhibitions included *The Italians: Three Centuries of Italian Art* and *To Mars and Beyond*, both presented in the Touring Hall at Melbourne Museum. Scienceworks presented *Body Odyssey* and *Speed: Science in Motion*. The final stage of the Tribute Garden at the Immigration Museum was unveiled and *Getting In*, a new permanent exhibition detailing past and present immigration policies, won several awards for its innovative approach.

Museum Victoria websites recorded 2.05 million individual user sessions, exceeding targets by 17%. The expanded site allows Museum Victoria to reach global audiences. The Museum in a Van Outreach Program visited nearly 30,000 people in schools, kindergartens, aged care facilities, libraries and other community groups in regional, metropolitan and remote areas of Victoria.

230,000 visitors attended an education program at Museum Victoria, including 23% of the school population of Victoria. Special thanks are due for the continued essential support provided by the Department of Education and Training and the Catholic Education Office.

Research continues to be a vital part of the Museum's role. An active collecting program involving international expeditions, the publication of 68 papers, reports and books, 137 lectures and talks were given by members of Museum Victoria's research team.

Museum Victoria is committed to reconciliation and repatriation including the rights of Indigenous Australians to care for the remains of their ancestors. Bunjilaka the aboriginal centre, at Melbourne Museum is highly significant in educating and enlightening both local and international visitors about Indigenous culture and reconciliation.

Volunteers continue to be integral to the success of the organisation. Over 440 volunteers have contributed in excess of 53,500 hours over the past year and their efforts have ensured Museum Victoria's volunteer program continues to set the benchmark for the industry.

In 2002-03 Museum Victoria faced considerable challenges. I would like to acknowledge the enormous commitment, energy and dedication of the Museum Victoria Staff, led by the Executive Management Team and the Museums Board of Victoria in overcoming a range of problems confronting the Museum. Essential to the achievements of our highly successful programs, exhibits and research is the dedication and skills of our staff and I would like to take this opportunity to thank them for their efforts.

The prospects for the future are bright as Museum Victoria celebrates its 150th birthday in 2004. I look forward to your involvement in our continued growth and success with you.

Dr J. Patrick Greene

Chief Executive Officer

Year of Highlights

JULY 2002

Mr Peter Hiscock AM and Ms Tina McMeckan were re-appointed to the Museums Board of Victoria.

Two new Board members, Dr Gael Jennings and Professor Daine Alcorn, were appointed to the Museums Board of Victoria.

The Italians: Three Centuries of Italian Art exhibition was officially opened at Melbourne Museum by The Hon. Gough Whitlam AC QC and The Hon. John Brumby MP.

Museum Victoria assumed day-to-day management of the Royal Exhibition Building.

The exhibition *Sensational Screens* was opened by the Minister for Education and Training, The Hon. Lynne Kosky MP, in the InfoZone foyer at Melbourne Museum.

AUGUST 2002

Dr J Patrick Greene OBE BSc PhD FSA FMA, commenced his appointment at Museum Victoria as Chief Executive Officer.

A Memorandum of Understanding between the Ministry of Culture of the Hellenic Republic and the Museums Board of Victoria was signed enabling future collaborations between Victoria and Greece.

The Deputy Premier and Minister for Health, The Hon. John Thwaites MP launched the travelling exhibition *Body Odyssey* at Scienceworks.

Mr John So, Lord Mayor of Melbourne opened *A Story of A Hoa: Indo-Chinese in Victoria* at Immigration Museum.

The Planetarium show *Guiding Lights: Navigating by the Stars* was launched.

SEPTEMBER 2002

Museum Victoria was awarded the Waste Wise Certificate by EcoRecycle at the *2002 Rubbish Free Lunch* and *Litter Free Grounds Challenge* at Melbourne Museum.

The exhibition *We Are Australian* was opened by the Governor of Victoria, John Landy AC MBE, at the Immigration Museum.

The *Melbourne 2030* exhibition was launched in the Australia Gallery at Melbourne Museum by the Premier of Victoria, The Hon. Steve Bracks MP, and the Minister for Planning, Mary Delahunty MP.

The achievements of adult and community education in Victoria were celebrated at the launch of *Adult Learners' Week 2002* on 2 September at Melbourne Museum.

OCTOBER 2002

Stage Four of the Tribute Garden at the Immigration Museum was opened by the Minister for Tourism, Gaming, Employment and Minister assisting the Premier in Multicultural Affairs, The Hon. John Pandazopoulos MP.

The Victorian Design Showcase is a \$1.2 million program developed by Museum Victoria. It will form an important component of the Victorian Government's \$9.2 million *Developing Victoria's Design Capability* initiative announced by the Education and Training Minister, The Hon. Lynne Kosky MP on 30 October 2002.

Museum Victoria launched its dynamic new website: www.museum.vic.gov.au

NOVEMBER 2002

A travelling exhibition entitled *Space* was launched by NASA astronaut, Dr Andy Thomas AO, at Scienceworks.

Sir James Gobbo AC opened the exhibition *A Community of Communities* at the Immigration Museum.

Welcome to Country, an exhibition of large-scale artworks in wool by a group of Victorian Aboriginal artists from the Yarra and Murray River areas, Echuca and Warrnambool opened in Bunjilaka.

The Museum Victoria exhibition *Spirit Country*, contemporary Australian Aboriginal art from the Gantner Myer Collection, opened in Shanghai as part of the Shanghai International Festival of the Arts and *Celebrate Australia 2002* festivities.

DECEMBER 2002

The exhibition *To Mars and Beyond: Search for the Origins of Life* opened at Melbourne Museum.

JANUARY 2003

Global Sounds at Sunset concert series commenced at Melbourne Museum.



FEBRUARY 2003

Museum Victoria completed the development of the 2003-2007 Strategic Plan.

Federal Science Minister, The Hon. Peter McGauran MP, and National Museum of Australia Director, Dawn Casey officiated the opening of the exhibition *Rare Trades* at Scienceworks.

Minister for Transport, The Hon. Peter Batchelor MP, officially opened the exhibition *Trammies: the stories from Melbourne's trams* at the Immigration Museum.

Sunrace 2003, an event for solar-powered vehicles, arrived at Melbourne Museum and was flagged in by Federal Minister for Environment and Heritage, The Hon. Dr David Kemp MP. Deputy Premier and Minister for Environment, The Hon. John Thwaites MP, flagged the race off from the Plaza on 20 February.

The new Planetarium show *Cosmic Couriers* was launched.

The Hon. Gough Whitlam AC QC launched *Getting In* – a new permanent gallery that explores past and present immigration policies at Immigration Museum.

MARCH 2003

Minister for Education and Training, The Hon. Lynne Kosky MP, and British Consul-General Mr Tony Sprake opened the exhibition *Great Expectations* at Melbourne Museum.

The exhibition *Top Designs*, featuring work by VCE design students, opened as the first exhibitions in Museum Victoria's *designed to inspire* initiative, an ongoing program of exhibitions, forums and events to celebrate Victorian, Australian and international design.

The Annual Science Showcase was held at Scienceworks.

The World Heritage Committee in Paris accepted Australia's nomination to have the Royal Exhibition Building and Carlton Gardens assessed for World Heritage Listing.

APRIL 2003

Museum Victoria exhibition Megawatt left Australia to commence and 18-month tour of six venues in New Zealand.

MAY 2003

The Hon. Steve Bracks MP, Premier of Victoria and Mary Delahunty MP, Minister for the Arts unveiled the new arts policy *Creative Capacity +* which included Museum Victoria's new pricing structure at Melbourne Museum.

Since 14 May 2003, the three Museum Victoria museums have opened their doors free to children and concession card holders and reduced the entry fee for adults to \$6. This ongoing fee structure was made possible by an increase in government support.

National Archaeology Week was held at Melbourne Museum.

Dinosaur Designs exhibition opened at Melbourne Museum.

Scienceworks launched the exhibition *Speed: Science in Motion*.

JUNE 2003

The Waterhole exhibition was launched at Melbourne Museum.



Awards

AMERICAN ASSOCIATION OF MUSEUMS 2003 MUSE AWARDS

EDUCATION/INTERPRETIVE SCIENCE SECTION: Gold Award to Melbourne Museum for *Raincheck 3000* interactive

AMERICAN ASSOCIATION OF MUSEUMS 2003 MUSE AWARDS

EDUCATION/INTERPRETIVE HISTORY AND CULTURE SECTION: Silver Award to Immigration Museum for *Getting In*, an interactive theatre experience

MUSEUMS AUSTRALIA (VICTORIA) 2003 MUSEUM INDUSTRY RECOGNITION AWARDS (MIRA)

MOST OUTSTANDING PROFESSIONAL PROJECT IN THE VICTORIAN MUSEUM SECTOR: Awarded to Immigration Museum for *Getting In*

2002 HERITAGE VICTORIA AWARDS

SERVICE DELIVERY TO THE MULTICULTURAL COMMUNITY: Excellence in Multicultural Affairs awarded to Immigration Museum

2002 ANNUAL VICHEALTH AWARDS

HEALTH PROMOTION THROUGH COMMUNITY PARTICIPATION: Awarded to Immigration Museum

2002 VICTORIAN ARTS PORTFOLIO LEADERSHIP AWARDS

LEADERSHIP IN COMMUNITY: Award to Immigration Museum for *Connecting Communities*, a Community Cultural program

2002 VICTORIAN ARTS PORTFOLIO LEADERSHIP AWARDS

CERTIFICATE OF APPRECIATION: Awarded to Scienceworks Working with Schools team

2002 VICTORIAN TOURISM AWARDS

ABORIGINAL & TORRES STRAIT ISLANDER TOURISM CATEGORY: Awarded to Melbourne Museum for Bunjilaka

2002 VICTORIAN TOURISM AWARDS

SIGNIFICANT TOURIST ATTRACTION CATEGORY: Awarded to Scienceworks

2002 VICTORIAN TOURISM AWARDS

HERITAGE AND CULTURAL TOURISM CATEGORY: Certificate of Merit awarded to Immigration Museum

2002 VICTORIAN TOURISM AWARDS

TOURISM RETAILING CATEGORY: Certificate of Merit awarded to Melbourne Museum shop

2002 VICTORIAN TOURISM AWARDS

MAJOR TOURISM ATTRACTIONS CATEGORY: Certificate of Merit awarded to Melbourne Museum

AUSTRALIAN INSTITUTE FOR LANDSCAPE ARCHITECTS NATIONAL AWARDS

BUILDING SETTINGS CATEGORY: National Merit Award to Forest Gallery designers, Taylor Cullity Lethlean

DIVERSITY@WORK AUSTRALIA

EMPLOYER OF INDIGENOUS AUSTRALIANS: 2003 Victorian Excellence & Leadership in Diversity awarded to Museum Victoria

The Year in Brief

Key Outputs

	2002-03	2001-02
Exhibitions presented	70	46
Publications by staff	68	87
Presentations and lectures by staff	137	115
Research projects (externally funded)	27	16

Attendances

	2002-03	2001-02
Melbourne Museum*	615,323	650,793
Scienceworks and Melbourne Planetarium	360,653	349,650
Immigration Museum	86,949	82,066
Non-ticketed entry**	170,830	245,666
Outreach Services	29,132	21,318
Website	2,058,271	1,597,256
Total	3,321,158	2,946,749

Notes:

Over the financial year, visitation slightly increased at both Scienceworks and Immigration Museum, while Melbourne Museum experienced a decline in visitor numbers. A dramatic increase in visitor numbers across Museum Victoria was experienced at the end of financial year following the change to the pricing structure.

* Of the visitors to Melbourne Museum 180,312 attended special exhibitions in the touring hall, including 129,298 to the exhibition *The Italians: Three Centuries of Italian Art*.

**Non-ticketed entries are those that visited the areas within the museum facilities that do not require a ticket. These areas include InfoZone, the Melbourne Museum Shop, the Museum Café at Melbourne Museum, the Immigration Museum Discovery Centre, the Tribute Garden and the Ground Floor Foyer at the Immigration Museum.

Memberships

Member visitation to all three campuses combined, represented over 10% of all admissions. Both Scienceworks and Immigration Museum performed extremely well, increasing from last year's visitation rate by 2%. Member admissions represented 18% of total admissions to Scienceworks. Due to the introduction of new admission fees, Museum Victoria membership numbers dropped slightly at the end of the financial year. At the end of June 2003 the number of memberships stood at 11,408, representing approximately 40,000 people.

	2002-03	2001-02
Memberships	11,408	12,239

Staff

Employment Status	2002-03			2001-02		
	Male	Female	Total	Total	Variation	
Ongoing	149	205	354	365	-11	
Fixed	27	48	75	74	+1	
Casual	63	44	107	98	+9	
Total	239	297	536	537	-1	
FTE	191	233	424	429	-5	

Performance Overview

The following overview illustrates Museum Victoria's achievements over the 2002/2003 financial year. These activities are described in relation to the four Strategic Directions outlines in the organisation's *Strategic Plan 2003-2007 Exploring Victoria: Discovering the World*.

1. ENHANCE ACCESS, VISIBILITY AND COMMUNITY ENGAGEMENT

Strategy

Establish equity of access at all Museum Victoria locations

Actions and Results

- On 14 May 2003, the Premier of Victoria, The Hon. Steve Bracks MP and the Minister for the Arts, Mary Delahunty MP announced that Museum Victoria had abolished its admission fees for all children and concession card holders and reduced the entry fee for adults to \$6. This action overcame the economic constraints that had previously denied many Victorians access to Museum Victoria facilities.
- Visitation over the past year increased by 3% at Scienceworks and 6% at Immigration Museum. Visitation to Melbourne Museum decreased by 5%. The reduction in entry fee price and the associated impact on visitation numbers did not occur until the final weeks of the financial year.
- Major redevelopment of Museum Victoria's primary websites was undertaken throughout the year and overall website visitation exceeded two million users for the first time. Over seven new web projects have been completed in the past six months including: Marvellous Melbourne, designed to inspire, Coins & Medals, Windows on Victoria, Scientists and Discovery, Mammals of Victoria and Prehistoric Life.

Strategy

Broaden the mix of our visitors

Actions and Results

- Since the change to admission prices across the three museums, Museum Victoria has attracted many new first-time visitors. Demographic changes identified amongst the visitor profile now include an increased number of families, those not engaged in full-time employment, individuals without a tertiary qualification and visitors originating from metropolitan Melbourne.
- Building on the previous year's success, Museum Victoria's *Outreach Program* welcomed 21,314 participants – an increase in audience reach by 37%. Some 45% of these participants were based in regional Victoria.
- The Museum Victoria website features an introduction in 12 languages other than English and provides multilingual visitor guides that can be downloaded from the site.
- During the past year, a number of events and activities were hosted specifically for Victoria's multicultural community. These included the Adult Learners Week, Seniors Festival and a series of culturally specific concerts featured in the *Global Sounds* series. A program of activities and events directly linked with *The Italians* exhibition was developed in collaboration with the Italian community. Melbourne Museum also worked in collaboration with the Greek Antipodes Festival and VicDeaf in scheduling events.

Strategy

Increase awareness and community ownership

Actions and Results

- Market research studies revealed that 98% of respondents were aware of Melbourne Museum, 93% were aware of Scienceworks and 48% were aware of the Immigration Museum.
- 8,021 individuals either renewed or undertook membership with Museum Victoria.
- Tribute Garden Stage Four was launched in October 2002 with over 1,152 registrants and their families participating in the celebrations.
- The Public Relations Department successfully planned and implemented communication strategies for Museum Victoria's three museums which aimed to raise the profile and awareness of each campus. This included successful media launches for over 20 exhibitions and events.
- Independent analysis and valuation of Museum Victoria's 2002-03 media coverage is currently being undertaken. Estimates currently consider media coverage obtained to be valued in excess of \$18 million in paid advertising terms.
- The PR department also successfully implemented issue management strategies for the announcement of the strategic re-alignment; the introduction of a new pricing structure at Museum Victoria; and the repatriation of human remains and sacred objects.
- More than 150 visiting international journalists, in addition to hundreds of Australian journalists, were hosted by the PR departments across the three museums.

2. CREATE AND DELIVER GREAT EXPERIENCES

Strategy

Enhance the capability to identify, develop and deliver great experiences

Actions and Results

- *Getting In*, a new exhibition about past and present Australian immigration policies, was officially opened at Immigration Museum on 25 February 2003.
- The *House Secrets* exhibition at Scienceworks was opened to the public on 26 June 2003 and officially launched on 16 July. *House Secrets* encourages visitors to explore the science behind many of the familiar elements of their home.
- *Our Place: Indigenous Australia Now*, an exhibition about Indigenous culture, is being jointly developed with the Powerhouse Museum for the 2004 Olympics in Athens.
- *Spirit Country*, contemporary Australian Aboriginal art from the Gantner/Myer Collection, was exhibited at the Shanghai Library as part of the Shanghai International Festival of the Arts. The exhibition attracted audiences in excess of 40,000 visitors.

Strategy

Build the capacity to continuously improve what we do

Actions and Results

- Approximately 100 Museum Victoria staff undertook a detailed review of 18 key operational areas. The reviews resulted in 236 recommendations for improvements.
- Following extensive consultation, the Executive Management Team implemented a new organisation structure to support achievement of the Strategic Directions. 26 departments will work collaboratively across four divisions.
- Results from the VMIA RIMPAT (Risk Management and Performance Assessment Tool) Client Survey 2002 placed Museum Victoria in the top percentile of State Government agencies.
- Museum Victoria commenced a detailed analysis of all its major buildings, plant and equipment to produce a long-term development, maintenance and replacement plan.
- The Scienceworks' roof replacement was completed as part of the site's Risk Management program, ensuring protection of the exhibitions, infrastructure, collections and people within the building.
- Implementation of Museum Victoria's records management system, TRIM, continued throughout the year, with over 18,000 files now registered.



Strategy

Engage the community in developing and implementing great experiences

Actions and Results

- A new Strategic Plan for Museum Victoria was developed with unprecedented community input. Contributions were sought from Arts Victoria, education specialists, volunteers, Board members, Victorian tourism bodies, other Victorian cultural and science organisations, and other State, regional and specialist museums. The resulting plan articulates a united Vision for Museum Victoria and details the Four Strategic Directions proposed to achieve this Vision.
- The Immigration Museum worked in partnership with many Victorian communities to develop a dynamic program of exhibitions and festivals about the State's diverse cultural heritage. Access Gallery exhibitions included: *The Story of A-Hoa* presented by the Indo-Chinese Community; *A Community of Communities* presented by Latin American and Spanish speaking communities; *Trammies: the stories from Melbourne's trams*; and *Journey through Diversity: Armenians in Melbourne*. The Immigration Museum received a number of awards from Government and community agencies for its work promoting cultural diversity and encouraging community access and participation in 2002-03.
- The activities in Bunjilaka during the year included Indigenous dance groups, string making, face painting and other traditional and contemporary-focussed programs for children and the general public.
- Special days and weeks were celebrated at each of the museums including: Seniors Week, World Environment Day, International Museums Day, International Day for People with Disabilities, Melbourne Cup Festival and Adult Learners Week.
- The *Out of the Vaults* program encouraged the public to connect with Museum Victoria's collections through an online poll that asked participants to vote for their favourite objects. The winning objects were brought *Out of the Vaults*, and presented by curators to the public over the course of a weekend in May. The website attracted 71,640 votes, and 7,350 people attended the *Out of the Vaults* weekend.
- The total education visitation achieved by Museum Victoria during 2002-03 was 230,994, which exceeded the target by 9%. Visitors included pre-school, school and tertiary students. Museum Victoria hosted approximately 191,096 school student visits, representing 23% of Victorian school students.
- A public forum on the subject of population was held at Melbourne Museum in conjunction with the Australian Broadcasting Corporation. Broadcast via ABC radio, the event enabled interactive participation using the touch screen technology installed in The Age Theatre.
- A total of 300 individuals contributed to 31,750 volunteer hours over the year. The majority of these hours involved providing support for education and visitor programs at Melbourne Museum, and approximately 30% of total hours were committed to back-of-house support.
- Scienceworks hosted three Explorer Club Days, each linked to either the *Model Solar Vehicle Challenge* or the *Machines in Action* days.

Strategy

Capitalise on the impact of great experiences and expand funding sources to permit renewal

Actions and Results

- The Melbourne Museum Shop collaborated with a number of other Australian museums to be featured in The National Museums Shops Catalogue.
- Museum Victoria received an additional \$8.6 million in the May State Budget. A further \$2.6 million was allocated to Melbourne Museum specifically for exhibition development, with Scienceworks receiving \$2.7 million for the same purpose over a two-year period. The recurrent funding enabled the abolition of entry fees for children and concession card holders, and the reduction of fees for adults. This Government support is expected to ensure stability of Museum Victoria's annual budgets.
- A partnership between Scienceworks, Telstra, Victoria University, AGL/Agility, TXU, SPI Powernet, Olex Cables and the Department of Innovation, Industry and Regional Development will enable the building of an education and public presentation theatre for researching and demonstrating High Voltage Electricity at Scienceworks. The facility is due to open in 2004.



3. PURSUE THE ACTIVE DEVELOPMENT OF STRATEGIC PARTNERSHIPS

Strategy

Build partnerships in order to achieve economic sustainability

Actions and Results

- A private organisation, the Onbass Foundation, donated \$30,000 to Museum Victoria to assist students from disadvantaged schools to visit Melbourne Museum. The funds are being used to subsidise transport and program fees for grade three and four students from both Catholic and State schools, and have resulted in a substantial increase in student participation.
- The STAR 6 Program at Scienceworks continues to support subsidies for increasing numbers of year 6 students to travel to and participate in Planetarium shows, courtesy of the Community Support Fund of the Victorian Government.
- In partnership with Museum Victoria, the Victorian Government developed the Victorian Design Showcase, which seeks to highlight how design can create innovative industries and increase community well-being.
- In collaboration with the Department of Infrastructure, Museum Victoria developed an exhibition to highlight key elements of Melbourne 2030 – planning for sustainable growth which is the State Government's 30 year plan to manage growth and change across metropolitan Melbourne and the surrounding region.
- *The Toys: Fun is just the beginning* exhibition is being jointly developed with Scitech Discovery Centre in Western Australia.
- A Memorandum of Understanding between the Ministry of Culture of the Hellenic Republic and the Museums Board of Victoria was signed and will enable future collaborations between Victoria and Greece. Other Memoranda of Understanding signed during 2002-03 include: Online Zoological Collections of Australian Museums (OZCAM) and the Social History Unit of the Pitjantjatjara Council Incorporated.
- Immigration Museum continued to build and develop strategic alliances with the Victorian Multicultural Commission; Special Broadcasting Service (SBS); the Australian Multicultural Foundation; the Department of Immigration, Multicultural and Indigenous Affairs; and several Victorian ethnic community organisations.
- Immigration Museum received another VicHealth Major Arts Partnership Grant for a further two-year period from 2003-04. This grant will enable Immigration Museum to continue delivering Access Gallery exhibitions and community cultural festivals.
- Museum Victoria researchers received project funding from the Australian Research Council; the Australian Biological Resources Study; the Department of Communication, Information Technology and the Arts; the Australia Council for the Arts; the Australian Heritage Commission; The Ian Potter Foundation; the University of Melbourne; Arts Victoria and Visions of Australia.
- Mobil Altona and Yarraville Science Bonanza was implemented, providing support to enable schools to visit Scienceworks.



Strategy

Build our reputation as a valued partner in research and scholarship

Actions and Results

- Museum Victoria supervised 28 postgraduate students.
- The DNA Research and Education Centre project commenced in 2003 with funding from The Ian Potter Foundation. The centre includes a state-of-the-art DNA sequencing facility and an ancient DNA laboratory. A mobile DNA lab is also being developed for public program use.
- Museum researchers were involved in three successful applications to the Australian Research Council. Funding was awarded to projects that will examine the effects of evolutionary history on rarity and extinction risk in Australian vertebrates; evaluate contemporary museum practices and the cultural and civic roles of museums; and investigate anthropological and Aboriginal perspectives on the Donald Thomson Collection.
- Museum Victoria was awarded funding from the Smart Water Fund to develop an interactive display that will highlight the significance of water in the homes and lifestyles of Melbourne's residents.
- The Storm Water Action Program provided funding for the development of interactive educational displays and materials at Scienceworks.
- The Science and Humanities Fellowship project, *Innovating with Water*, commenced investigation into the social, cultural, technological and ecological aspects of water use in Victoria.
- Five Museum Victoria researchers participated in the NORFANZ cruise – a joint Australia/New Zealand research expedition to explore deep sea habitats and biodiversity around Lord Howe and Norfolk Islands.
- Museum Victoria staff produced a total of 68 publications, including refereed and non-refereed journals, reports, book chapters and theses. Volume 60 (1) of the *Memoirs of Museum Victoria* was also published.

Strategy

Strengthen partnerships with Indigenous Communities

Actions and Results

- Museum Victoria has repatriated Aboriginal Ancestral Remains and Grave Goods to Indigenous communities in Victoria and South Australia. Repatriation of Ancestral Remains and secret sacred objects to communities in Western Australia and Central Australia is also underway.
- During the year Bunjilaka continued to be a base for Indigenous community activities, including Elders meetings and community forums on cultural heritage issues. The Aboriginal community extensively utilised resources available in Bunjilaka throughout the year.

Strategy

Build our reputation as 'Employer of Choice'

Actions and Results

- Museum Victoria's Third Enterprise Partnership Agreement achieved certification by the Australian Industrial Relations Commission.
- Museum Victoria was the winner in its category for the Indigenous Employment Strategy, awarded by Diversity Victoria at the 2003 annual awards.

4. DEVELOP AND MAXIMISE THE VALUE OF VICTORIA'S HERITAGE COLLECTIONS

Strategy

Strengthen current appreciation of the collections and their significance

Actions and Results

- Ten databases were transferred into the EMu (Electronic Museum) collection management database. This represents the first stage in the realisation of EMu as a single data management system for all Museum Victoria collections.
- Work has commenced location and inventory control of the Australian Society and Technology collections. The Museum's Collection Inventory System uses electronic data capture, barcode identification and radio frequency technology to store location information and enable access to collection data through portable hand held computers.

Strategy

Strengthen the relevance and value of the collections to the community

Actions and Results

- Museum Victoria has developed a partnership with Women on Farms Gathering – a network of Victorian rural women which celebrates and assists the role of women in farming communities. Museum Victoria will work with the Gathering's Heritage Committee to document the group's role in rural Victoria.
- Nine *History & the Meaning of Things* seminars were held, bringing together a diverse audience from museums, universities, cultural institutions and public historians.
- Museum Victoria continued its public loan program for the 2001 Federation Handbells. The Federation Handbells have been used at more than 40 performances across Victoria since the loan program began in 2002.
- Restoration works to the historic Sewerage Pumping Station continue with the roof works complete and the 'Tin Shed' program underway.

Strategy

Increase community support for ongoing acquisition

Actions and Results

- The Australian Society and Technology Department acquired 11,093 items during the year including the Cliff and Bunting steam traction engine.
- The Indigenous Cultures Department acquisitions included a donation of children's drawings and photographs from Lake Tyers and pieces from Samoa, Papua New Guinea, New Zealand, Solomon Islands, Fiji and Alaska.
- Science acquisitions included an important collection of minerals and fossils valued at over \$200,000 and the Glynn Maynard collection of Australian bees. Other significant acquisitions included fishes from Hawaii, birds from South Africa and the Northern Territory, 1,200 bird DNA samples from Queensland, a rare False Cat-Shark from the south-west Indian Ocean and freshwater fishes from southern Australia.

Strategy

Partner with regional communities to enable access to cultural assets and experiences

Actions and Results

- A review of Museum Victoria's leadership role amongst Victoria's regional and specialist museums was undertaken.
- Museum Victoria sought input into its Strategic Plan from representatives of regional and specialist museums.
- Museum Victoria continued the touring schedule for the exhibition *Thookay Ngaweeyan, Young Voices of Victoria: Aboriginal Children's Art from the Collections of Museum Victoria* to regional galleries throughout Victoria.
- The *Sounds Physical and Sounds Electric* outreach programs travelled to regional and remote Victoria as part of the Scienceworks' 10th Birthday celebrations.

Future Priorities

STRATEGIC DIRECTIONS

Over the next five years Museum Victoria will focus on the following four Strategic Directions:

1. Enhance Access, Visibility and Community Engagement

- Seek funding to improve physical access for all visitors to Scienceworks.
- Further develop the Regional Outreach Program.
- Expand web-based information and learning resources to increase access to enhanced collection information.
- Complete the installation of a Virtual Reality Display System (known as Virtual Room or VROOM) at Melbourne Museum.
- Redevelop Old Customs House.

2. Create and Deliver Great Experiences

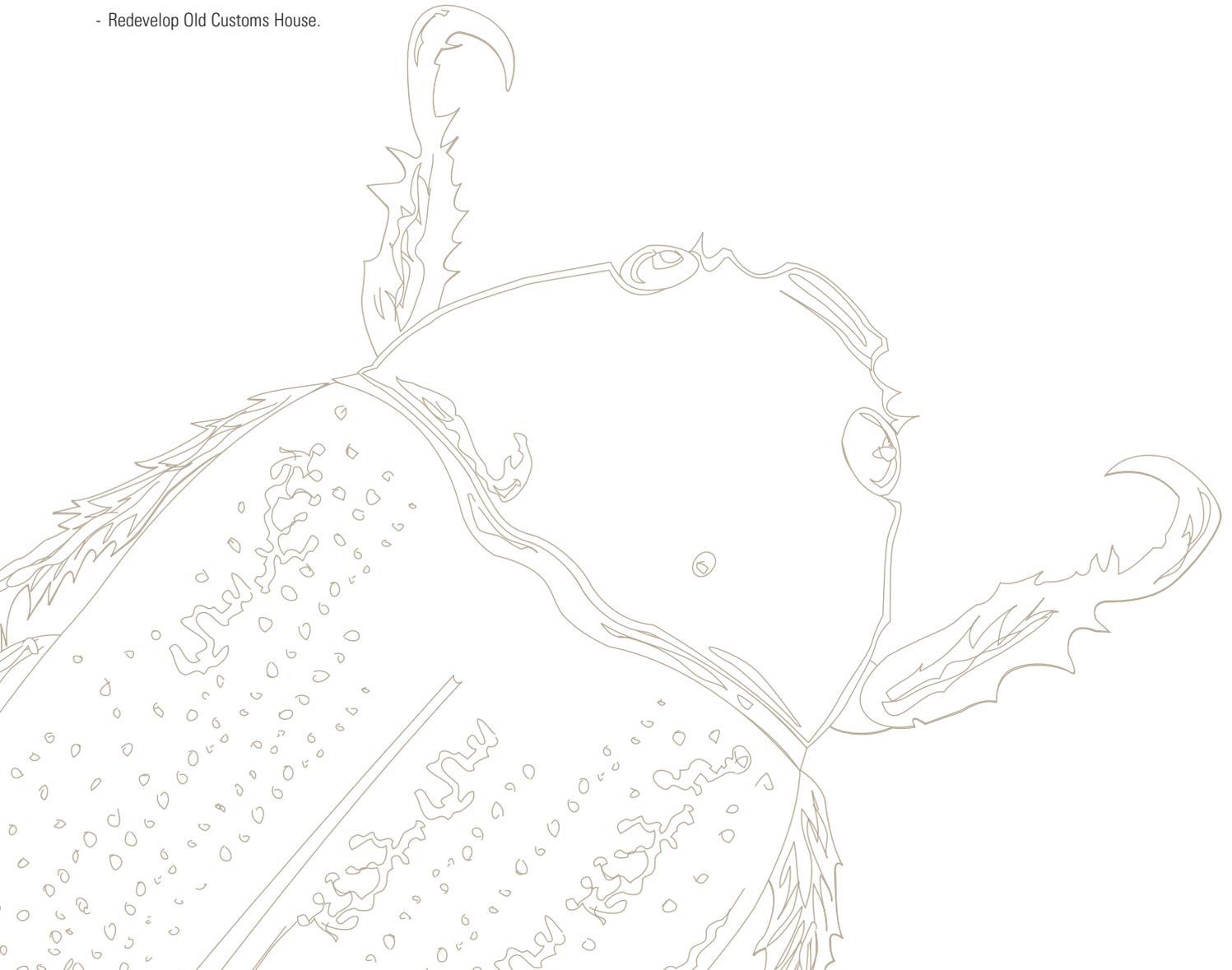
- Develop a comprehensive program of events and projects to celebrate Museum Victoria's 150th anniversary.
- Develop and install a new permanent exhibition *Bugs Alive!* at Melbourne Museum.
- Develop a series of exhibitions and programs to mark the 2006 Commonwealth Games.
- Initiate an ongoing project to improve collection displays, orientation and interpretation for the benefit of visitors at all sites.

3. Pursue the Development of Strategic Partnerships

- Play a leading role in partnership with the State Government of Victoria to develop and deliver the *Victorian Design Showcase* – a program of national and international design exhibitions, workshops, conferences, lectures and festival events.
- Continue to participate in the Station Pier and Australian Ports Project.

4. Develop and maximise the Value of Victoria's heritage collections

- Pursue World Heritage listing for the Royal Exhibition Building and Carlton Gardens.
- Restore the Western Forecourt of the Royal Exhibition Building to its former state through a publicly accessible archaeological excavation of the site.
- Continue the transfer of 44 databases to a single collection information system.
- Continue to repatriate ancestral remains currently held by Museum Victoria.
- Map Victoria's Biodiversity research initiative.



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Main foyer, Melbourne Museum

Review of Campus Operations



Melbourne Museum - Exhibitions and Programs

CAMPUS OVERVIEW AND KEY ACHIEVEMENTS

Melbourne Museum is a broad-based State museum with a national and international focus that covers the natural and physical sciences as well as social history and cultures. Exhibitions cover six major themes: Australian society, Indigenous cultures, the human mind and body, science, technology and the environment.

Melbourne Museum is spread over six levels – three of which contain public galleries and purpose-built amenities such as restaurants, cafes and dedicated education rooms. Through its exhibitions, Melbourne Museum aims to provide an interactive and exciting visitor experience to the broadest possible audience.

Melbourne Museum promotes public debate on concepts and issues relating to the natural environment, new technology and other changes occurring in our society. The Museum features excellent education and catering facilities, a state-of-the-art storage facility for the Museum's collections, a range of performance spaces, and a study centre, InfoZone, which provides information access for the public. Through the internet, the public can also electronically access information on the Museum's collections, research, exhibitions and educational packages.

Major features of Melbourne Museum include:

- Bunjilaka, the Aboriginal Centre, which explores issues relating to the experiences, rights and perspectives of Australia's Indigenous people.
- the Forest Gallery, which is a living gallery with temperate trees over 20 metres tall and thousands of other plants and a wide variety of living creatures including insects, birds, fish and snakes.
- the Children's Museum, with exhibitions and activities designed for three to eight year-olds.
- a Touring Hall for major travelling exhibitions.
- a 210-seat theatre featuring a multimedia projection capacity.
- Melbourne Museum Shop, which offers a wide variety of giftware, museum merchandise, books and educational materials.
- InfoZone, which enables the public to access information about the Museum's collections and research materials.
- an adjacent IMAX Theatre.
- Melbourne Museum's building and facilities that serve as a popular venue for corporate functions, events and performances. Such commercial activities contribute positively to the Museum's financial performance, while enhancing the Museum's public profile.
- Sidney Myer Amphitheatre, a 150-seat arena for the staging of large outdoor events.



HIGHLIGHTS FOR 2002-2003 INCLUDED:

- over 615,300 visitors to Melbourne Museum, including the Touring Hall.
- presentation of *The Italians: Three Centuries of Italian Art* from 5 July to 6 October 2002, attracting over 130,000 visitors.
- the exhibition *To Mars & Beyond*, open from December 2002 to April 2003, attracted 51,000 visitors.
- *Out of the Vaults* - an annual program for International Museums Day that highlights the collections of Museum Victoria, attracted over 70,000 votes from the public.
- *Spirit Country*, an exhibition of contemporary Australian Aboriginal Art was displayed at the Shanghai Library and is currently touring Japan.

TOP LEFT TO RIGHT

HRH Princess Mathilde of Belgium with the Bunjilaka dancers
Assortment of light globes from the Australian History & Technology collection
Curator Ron Vanderwal with Oriho'obo Masks
Visitors at *The Italians: Three Centuries of Italian Art* exhibition

BOTTOM LEFT TO RIGHT

Melbourne Museum, main entrance
Donato Creti, *Dance of the Nymphs*, c.1725, Museo Nazionale di Palazzo Venezia, Rome
Tray of nets with scientific labels

Long Term Exhibitions

EVOLUTION GALLERY

Dinosaurs in Time

Dinosaurs in Time is an exhibition about the history of life on earth. Presenting the fossil record as evidence for evolution, it covers the past 3,400 million years of life on earth, from ancient microfossils to trilobites, dinosaurs, mammals and plants.

MIND AND BODY GALLERY

Bodyscape

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

Body Parts

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

AUSTRALIA GALLERY

Melbourne – Stories from a City

This exhibition explores the history of Melbourne, its people, neighbourhoods, workplaces and cultures.

Windows on Victoria

Illustrated with objects from the Museum's collection, this exhibition features eight key historical events that have made a lasting impact on Victorian society since European settlement.

BUNJILAKA GALLERY

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



Darwin to DNA

This exhibition explores the processes and mechanisms of evolution through three different themes: the history of evolution's discovery, the genetic mechanisms required for evolution to occur and how our understanding of human evolution and other organisms has changed through the study of DNA.

Biotech & Beyond

This exhibition examines the development and application of biotechnology, as well as issues associated with current and potential areas of research.

Medical Melbourne

Medical Melbourne showcases the incredible achievements of people working in the field of biomedical science and research in Melbourne.

Phar Lap – A True Legend

This exhibition pays tribute to Phar Lap, Australia's most famous racehorse and the country's first media star.

TE PASIFIKA GALLERY

Te Vainui O Pasifika

Developed in partnership with the Pacific Islander community, *Te Vainui O Pasifika* displays watercraft objects from nearly every country in the Pacific. Its many features include a Solomon Islands' war canoe and three large crab claw sails painted in traditional and contemporary designs by Pacific Island artists.

Koori Voices

This exhibition recounts the stories of Aboriginal people in Victoria. It is a celebration of the survival of Aboriginal culture and the ways Aboriginal people have continually sought to maintain autonomous lifestyles, in spite of oppressive policies and welfare regimes. *Koori Voices* recognises the history of struggle to preserve rights and dignity within the machinations of daily life.

Belonging to Country

This exhibition explores the complex relationship between Aboriginal people and land and waterways throughout Australia. This spiritual, economic and political connection is explored through a selection of objects from the collections.

Two Laws

Aboriginal perspectives on knowledge, law and property are explored. Artworks, artefacts and a video discussion between anthropologist Baldwin Spencer and Arrernte Leader Irrapmwe examine the differences between Indigenous and non-Indigenous laws and perceptions.

Science Arcade

The *Science Arcade* explores natural phenomena from a scientific perspective.

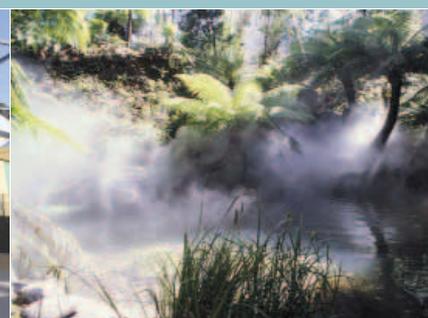
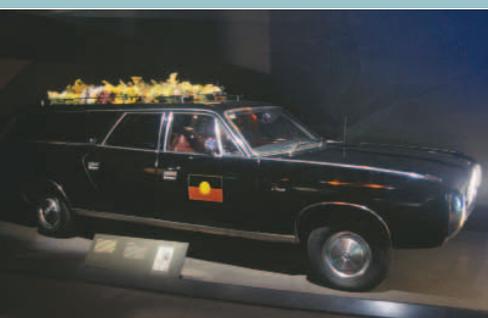
Visitors can investigate electromagnetism, gravity, formation of rainbows and other phenomena through interactives and multimedia. The Science Arcade aims to introduce important scientific understandings that lay the basis for further investigations elsewhere in the Museum and beyond.

CHILDREN'S MUSEUM

Aimed at three to eight year-olds, the Children's Museum consists of four spaces: the exhibition gallery Big Box, the Children's Gallery, the Sidney Myer Amphitheatre, and the Tattersall's Children's Garden.

FOREST GALLERY

The Forest Gallery is a living example of Victoria's tall temperate forests. The gallery houses close to 8,000 trees and plants, from more than 120 different species. The tall trees were salvaged from logging coupes and road reserves east of Melbourne.



SCIENCE AND LIFE GALLERY

The Science & Life Gallery features exhibitions that explore digital technology, biodiversity, and the scientific principles behind physics, chemistry, geology and biology, and how they have changed our perceptions of the world.

Southern Diversity

Southern Diversity is a discovery of Australia's unique plants and animals. Familiar and lesser-known groups including kangaroos, cockatoos, sea jellies, ants and sharks are highlighted through six Victorian environments. The Mallee, the Alps, river redgum, forests, rocky coasts, bays and the deep ocean are highlighted with backlit photographs, small models, animal sounds and real specimens.

@digital.au

@digital.au delivers an immersive experience that utilises multimedia and lighting effects. Many significant collection items are used, including Morse code equipment, radio devices manufactured by the Marconi Company, one of Bell's first telephones, a television brought to Australia by Baird and some early computers. A highlight of the exhibition is CSIRAC, the first computer in Australia and is the only remaining intact first generation stored memory computer in the world.

1, 2, 3 Grow

1, 2, 3 Grow illustrates the story of growth through the themes of size, colour and shape. Children see how plants, animals and humans grow through a wonderful selection of specimens from the Museum's natural history collections.

Treasuring our Environment

This exhibition takes a closer look at the fascinating environments of the desert, sea and rainforest.

To accommodate them, the roof of the gallery rises to a height of 35 metres at its most northerly aspect. The Forest Gallery is also home to around 20 different vertebrate species, including snakes, birds, fish and frogs. The gallery's exhibition *Forest Secrets* is designed to convey a range of stories about forest life and how this environment changes over time. The exhibition is divided into zones that represent specific agents of change within the forest: Water, Earth Movement, Climate, Fire and Human Intervention. As Melbourne Museum's only 100-year exhibition, the Forest Gallery provides the promise of growth and change for generations to come.

Temporary Exhibitions

Beneath our Feet

3 May – 14 October 2002

Organised by the Department of Natural Resources and Energy, this exhibition celebrated 150 years of geological survey work in Victoria and told the story of Victoria's early explorers, miners and surveyors. It also acknowledged the importance of the longstanding collaboration between Museum Victoria and the Geological Survey of Victoria.

Sensational Screens

18 June – 17 July 2002

This exhibition showcased the creations of Erling Christoffersen, one of Denmark's most recognised furniture designers and makers. This exhibition was part of the State Government's initiative to promote design in Victoria.

Spirit of Arnhem Land

27 June – 6 October 2002

This exhibition featured forty photographs of men, women and children from Arnhem Land by award-winning photographer Penny Tweedie.

Early Music Display

2 July – 27 October 2002

Complementing *The Italians* exhibition, the *Early Music Festival* display featured instruments including oboes, recorders, trumpets, violin and harps from the Renaissance and beyond.

The Italians: Three Centuries of Italian Art

5 July – 6 October 2002

This exhibition featured 16th-18th century paintings, drawings and sculptures from Florence, Milan, Naples, Rome and Venice. It contained over 100 artworks, including masterpieces by Titian, Caravaggio, Canaletto, Tiepolo and Lotto.

Tooloyn Koortakay: Squaring Skins for Rugs

8 July – 15 September 2002

This exhibition featured two contemporary possum skin cloaks made by four Victorian Aboriginal artists and were reproduced using traditional techniques.

Reconciliation-(dash) Bar-Humbug!, Lisa Bellear Community Photographer

25 September – November 2002

This exhibition featured a selection of photographs of the Indigenous and non-Indigenous local community taken by Lisa Bellear over a fifteen-year period.

Melbourne 2030

8 October 2002 – 10 August 2003

This exhibition investigated what Melbourne may look like in 2030. Visitors explored Melbourne using large magnifying glasses to find their suburb and street on a giant aerial map of Melbourne.

Immunisation: From Pestilence to Protection

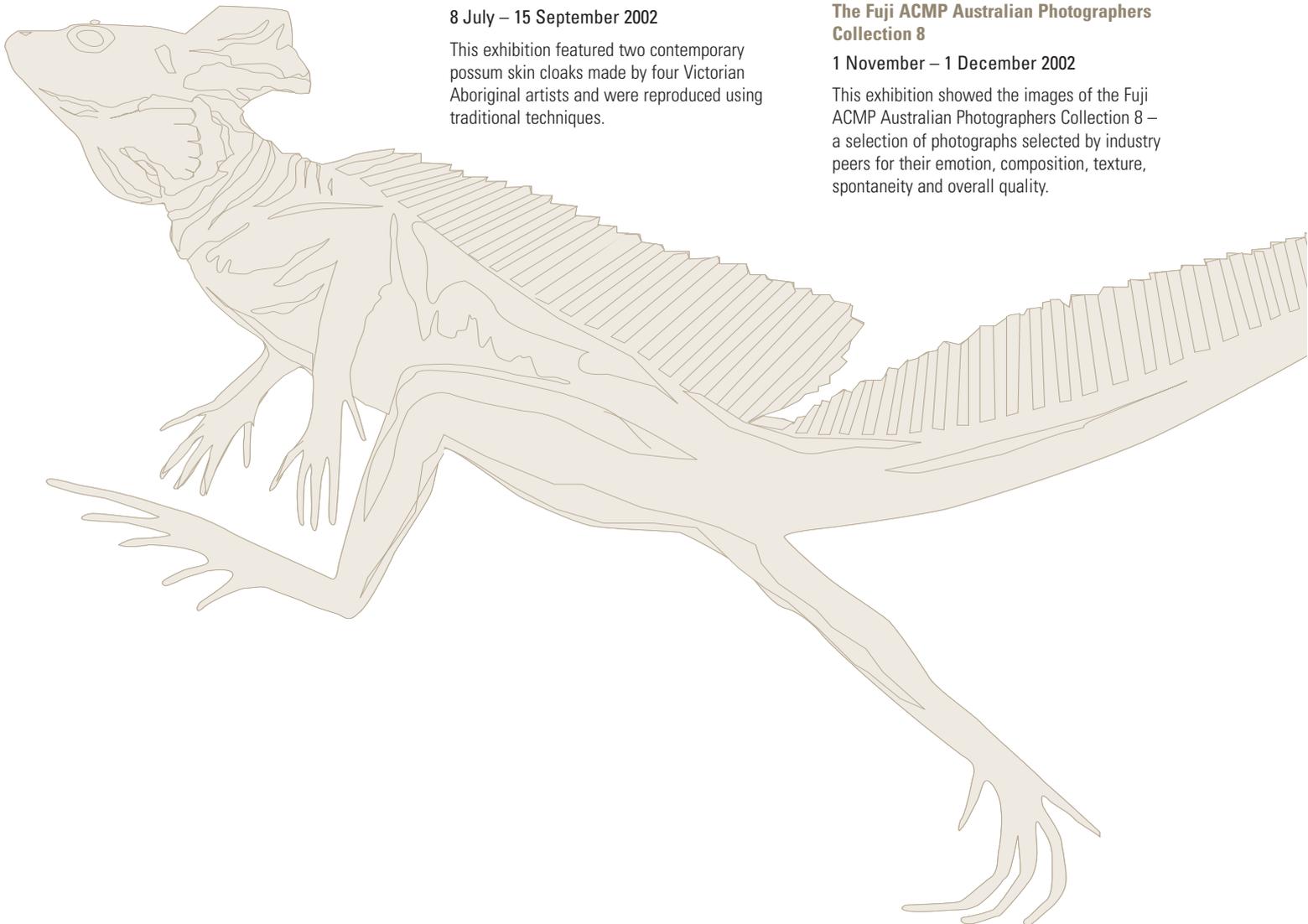
11 October 2001 – 30 December 2003

This exhibition explored the history of vaccines, beginning with the discovery of the smallpox inoculation by Jenner.

The Fuji ACMP Australian Photographers Collection 8

1 November – 1 December 2002

This exhibition showed the images of the Fuji ACMP Australian Photographers Collection 8 – a selection of photographs selected by industry peers for their emotion, composition, texture, spontaneity and overall quality.



Welcome to Country**27 November 2002 – 19 February 2003**

This exhibition featured large-scale artworks in wool by a group of Victorian Aboriginal artists from the Yarra and Murray River areas, Echuca and Warrnambool.

A Gap in Nature**30 November 2002 – 13 July 2003**

A collaborative effort between Scientist Dr Tim Flannery and Artist Peter Schouten, this project sought to identify, interpret and produce life-size paintings of 103 species of fauna lost over the last 500 years.

To Mars & Beyond: Search for the Origins of Life**3 December 2002 – 27 April 2003**

As the largest exhibition of space exploration ever seen in Australia, this exhibition brought together real and remarkable objects, models and interactive exhibits.

Reporting the World**11 December 2002 – 10 March 2003**

This exhibition featured over 200 *Great Eyewitness Photographs* compiled by John Pilger and demonstrated how photo-journalism can educate people about otherwise little-known events.

Hybrid Objects**20 December 2002 – 2 February 2003**

This exhibition of Recent Australian Design Directions featured furniture, homewares, graphics and jewellery from the Design Exhibition Program at the RMIT Centre of Excellence in Digital Design and highlighted the important role design in industry and manufacturing.

Grass Roots**23 February – 30 June 2003**

This exhibition depicted contemporary and traditional Koori life through the use of digital technology by Yorta Yorta artist and cultural teacher Lyn Thorpe. Supported by the City of Melbourne Indigenous Arts Grants program, the exhibition included shadowed warriors illustrated by an ochre covered boy and a fire spirit.

Photo Voices**26 February – 13 July 2003**

This exhibition displayed photographs and stories from Indigenous people aged 13-17 years from Mildura, Shepparton and Warrnambool. The exhibition presented a compelling sexual health educational opportunity and also highlighted possible solutions to some confronting issues facing Indigenous youth in regional areas.

Great Expectations**20 March – 18 May 2003**

Produced by the British Design Council and touring Australia with the support of British Council Australia and the British Consulates-General, *Great Expectations* showcased a broad range of leading-edge design and innovation from the UK.

Top Designs**27 March – 13 July 2003**

Top Designs was an exhibition of outstanding VCE student art and design by students of Technology, Media and Visual Communication & Design.

Dinosaur Designs**3 June – 13 July 2003**

This exhibition illustrated the beauty, uniqueness and diversity of Australian design company Dinosaur Designs. It featured over 300 jewellery and homeware designs by Louise Olsen, Stephen Ormandy and Liane Rossler from between 1985 and late 2002.

The Waterhole**19 June 2003 – 1 February 2004**

This exhibition was based on Graeme Base's children's book of the same name. With the aim of communicating messages on geography, ecology, art and simple counting to young children, it shows a variety of animals from around the world, including some extinct species, around a diminishing waterhole.

Designing Play**1 July – 31 November 2002**

In this exhibition, young children from all sectors of care and education were invited to depict their play lives in the new millennium. This exhibition was developed and delivered by the World Organisation for Early Childhood Education (OMEPE) to provide a better understanding of children's lives.

CARE**1 June – 31 August 2003**

This *Children Caring and Respecting their Environment* project was developed by The University of Melbourne Early Learning Centre to help young children appreciate and respect the environment.

Coming Closer**1 March – 31 May 2003**

This exhibition stemmed from a project to promote an appreciation of Indigenous Australian culture within both Aboriginal and non-Aboriginal early childhood settings. Designed to honour the original custodians of Australia, this exhibition was developed and coordinated by the University of Melbourne's Early Learning Centre.

Visitor Programs and Special Events

This financial year Melbourne Museum presented and hosted a large range of programs and events including:

Master Classes

July – October 2002

To complement the 3 major schools of Art being exhibited during *The Italians* exhibition – Florentine, Venetian and Neapolitan schools – a series of four master classes highlighting wines, produce and dishes from these regions and the riches of Piedmont were held.

The Symposium: The Italians. Three Centuries of Italian Art.

10–11 August 2002

Organised by the Membership of the Ian Potter Museum of Art in conjunction with the Art History Program of the School of Fine Arts, Classical Studies and Archaeology at the University of Melbourne, Melbourne Museum and the Italian Institute of Culture, the symposium brought together a range of international and Australian authorities on Italian art of the 16th to 18th centuries.

Out of the Vaults

17 – 18 May 2003

Out of the Vaults: an annual program for International Museums Day, highlighting the collections of Museum Victoria.

Melbourne Food and Wine Festival

30 March – 13 April 2003

Voci di Donna

14 July – 11 August 2002

A Taste of Italy

July – October 2002

Dinosaurs

1 September – 30 November 2002

Early Music Festival

4 – 15 September 2002

Festival of Italian Motorcycles

22 September 2002

The Light Room

14 – 26 October 2002

Melbourne Museum Tourism Initiative

4 November 2002

Mars

1 December 2002 – 27 February 2003

Population Debate Victoria

9 – 13 December 2002

774 ABC Global Sounds at Sunset

25 January – 1 March 2003

Awesome Adventures

1 March – 30 May 2003

Victorian Seniors' Festival

16 – 23 March 2003

Caring for Our Environment

1 April – 30 June 2003

INFOZONE

InfoZone operates to service the public's queries on a wide range of topics. The services on offer in InfoZone include:

- Comprehensive reference collection containing approximately 1,800 objects and specimens from the Museum's collections.
- Over 2000 book, video, journal and magazine titles in the InfoZone library.
- InfoZone website and catalogue.
- Electronic information resources including 220 Museum Victoria information sheets, catalogued website links, CD ROMs and video streaming of selected pieces of exhibition multimedia.
- Free access to the internet.
- Video-viewing, print and photocopying facilities.
- Seminar room fully equipped with the latest audiovisual equipment.

LEFT TO RIGHT

Two visitors looking at the animal plinth with Customer Service staff at Melbourne Museum
 Visitor in the Human Mind and Body exhibition at Melbourne Museum
 Curator David Demant with Robbie the Robot 1950s
 Image of Phar Lap at the Melbourne Museum
 The Spencer case in the Two Laws Exhibition in Bunjilaka, Melbourne Museum
 Egyptian sarcophagus of Tamenkhamen (detail)



Over the year, InfoZone formally logged 3,672 enquiries through its public enquires service, with 60% being directly handled by InfoZone staff and resources. Of the total enquiries, 65% were general research requests, 17% identifications, 6% donation offers and 5% related to collection access.

InfoZone also offered a number of educational programs throughout the year including: *Taste of Italy* workshops; *Internet for Seniors* classes; short courses in Egyptology, Ancient Greece and the *Melbourne Golden Mile*; *Inside Stories* featuring monthly talks by museum staff; and Military Memorabilia Day with military historians and Museum Victoria Conservation staff.

Community partnership programs included: astronomy demonstrations with several independent societies; and a celebration of Bird Week with talks, displays and bird watching walks with the Bird Observers Club of Australia.

InfoZone displays from the Museum Victoria collection included: *Fishes of Port Phillip Bay*; *Bird, Beaks, Feet and the Unique*, a selection of fossils and ancient Egyptian artefacts and exhibits of a giant panda, leopard, and a Penny Farthing bicycle.

THE VIRTUAL ROOM PROJECT (VROOM)

Set to open at Melbourne Museum in December 2003, the Virtual Room Project will see the creation of a visualisation laboratory to enable participants to experience a variety of science and natural history related subjects in an interactive environment. Initial displays will include Cretaceous Australian dinosaurs, the human brain, and a trailer specifically designed to exploit the full potential of VROOM. Funded by the Victorian Government's Science, Technology and Innovation Program, the VROOM display system will be located in the Science and Life Gallery at Melbourne Museum.

The following partners are working with Museum Victoria on the Virtual Room Project:

- Swinburne University of Technology (Centre for Astrophysics and Supercomputing)
- RMIT University (Interactive Information Institute - I²)
- Monash University (School of Computer Science and Software Engineering)
- The University of Melbourne (Documentation and Cultural Heritage Animation and Visualisation Unit), and
- Adacel Technologies Ltd.

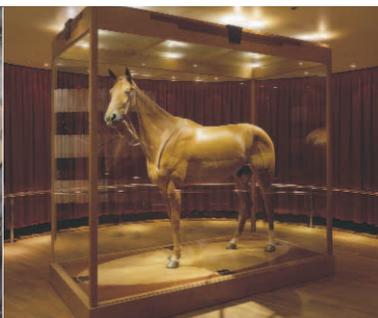
IMMERSION CINEMA EXPERIENCE (ICE)

Located in The Age Theatre, ICE offers an exciting new cinema experience that allows visitors to 'choose their own adventure' from two films on offer, *Vital Space and Sharks – Predator/Prey*, using interactive touch screens.

ROYAL EXHIBITION BUILDING

This year the Royal Exhibition Building celebrated its first anniversary of day-to-day management by Museum Victoria. To this effect the Museum gallery in the northern transept of the REB has provided access to the public through tours. The past year has seen a total of 580 school students and 362 adult visitors participate in REB tours. A permanent exhibition, *From World Fairs to Federation – the First 21 Years*, has been installed on the gallery level and is a key highlight of the public tours.

A nomination for inscription of the Royal Exhibition Building and Carlton Gardens in the World Heritage Listing was submitted by the Commonwealth Government in December 2002. The nomination was short-listed and the decision of the World Heritage Committee is expected in 2003. If successful, the Royal Exhibition Building will be the only building in Australia to be inscribed on the World Heritage List and the only heritage place in Victoria.



Immigration Museum - Exhibitions and Programs

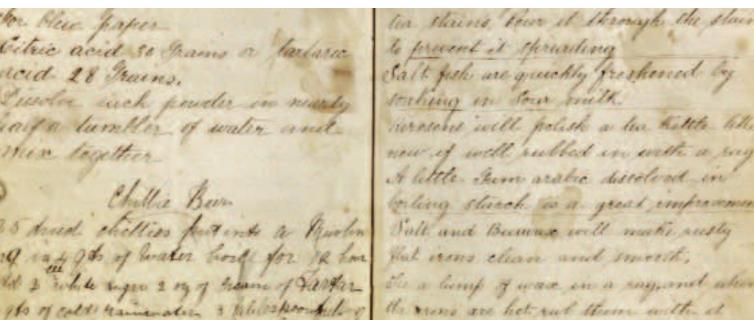
CAMPUS OVERVIEW AND KEY ACHIEVEMENTS

For over 200 years, people from all over the world have been settling in Australia. Many have been forced from their homeland as a result of conflict, whilst others have been drawn to Australia with the hope of a better life. Whatever the reason, each person has a story to tell.

The Immigration Museum aims to improve visitors' understanding of Australia's immigration history and provide insight into the migrant experience. Through exhibitions, a range of interactive programs, community festivals, workshops and presentations, visitors appreciate the experience of immigration, from the earliest days of European settlement, to post-World War II mass immigration and contemporary refugee arrivals. Through the various mediums, visitors undertake their own journey through the many immigration experiences: leaving, journey, arrival, 'getting in' and resettlement.

Located at Old Customs House, the Immigration Museum offers visitors a unique personal experience that is emotional, engaging, educational and entertaining, made even more so by the significance of the chosen site.

The Immigration Museum has received wide critical acclaim and earned a number of awards for the range of services and facilities it provides. During its fourth full year of operation, the Museum continued to build on the positive reputation established with stakeholders and audiences and position itself as a living cultural centre – a place for community, cultural, educational and social discourse. Over the past year, annual visitation targets were exceeded by 57% and the Museum strengthened its position as one of the State's key cultural attractions.



HIGHLIGHTS INCLUDED:

- 126,000 visitors (including ticketed and non-ticketed) experienced the Museum's exhibitions, activities and cultural events.
- *Getting In*, a new permanent exhibition about immigration policies and processes, was launched.
- A student program focussing on Australian society, immigration issues and cultural diversity positioned the Immigration Museum as a key education facility in Victoria. Over 31,000 students participated in this highly successful program.
- New signage was completed both in and outside the Museum, as well as the installation of directional tourist signage in the CBD.
- Tribute Garden Stage Four was launched in October 2002, with over 1,100 registrants and their families participating in celebrations.
- A VicHealth Major Arts Partnership Grant was confirmed for a further two-year period from 2003 to 2004, enabling the Museum to deliver Access Gallery exhibitions and community cultural festivals.
- The Immigration Museum continued to build strategic alliances with the Victorian Multicultural Commission, SBS, the Australian Multicultural Foundation, DIMIA and Victorian ethnic communities.
- Three new temporary exhibitions were presented: *We Are Australian*, *Holes: Surrounded by Thread* and *Special*.
- Venue hire and cafe operations were consolidated, with venue hire exceeding the net revenue budget by 35%.
- As part of the Immigration Discovery Centre, the Myer Foundation sponsored an active program of family history workshops, ship reunions and literary discussions.
- A citizenship ceremony was held in the Tribute Garden at the Immigration Museum to launch National Harmony Day.

LONG-TERM EXHIBITIONS

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

Leavings and Settlements Galleries

These galleries look at the reasons people leave their home countries, what they take with them, how they settle and what obstacles they have to overcome to start a new life in Victoria. Using sound, objects, still and moving images, these galleries also explore significant historical milestones that are part of Australian immigration history.

Journeys Gallery

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

Getting In

Getting In is the Immigration Museum's latest permanent exhibition. As a study of Australia's immigration policies and processes since the 1800s, it looks at the reasons people are granted or refused entry. This confronting exhibition utilises images, historical objects, computer interactive displays and personal stories to explain the impact of policies and the resulting cultural diversity in Victoria.

Access Gallery

The Access Gallery is an important component of the Museum, presenting temporary exhibitions generated by Victoria's culturally and linguistically diverse community.

Immigration Discovery Centre

This centre provides resources for the study of Australia's immigration history and the social and cultural development of Australian society. It is often a key resource for those undertaking research on their own family's history.

Tribute Garden

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

TEMPORARY EXHIBITIONS

Special

1 August 2002 – 30 June 2003

This photographic exhibition displayed the work of 44 refugee and immigrant children from the Western English Language School, in conjunction with acclaimed Australian photographer and artist, Nicola Loder.

We are Australian

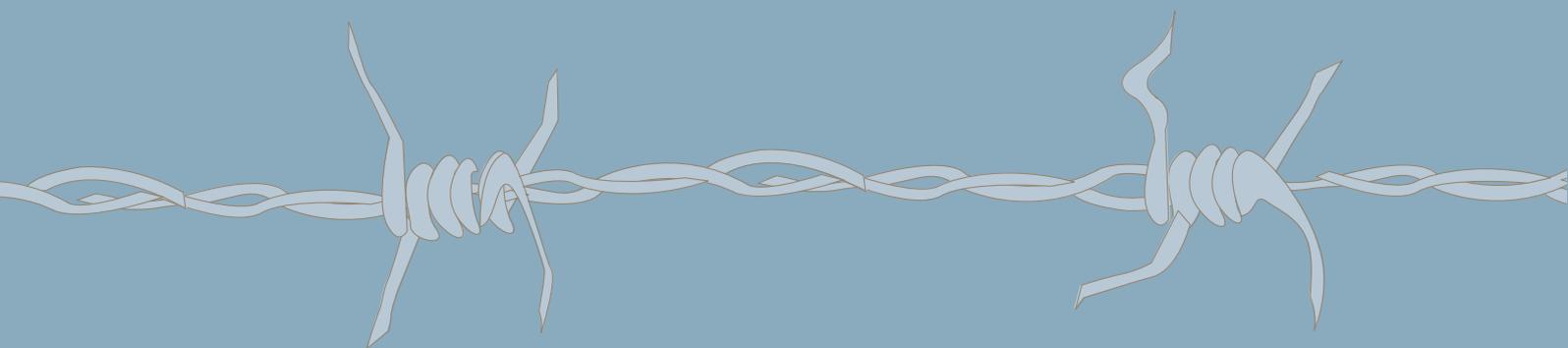
2 September 2002 – 28 April 2003

This travelling exhibition is a tribute to contemporary Australia's cultural diversity and includes the work of 300 Australian artists. This vibrant exhibition brings together Aboriginal and Torres Strait Islanders artists with artists from over 140 different ethnic backgrounds.

The Story of A Hoa: Indo-China Ethnic Chinese in Victoria

22 August 2002 – 10 November 2003

As part of the Access Gallery program, this exhibition looked at the immigration experience of A Hoa, a young Vietnamese man of ethnic Chinese descent who was granted asylum in Australia in the late 1970s.



A Community of Communities: Victoria's Spanish Speaking Community

**21 November 2002 –
9 February 2003**

This exhibition highlighted the lives of individuals from the Spanish-speaking community of Victoria, which accounts for people from 23 different countries including South America, Central America and Spain.

Trammies

20 February – 11 May 2003

This exhibition looked at the characters and culture of Melbourne's most endearing form of transport, the tram. Using objects, costumes, images and stories, Trammies explored Melbourne's colourful tramway history, with a particular focus on the contributions made by generations of migrants who found work and friendship in the 'Trammie family'.

Holes. Surrounded by Thread

12 March – 14 September 2003

This exhibition explored the rich history and cultural significance of lace and knitwear design. It brings together three collections of work comparing traditional methods and designs with the work of new artists, as well as featuring Lace – *Contemporary Perspectives* – works by Victorian knitwear and fashion designer Lorinda Grant and the Embroiders Guild Victoria.

Journey through Diversity – The Story of Armenian Immigration

21 May – 10 August 2003

This exhibition conveyed the immigration experience of Armenians in Melbourne. For many Armenians, arriving in Australia was their second experience of resettling in a new country. Having been forced to flee host countries as a result of persecution and economic and political instability, many Armenians were further estranged from their traditional culture. As a result, the Armenian community is influenced by other cultural groups as well as their own heritage.

VISITOR PROGRAMS

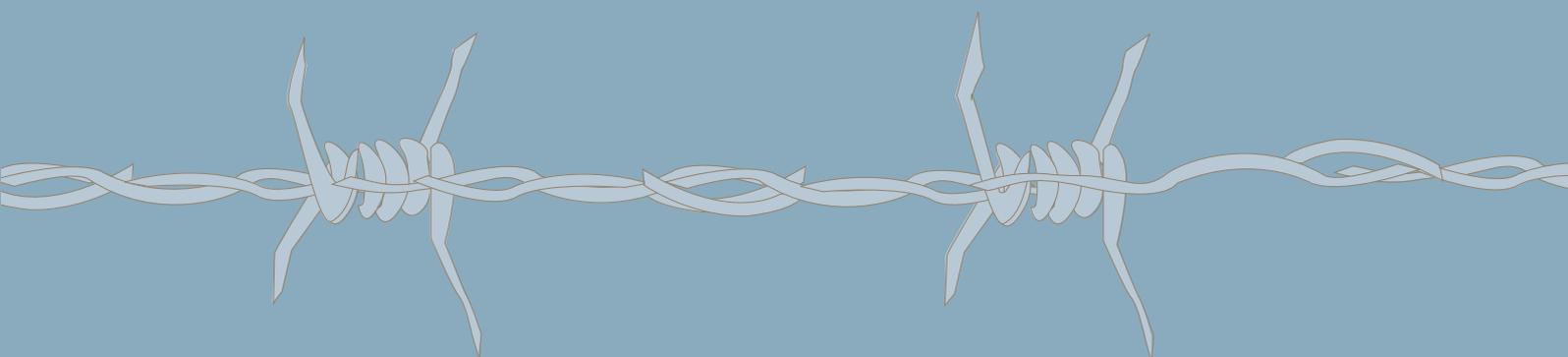
Throughout the year, the Immigration Museum continued to attract new audiences with its vibrant program of activities that reflect the issues and interests of our culturally diverse community. A number of strategies were implemented to target Australia's culturally diverse communities and broaden the Museum's reach and appeal.

The program of cultural festivals and Access Gallery exhibitions continued to strengthen and develop ties with specific cultural communities in Victoria. The programs on offer aim to provide opportunities for community and cultural groups to showcase their stories to the broader community by participating in exhibitions at the Immigration Museum. Additionally, the programs encourage members of the public who would not normally visit Museums to actively participate in Museum activities.

Market research and evaluation was conducted at all cultural festivals to enable management to better understand visitor profiles and measure the success of the events and levels of visitor satisfaction.

Highlights included:

- Access Gallery exhibitions were developed in partnership with a range of community groups including: the Indo-China Ethnic Chinese Association of Victoria, the Spanish Latin American Welfare Centre, the Rail, Tram and Bus Union, and the Armenian General Benevolent Union (Melbourne Chapter).
- 33,413 people visited the Immigration Discovery Centre (IDC).
- Three cultural festivals were presented throughout the year – Indian, Afghan and Chilean. A total of 2189 (ticketed) visitors joined the activities.
- The *Bookmarks and Monologues* series of literary discussions were launched in February 2003, consisting of three presentations from key authors on immigration related topics.
- Programs delivered throughout the year as part of the IDC program included two successful *Ship Reunions*, an Afghan Family History workshop and a Great Britain 150th Anniversary celebration.
- Four successful school holiday programs were held with a range of hands-on workshops including making toys and costumes from far-away places and dance programs.



Scienceworks Museum - Exhibitions and Programs

CAMPUS OVERVIEW AND KEY ACHIEVEMENTS

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

LONG-TERM EXHIBITIONS

Main West Gallery

House Secrets

Stayin' Alive was replaced by *House Secrets*, which opened on 28 June 2003 and looks at the physics, chemistry and biology behind many of the familiar things in our homes.

TEMPORARY EXHIBITIONS

Terrorsaurus

20 February – 14 July 2002

This exhibition explored current scientific thinking about how dinosaurs lived and featured robotic dinosaurs three quarters their real size.

Clockwise – It's about time

30 March – 13 October 2002

This exhibition looked at all aspects of time and how this affects us each day.



The attendances for Scienceworks this year have been outstanding, with more than 360,000 visitors. This success is attributed to the popularity of the *Body Odyssey* and *Space* exhibitions, followed by an overwhelming response to the reduced ticket prices announced in May 2003.

Main South Gallery

Sports Works

The exhibition *SportsWorks* was presented in this gallery and explores the science and technology of sport through the themes of fitness, movement and skills.

Mezzanine Level

Nitty Gritty Super City

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

Body Odyssey

3 August 2002 – 27 January 2003

104,000 visitors were taken on a journey through the human body during its six month display.

Space

23 October 2002 – 27 May 2003

The theme of 'humans reach into space' was used to explain the technology and science behind space and space exploration.

VISITOR PROGRAMS AND SPECIAL EVENTS

Regional Arts Victoria Partnership

July – September 2002

As part of its 10th Birthday Celebrations, Scienceworks formed a partnership with Regional Arts Victoria. With the support of the Harold Mitchell Foundation, two unique and groundbreaking arts/science shows were developed and promoted within the Regional Arts Victoria (RAV) Schools Touring Program 2002.

Rare Trades – artisan demonstrations

16 – 23 March 2003

During the week of the Seniors Festival and over the Labour Day weekend, eight of the artisans featured in the *Rare Trades* exhibition conducted informal demonstrations at Scienceworks.

Rare Trades

15 February – 11 May 2003

This exhibition celebrated the art of skilled manual work and ancient trades. 65,000 people visited the exhibition in four months.

Sea Chest Secrets

7 May – 5 October 2003

Visitors were required to use their hands and minds to find the writer of an intriguing diary found washed ashore in a sea chest.

MELBOURNE PLANETARIUM

Approximately 134,000 people attended the Planetarium during 2002-2003, including over 54,400 school students and teachers. Several shows were on offer, including *Escape from Andraxus*, *Spinning Out*, *Launch Pad*, *Tycho to the Moon* and *Tycho Stars Again*. Two new shows were also launched: *Guiding Lights* (August 2002) and *Cosmic Couriers* (March 2003). Special screenings of *Guiding Lights* were conducted as part of National Science Week 2002.



Smugglers Customs and Contraband

7 May – 5 October 2003

This exhibition looked at how the customs service protects Australia from drugs, disease and other illegal imports.

Speed: Science in Motion

26 May – 5 October 2003

An interactive exhibition that explained the cutting-edge science and technology behind motor sports.

Working Machines

8 September & 1 December 2002

Machines in Action days were conducted at Scienceworks, as part of the Museum Victoria *Out of the Vaults* program. Various working machines were also displayed at local western region festivals.

Model Solar Vehicle Challenge

19–20 October 2002

The state finals of the Model Solar Vehicle Challenge were hosted by Scienceworks in October 2002. Three hundred teams from 80 schools participated in the event, with over 2,600 people attending the weekend.

Explorer Club

The Explorer Children's Club maintained a regular newsletter of information and activities, as well as conducting three special excursion days on 19 October, 1 December 2002 and 16 March 2003.

Highlights included:

- A highly successful Thursday evening program, *Cruise the Constellations*, was launched and operated from January–April 2003. Over 1100 people travelled by ferry to the Planetarium to see *Guiding Lights* and view the night sky through the Planetarium's volunteer-operated telescopes.
- Melbourne Planetarium successfully won a bid to host the International Planetarium Society's biennial conference in 2006. This will be the first time the conference is held outside of the Northern Hemisphere. The event is expected to attract over 300 planetarium professionals and provide an opportunity for Scienceworks to showcase the innovative displays produced by the Museum Victoria team.

HIGHLIGHTS INCLUDED:

- Scienceworks was allocated \$2.69 million in the Victorian State Government budget for exhibition development and renewal. A proportion of these funds were used to develop and install the new *House Secrets* exhibition, which opened for public preview on 28 June 2003. Additionally, the funding assisted the development of a collaborative travelling exhibition with West Australia's SciTech Discovery Centre, *TOYS: Fun is just the beginning*. The exhibition will open in Perth in November 2003, followed by Scienceworks in May 2004 and then travel throughout Australia.
- Support for the building of a new high voltage electricity education and research facility at Scienceworks has been secured. Telstra has donated the high voltage equipment from their research laboratory, while partnership funding has been contributed by Victoria University, AGL/Agility, SPI Powernet, Olex Cables and TXU and through a grants scheme offered by the Department of Innovation, Industry and Regional Development's Science, Technology and Innovation Infrastructure (STI) branch.
- Scienceworks was awarded \$187,000 under the EPA's Stormwater Action Program to develop and deliver an education program in the Pumping Station.

Education Programs

MELBOURNE MUSEUM

Over 100,000 students and accompanying adults visited Melbourne Museum this year. Of these, an astonishing 10,600 years 10 to 12 students attended the *Top Designs* exhibition.

The ratio of metropolitan to regional students has remained fairly consistent in recent years at 3:1. The number of school students visiting Melbourne Museum is equivalent to 12% of students in the State, and 44% of all schools in the State have sent one or more groups to the Museum this financial year.

During the last year we have had support from the private ONBASS Foundation. This funding has enabled economically disadvantaged schools to visit Melbourne Museum by allowing grades three and four students to visit the Museum at no cost. The response from participating schools has been very positive. Another pleasing feature of this year's attendance is the strong support from the adult, community and tertiary education sectors, with more than 11,000 students involved.

Education Programs

Maps Change the World

This program was offered as part of the *Beneath our Feet* exhibition in collaboration with the Centre for Adult Education.

National Science Week

This series of education programs was hosted during the National Science Week and supported by the Federal Department of Science, Education and Training and the State Department of Innovation, Industry and Regional Development.

VCE biology Workshops

This program was designed for students conducting DNA preparation and studying hominid evolution.

The Italians Exhibition

A range of sessions was organised for students and teachers, including adult education programs and Italian art workshops.

Choir performances

Twenty-nine school and community choir groups participated in this event between 27 November – 15 December, holding public performances at Melbourne Museum.

Pre-school Program

Lifecycles and Minibeasts was a new pre-school program introduced and enthusiastically received this year, with nearly all bookings received for the Children's Gallery also booking into the program. Almost all Victorian metropolitan pre-schools booked the program.

Lower Primary

The Children's Museum presented three new Primary School programs for grades prep to two, which are also proving to be very popular. These included: *Lifecycles, Minibeasts and Rocks and Minerals*.

IMMIGRATION MUSEUM

The number of students participating in formal education programs at the Immigration Museum continues to grow with over 31,000 students participating during the 2002-03 year. This was 41% above projected numbers.

Education programs strengthen the Museum's vision to foster understanding and respect. They also celebrate the many positive dimensions of our cultural diversity by providing a range of formal and informal activities and learning experiences.

The redevelopment of Gallery 4 to include *Getting In*, an exhibition exploring the policies and processes of Australian immigration, has broadened the education program for senior secondary students and satisfies specific curriculum requirements of the VCE. The exhibition's interactive facilities are proving to be particularly powerful learning tools for students by placing them in the shoes of immigration officers and requiring them to experience the decision making process of migrant entry.

The *Passport Program* has been redesigned to include two separate programs to meet the specific curriculum needs of junior and senior secondary students.

By attending relevant conferences and extending networks and connections with peers in other cultural organisations, Education Officers are constantly developing their professional interests to expand the organisations collaborative project scheme.

SCIENCEWORKS

Almost 100,000 students and teachers visited Scienceworks during the year, with over 50,000 also attending a Planetarium show. These figures are amongst the highest ever for educational visits at Scienceworks.

The Sleepover Program for primary students retained its popularity, with almost 1,000 students attending either Scienceworks or Planetarium sleepovers.

The past financial year has seen a total of 454 schools bring 16,162 grade six students to Scienceworks through the STAR 6 program. Approximately one third of the schools (159) were from metropolitan areas, with the remainder (295) coming from rural and regional Victoria.

The fourth annual Science Showcase for teachers was held in March to launch the 2003 Education Program for teachers and educators. Showcasing Scienceworks' education programs, the event featured a talk by Dr Rachel Webster, Associate Professor and Reader, School of Physics, University of Melbourne, who spoke about her research into extra solar planets and life outside our solar system. Teachers also viewed the *Rare Trades* exhibition and the *Cosmic Couriers* planetarium show. As a result of this showcase, 500 teachers subscribed to the Teachers Privilege Pass – an incentive scheme for science co-ordinators.

Professional development for teachers continued to be an important part of the education program at Scienceworks. Over 1,200 teachers attended either full or half-day, or after-school sessions run by Scienceworks education staff.

Scienceworks obtained a grant from the Federal Department of Education Science and Training to develop *Secret Life of Machines* – a program to tour regional Victoria during National Science Week 2003.

Education staff were active in exhibition development teams and successfully introduced CD-ROM based education materials to supplement traditional paper-based kits for two exhibitions – *House Secrets* and *Sea Chest Secrets*. In addition, education support materials were produced for the *Body Odyssey, Space – Reaching Out, Rare Trades* and *Speed – Science in Motion* exhibitions, and the *Guiding Lights* Planetarium show. A new science show called *Simple Machines* was developed to complement the *House Secrets* exhibition.

WEBSITE EDUCATION

A new design was launched for the ed-online portal, www.museum.vic.gov.au/ed-online, to incorporate features from the Museum Victoria website redesign and to highlight resources.

Publications this year included:

- A new case study for *Imagining Australia 1914-1918* (www.museum.vic.gov.au/edu_ww1/stateschools.html), which is based on the well-documented experience of Ballarat High
- designed to inspire (www.museum.vic.gov.au/design), which highlights the series of contemporary design exhibitions at Melbourne Museum and provides additional information and case studies for students
- Contextual essays on geological time, extinctions and scientific processes. These have been added to the popular *Dinosaurs and Fossils* website, (www.museum.vic.gov.au/dinosaurs), with inter-links to the *Prehistoric Life* site.

Commercial Operations

Museum Victoria's commercial activities contribute to generating financial resources, enhancing the public's access to Museum services and raising Museum Victoria's profile.

MELBOURNE MUSEUM

Melbourne Museum's commercial operations comprising retail, venue hire, retail catering and functions, carpark and the Royal Exhibition Building contribute significantly to the ongoing operations of Melbourne Museum and Museum Victoria. The businesses also provide the public with services and experiences that enhance their visit to Melbourne Museum.

Cafes and Catering

The two main cafes operated by Peter Rowland Catering were combined into one operation, The Museum Café, by removing a dividing wall. The Balcony Cafe, which overlooks the main foyer, has been operating during weekends and holidays and continues to be a popular destination for Museum visitors.

Functions & Venue Hire

Private functions at the Museum have proved to be immensely popular this year, with hirers taking advantage of the Museum's striking architecture and exciting exhibits. Almost 550 catered events were held in museum spaces over the past year, including corporate dinners, product launches and weddings. The venue has also been popular with film crews from Australia and overseas.

Retail

Operating on two levels, the Museum Shop offers a wide range of predominantly Australian products including Indigenous art and artefacts, Museum publications, children's toys and speciality products and souvenirs relating to touring exhibitions.

In partnership with a number of national museums in Australia, Melbourne Museum Shop launched a mail order catalogue that was distributed through *The Age* newspaper. The highly successful activity resulted in 350 mail orders and the sale of 6,962 individual catalogue stock items, including apparel, books and toys.

The Melbourne Museum Retail Department has established an original line of apparel, focussing on icons within the Museum's collection such as Phar Lap, the Mind & Body Gallery, the Children's Museum and the Science and Life Gallery. A range of souvenir items for local and international tourists has also been created.

IMAX

During the course of the year, IMAX screened a range of international film titles including *Shackleton's Antarctic Adventure* and *Space Station 3D*. This giant-screen entertainment venue, operated by MTM Funds Management Limited, enhances the experience of visitors to the precinct and complements the Museum's exhibitions and educational programs.

Carpark

The carpark continued to service the parking requirements of visitors to the precinct, as well as city workers. The carpark was used in the ongoing Park 'n' Ride scheme with Yarra Trams, which aims to ease traffic congestion in the CBD by encouraging commuters to park on the city's outskirts and use public transport within the CBD.

Royal Exhibition Building

The past year has seen a number of large-scale events have been hosted including: the Melbourne International Flower & Garden Show, Bride's Expo, Italian National Day, Motorsport Expo and the Melbourne Artfair, as well as the venue for the first concert of the Early Music Festival.

IMMIGRATION MUSEUM

Funds raised through the Immigration Museum's commercial operations are used to support ongoing exhibition development and visitor programs. The businesses also provide the public with services and social experiences that enhance their visit to the heritage-listed Customs House.

Cafes and Catering

White Card Catering operates the Immigration Museum's Cafe and provides catering for functions. The Cafe has established itself as a popular CBD lunch venue, attracting local business people each day.

Functions & Venue Hire

The Immigration Museum provides venue hire for corporate and private functions in the unique indoor and outdoor areas of the heritage-listed venue. Over the past year there were 60 functions held at Immigration Museum, including corporate, government and private events. Functions included formal dinners, cocktail parties, interactive workshops and product launches.

Retail

Stocking predominantly Australian-made items, Immigration Museum Shop specialises in merchandise that supports the permanent and temporary exhibitions. A large range of books relevant to the Museum's content is also available. The Shop has received a high approval rating from visitors.

SCIENCEWORKS

The commercial activities at Scienceworks comprise retail, cafe and venue hire. This year, each operation made profits above target, as well as undertaking improvement activities to enhance visitor satisfaction. All profits from these activities are used to fund Museum operations.

Cafe and Catering

White Card Catering operates the Scienceworks' Foodworks Cafe and caters for functions and events at the site during business and after hours.

Functions and Venue Hire

Facilities available for hire at Scienceworks can accommodate groups of up to 250 people for seated, fully-catered functions, and up to 400 individuals for cocktails. During the year 11,341 people attended 76 functions at Scienceworks. These functions ranged from sit-down dinners, cocktail parties, and conferences through to family days.

Retail

The Gift Shop offers a wide range of products that support the permanent and temporary exhibition programs at Scienceworks. The range of stock includes toys, books, educational products, gifts and souvenirs. The number of visitors purchasing from the shop is equal to the benchmark of 10-15% for Museum shops.

Beyond our Campuses

REGIONAL OUTREACH

Museum Victoria's Museum in a Van Outreach Program reached nearly 30,000 people in schools, kindergartens, aged care facilities, libraries and other community groups in regional, metropolitan and remote areas of Victoria. The Outreach Program presents a selection of display material from Museum Victoria's extensive collection.

MUSEUM VICTORIA TOURING EXHIBITIONS

Spirit Country

16 November – 2 December 2002

Spirit Country, an exhibition of contemporary Australian Aboriginal Art from the Gantner/Myer collection, was displayed at the Shanghai Library as part of the Shanghai International Festival of the Arts and *Celebrate Australia 2002*. The exhibition received significant funding support from the Australian Department of Foreign Affairs and Trade.

Thookay Ngaweeyan – Young Voices

This exhibition toured a number of venues including National Museum of Australia in Canberra, Warrnambool Art Gallery, Swan Hill Regional Art Gallery and Gippsland Art Gallery.

Megawatt

The *Megawatt* exhibition left Australia in April to commence an 18-month tour of six venues in New Zealand, beginning with Exscite in Hamilton where the exhibition was on display until the end of July 2003.

MUSEUM VICTORIA WEBSITES

This year, Museum Victoria websites recorded 2.05 million individual user sessions with an average visit length to individual sites ranging from eight to 21 minutes. The number of web pages served increased by 65%, reflecting the increased range of educational content and information published.

The Immigration Museum website was redeveloped to meet the new web-accessibility standards developed by Museum Victoria to meet Government guidelines. The Scienceworks Museum site is also currently undergoing redevelopment.

Websites published this year include:

Voyages to Victoria: Immigration stories, passenger and shipping lists

www.shippinglists.museum.vic.gov.au

This pilot project provided online access to material from the State Library of Victoria, Public Record Office Victoria and Museum Victoria.

Marvellous Melbourne

www.museum.vic.gov.au/marvellous

Historical information about the city of Melbourne providing an insight into how the city has grown into the metropolis that it is today.

Prehistoric Life

www.museum.vic.gov.au/prehistoric

An illustrated introduction to the fossil record of life on earth, including an overview of the local record in Victoria.

Scientists and Discovery

www.museum.vic.gov.au/scidiscovery

This site presents a range of science-related subjects selected to stimulate curiosity about our world and the process of scientific discovery.

Windows on Victoria

www.museum.vic.gov.au/windows

Eight historical moments that reflect our State's diverse history were presented on this site to represent meeting points of major events, individual Victorians and everyday experiences.

MELBOURNE'S GOLDEN MILE HERITAGE TRAIL

Melbourne's key heritage trail, the Golden Mile Trail, is now included in all tourist maps and literature. Over 1,250 people walk along the trail each month – approximately 300 participate in school groups, 150 on guided tours, and the remainder walk independently.

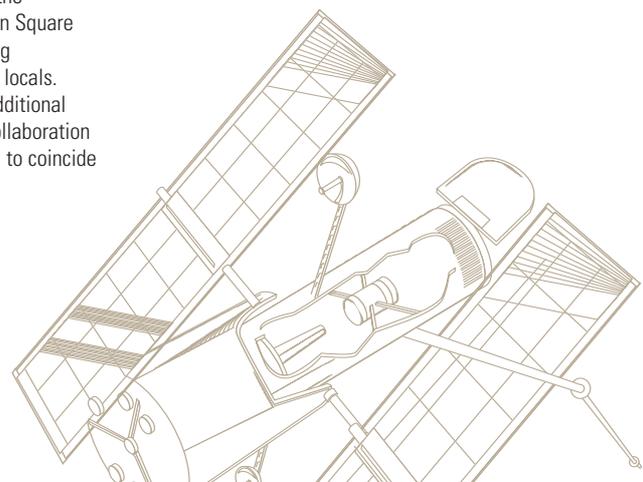
Daily guided tours currently run from the Melbourne Visitor Centre at Federation Square to Melbourne Museum and are proving increasingly popular with tourists and locals. The Museum also developed seven additional walking trails around Melbourne in collaboration with Federation Square Management, to coincide with Federation Square's opening.

REGIONAL AND SPECIALIST MUSEUMS ADVISORY COMMITTEE (RSMAC) SERVICES

While on short-term secondment to Arts Victoria, the former Deputy Chief Executive Officer of Museum Victoria, Mr Martin Hallett conducted a review of key issues affecting Victoria's community museums. The associated report acknowledges the economic, social and cultural benefits offered by community museums to regional and metropolitan communities and makes a number of key recommendations to government including:

- Recognising the potential of community museums as community building agents as well as cultural and heritage resources.
- Identifying a need to coordinate support provided to community museums by a range of State Government departments and agencies and local Governments.
- Proposing that the Victorian Government establish a project, jointly led by Arts Victoria, the Department for Victorian Communities, and the Department of Premier and Cabinet, to develop a framework for more strategic delivery of *Growing Victoria Together* objectives by the community museums sector.

Museum Victoria also continued to provide accommodation for Museums Australia (Victoria) which provides support to regional and specialist museums.



Research and Collections



RESEARCH

Museum Victoria is responsible for maintaining a collection in excess of 16 million items. The collection is developed through research and acquisition, and accessed by scholars and communities. Information on Museum Victoria's collection and research focus, including details of current research programs and projects, is available on Museum Victoria's website.

During the year, Museum Victoria focussed on implementing key aspects of the Research Strategy, which was approved by the Museums Board in September 2001. Museum Victoria constantly aims to expand its research capacity by building on existing research partnerships with key universities and research institutions. Additionally, Museum Victoria aims to secure further research grants and increase involvement in graduate student education.

Research highlights:

- In 2002-2003, Museum Victoria researchers received funding support from a variety of sources including: the Australian Research Council; Australian Biological Resources Study; National Oceans Office; Department of Communication, Information Technology and the Arts; Australia Council for the Arts; Australian Heritage Commission; The Ian Potter Foundation; The University of Melbourne; Arts Victoria; Visions of Australia; and the National Geographic Society (details listed in Appendix).
- Museum Victoria researchers were involved in three successful applications to the Australian Research Council. Funding was awarded to projects that will examine the effects of evolutionary history on rarity and extinction risk in Australian vertebrates; evaluate contemporary museum practices and the cultural and civic roles of museums; and investigate anthropological and Aboriginal perspectives on the Donald Thomson Collection.
- Funding was also awarded to Museum Victoria from the Smart Water Fund. The funds will be used to develop an installation on water conservation in Melbourne homes. The installation will encourage Melbourne's residents to adopt sustainable water practices and provide information about ways to minimise water use. This initiative is closely aligned with the 2002 Thomas Ramsay Science and Humanities Fellowship project, *Innovating with Water*, which investigates the social, cultural, technological and ecological aspects of water use in Victoria.
- The DNA Research and Education Centre was established in 2003, with generous funding from The Ian Potter Foundation. The Centre undertakes research on the evolution and conservation of Australia's unique fauna, enhances the scope and value of existing natural history specimens by analysing their DNA, and delivers innovative programs in DNA-based science education for all ages.
- Five Museum Victoria staff participated in the Norfolk Ridge Australia and New Zealand (NORFANZ) marine research expedition to explore deep-sea habitats and biodiversity around Lord Howe and Norfolk Islands. The expedition received significant exposure in the media, and some of the specimens collected during the cruise have been displayed at Melbourne Museum.
- The 2002 Crosbie Morrison Memorial Lecture was presented by Dr Libby Robin, Research Fellow at the Centre for Resource and Environmental Studies, Australian National University. Dr Robin's lecture, entitled *Nature and Nation*, focussed on civics and nature study in Australia over the past 100 years.

Graduate and Postgraduate Student Supervision highlights:

- Six honours and 27 postgraduate students were supervised by Museum Victoria staff (details listed in Appendix).
- Museum Victoria has awarded two PhD Fellowships in collaboration with the Australian Centre at the University of Melbourne, to facilitate research on the Museum's historical collections. The successful scholars are undertaking research on the Australian Children's Folklore Collection, and on rural women as drivers of change in Australian agriculture.

Publications highlights:

- Over 68 papers, reports, books and theses were produced, and 137 lectures and talks were presented (details listed in Appendix).
- *Memoirs of Museum Victoria* Volume 60(1) was produced, featuring the proceedings of a symposium on anomuran crustaceans, which was held during the 5th International Crustacean Conference in Melbourne in 2001.
- Staff members began work on a major publication that highlights treasures from the Museum Victoria collection. The publication will include a selection of more than 200 treasured objects, along with accounts from expert staff and special guest contributors, and is to be released as part of the Museum's 150th anniversary celebrations in 2004.

AUSTRALIAN SOCIETY AND TECHNOLOGY

Through the Australian Society and Technology Department, Museum Victoria aims to improve our understanding of Australian and Victorian history and the relationships between technology and society.

Highlights:

- Curatorial research for the *Getting In* exhibition, which opened at Immigration Museum in February 2003.
- Several Australian descendants of inventor William Symington attended the launch of a display at the Immigration Museum in April 2003. This event marked the 200th anniversary of the successful trials of his first steamboat, *Charlotte Dundas* near Glasgow, Scotland. Museum Victoria holds a rare original model and drawings by the inventor.
- Development of the *Tools of Trade* exhibition at Scienceworks, featured over 200 fascinating and beautiful Museum Victoria objects, representing 40 different trades.
- Collaboration with the Department of Infrastructure to develop an exhibition that highlighted the key elements of the new Melbourne 2030 strategic plan for Melbourne's development.
- Curators undertook a wide range of research projects, many of which will lead to publication and exhibition. They include: *Women in agriculture*, *Photography in the late 19th and early 20th centuries*, the *Royal Exhibition Building*, the *1854 Melbourne Exhibition*, the *Development of television in Australia*, *War and public memory*, the *Glory boxes of immigrant women*, *History of telegraphy*, the *Thomson steam car*, *Immigrant ships*, the *Lives of women in Melbourne's "Little Lon,"* and the *Great Melbourne Telescope*.
- Extensive research was undertaken on the history of tent boxing in Australia, with funding from a Development Grant from Visions Australia. Museum Victoria has the Harry Johns Boxing Truck and associated material in its collection. The research will form the basis for a national travelling exhibition.
- Australian Society and Technology curators undertook several reports for the Movable Cultural Heritage Unit of the Commonwealth Department of Environment and Heritage, regarding permits for export of potentially significant heritage items. The Government relies considerably on the Museum's curatorial expertise on items of social and technological significance.

- The bi-annual Australian newsletter on children's folklore, *Play & Folklore*, is now published by Museum Victoria, both in hard copy and on the website.
- The Department acquired 11,093 items during the year. Significant acquisitions included the Cliff and Bunting steam traction engine, manufactured in North Melbourne c.1908. This engine is one of only two surviving Australian-built traction engines and is an important landmark in Australian technology. The purchase was assisted with grants from the Commonwealth Government's National Heritage Account and the Sunshine Foundation. Archival records relating to the history of CSIRAC, one of the first electronic computers in the world, were transferred from the University of Melbourne. Pioneer aerial photographer Jim Payens donated 4,200 aerial images taken from 1950s–1990s, as well as his own purpose-built camera. Other items include marionettes from the Forgeron Marionette Theatre, located at Luna Park from the 1920s–1950s, and a Phar Lap fan photo and letter from trainer Tommy Woodcock, sent in 1932 to a fan in Canada (this was the Museum's first donation via the internet).
- Daily tours of the collection store at Scienceworks continue to provide an insight into the Museum's collections, with over 3,500 people taking a tour during the year.

Advisory Committee

- Professor Kate Darian-Smith, Director, The Australian Centre, University of Melbourne.
- Professor Graeme Davison, School of Historical Studies, Monash University.
- Professor Peter Thorne, Computer Science & Software Engineering, University of Melbourne.
- Dr David Turnbull, School of Humanities, Deakin University.

INDIGENOUS CULTURES

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

Highlights:

- Museum Victoria continued the touring schedule for the exhibition *Thookay Ngaweeyan, Young Voices of Victoria: Aboriginal Children's Art from the Collections of Museum Victoria* to regional galleries throughout Victoria and New South Wales, and to Tandanya, the National Aboriginal Cultural Institute in Adelaide.
- Development continued for exhibitions including *Our Place: Indigenous Australia Now* (working title), a joint exhibition with the Powerhouse Museum, Sydney. The exhibition is considered a gift from Australia's two Olympic cities to Athens and will be presented in the lead-up to the Athens Olympics. Other exhibitions in development include *Inside Dreaming*, an exhibition of Aboriginal prison art, and *Colliding Worlds: Episodes of first contact between the Pintupi and Europeans: 1956-1984*.
- Work has begun on the Australian Research Council Linkage Grant project entitled *Anthropological and Aboriginal perspectives on the Donald Thomson Collection: material culture, collecting and identity*. Other research projects include the Graham Officer collection from the Solomon Islands and the Melbourne Aboriginal community.
- Manuscripts on *Donald Thomson in Arnhem Land* and *The Aboriginal Photographs of Baldwin Spencer* were finalised for publication. The new Fiji Online project was finalised and will be launched in the upcoming year.

- Major acquisitions during the year included bark cloth from Fiji purchased during a research trip in 2002; a donation of 257 children's drawings and photographs from Lake Tyers, Gippsland, in the 1960s; 79 items from Samoa; and donations of material from Papua New Guinea, New Zealand, Solomon Islands, Fiji and Alaska.
- There continues to be a very high demand for external access to the collections and for copies of photographs. Approximately 3,500 images from the *Thomson Pintupi Project*, plus 1,800 images from the *Ara Irititja Project* have been scanned and catalogued to facilitate access by the relevant Aboriginal communities.
- A large number of loans were processed including 53 Waramungu objects to the new Nyinkka Nyunyu Art and Culture Centre in Tennant Creek, and five objects to the Queensland Art Gallery for their exhibition *Story Place: Indigenous Art of Cape York and the Rainforest*.

Repatriation:

The Museums Board of Victoria approved two new policies on repatriation in June 2003:

- Repatriation of Aboriginal and Torres Strait Islander Cultural Property.
- Repatriation of Indigenous Cultural Property from the Pacific Island and the Rest of the World.

With funding assistance from the Department of Communications, Information Technology and the Arts (DCITA), Museum Victoria repatriated Aboriginal Ancestral Remains and Grave Goods to representatives of the Taungurong, Yorta Yorta, Wurundjeri and Latje Latje communities, as well as to Ernabella, South Australia. Approval was given for the return of Remains to the Wathaurung and North West Nations Clans as well as Ancestral Remains and secret-sacred objects to communities in the Kimberley and Pilbara regions of Western Australia, and a significant collection of secret-sacred objects to communities throughout Central Australia.



An important collection of Ancestral Remains (the Berry Collection) was transferred from the University of Melbourne. Funding from the University has enabled work to begin to establish provenance information to enable repatriation to the appropriate communities.

Advisory Committees

Museum Victoria continued to receive advice from the following Committees:

- Aboriginal Cultural Heritage Advisory Committee (ACHAC).
- Pacific Islands Advisory Group.
- Donald Thomson Collection Administration Committee (in association with the University of Melbourne).

SCIENCES

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

Highlights:

- The DNA Research and Education Centre project, funded by The Ian Potter Foundation, commenced operations in 2003. The centre includes a state-of-the-art DNA sequencing facility and an ancient DNA laboratory. A mobile DNA lab is also being developed for public program use.
- Curatorial staff provided content and direction for the development of the Scienceworks exhibitions *House Secrets* and *Science of Toys*, the Melbourne Museum exhibition *Bugs Alive!*, and the Planetarium show *Cosmic Couriers*.
- Museum Victoria provided specimens and content for the touring exhibitions, *A Gap in Nature, Mars and Beyond, The Waterhole*, and *Stuffed and Mounted*, as well as the Australia Post exhibition *Away with the Birds*.

- Museum Victoria established a partnership with the Commonwealth Department of Product Integrity, Animal and Plant Health. Museum Victoria was supplied with a high resolution digital microscope and camera in exchange for providing detailed information and images of pest invertebrate species.

- Staff played a significant role in the implementation and launch of the OZCAM (Online Zoological Collections in Australian Museums) project. This project is a distributed network that links the zoological databases across all the Australian museums with natural history collections. The first databases to be linked were the mammal, reptile, amphibian and fish collections. In addition, funding was received from the Global Biodiversity Information Facility to database and image-capture all the type specimens of vertebrate and molluscs held in Australian collections.

- A successful ongoing monthly seminar series, the Melbourne Systematics Forum, began involving participants from Museum Victoria, universities, Royal Botanic Gardens and the Department of Sustainability and Environment.

- Five Museum staff joined an international team of 30 on the NORFANZ research expedition to document the biodiversity of seamounts (extinct submarine volcanoes) in the Tasman Sea over a four-week period. Thousands of specimens of fish and invertebrates were collected and photographed, including many new to science. Significant numbers of these have been incorporated into the Museum's collection.

- An important collection of minerals and fossils valued at over \$200,000 was donated by Mr Tom Kapitany under the Cultural Gifts Program. Other significant donations included the Glynn Maynard collection of Australian bees, a specimen of the extinct Paradise Parrot, and the second instalment of the Marrow Collection of marine molluscs comprising 1000 lots of cowrie shells from the Australasian region.

- Significant acquisitions included fishes from Hawaii, birds from South Africa and the Northern Territory, 1200 bird DNA samples from Queensland, a rare False Cat-Shark from the southwest Indian Ocean and freshwater fishes from southern Australia.

- Staff undertook fieldwork in Victoria, New South Wales, South Australia, Queensland, central Australia, Ashmore Reef, Alaska and Uzbekistan collecting vertebrate, invertebrate, fossil and mineral specimens.

Advisory Committee

- Professor Janet McCalman, Department of History & Philosophy of Science, and, Centre for the Study of Health & Society, University of Melbourne.
- Professor John McKenzie, Faculty of Sciences, University of Melbourne.
- Professor Fred Mendelsohn, Howard Florey Institute, University of Melbourne.
- Dr Gareth Nelson, School of Botany, University of Melbourne.

COLLECTION MANAGEMENT

Highlights:

- Reconfiguration of the main storage area at Moreland Annexe was completed in early 2003. This has ensured that available space is used efficiently for storing large collection objects and has provided some limited short-term capacity if urgently required for additional material.
- A new Memorandum of Understanding was signed with Arts Victoria to manage a public loan program for the 2001 Federation Handbells for a further two years.



LEFT TO RIGHT

Research and Collections staff
 Dr. Richard Gillespie
 Dr. Gary Poore
 Dr. Jane Melville
 Dermot Henry
 Dr. Tim O'Hara
 Diane Bray

- Collections staff continued to manage over 500 objects on loan to Museum Victoria by individuals and external organisations for use in exhibitions. Staff also managed the collection elements for all temporary and in-house exhibitions across the Museum's three campuses including: *Mars and Beyond* at Melbourne Museum, *Holes. Surrounded By Thread* and *Getting In* at Immigration Museum, and *Rare Trades* and *House Secrets* at Scienceworks.

Collection Information Systems:

- Significant progress was made with the implementation of EMu (Electronic Museum) collection management database. Ten databases from a total of 41 databases from Sciences, Indigenous Cultures and Australian Society and Technology areas were transferred between October 2002 and July 2003. Subject areas represented in these transfers included ichthyology, mammalogy, herpetology, ethnography and Australian social history and technology. As a result, EMu has now been implemented into selected areas of each of the three Museum collecting disciplines. This represents the first stage in the realisation of EMu as a single data management system for all Museum Victoria collections.

- The implementation of Museum Victoria's Collection Inventory System (CIS) also continued, with preliminary work commencing on the Australian Society and Technology collection material held in storage at Scienceworks. CIS was designed by the Museum to allow for the compatible integration of a location inventory control system in conjunction with the implementation of EMu. Some 30,000 objects recorded on EMu are now controlled by CIS according to an internally developed Locations Identification System. This system can identify and position items in one of a range of specific locations across three campuses. The system uses electronic data capture, barcode identification and radio frequency technology to enable real time updates to information and access location collection data through portable hand held computers.

CONSERVATION

Highlights:

- A major investigation and stabilisation treatment was implemented on the Bush Mechanics Car, a new acquisition for the Indigenous Cultures Department. Decorative paint finishes were consolidated, engine immobilisation measures implemented and detailed documentation recorded about the condition of the vehicle, in anticipation of its future use as an exhibition item.
- Artworks from the *Spirit Country* collection were prepared for travel and exhibition as part of the Shanghai Arts Festival in China. Two conservators accompanied Melbourne Museum representatives to oversee the successful installation and demount of the collection at the Shanghai Library.

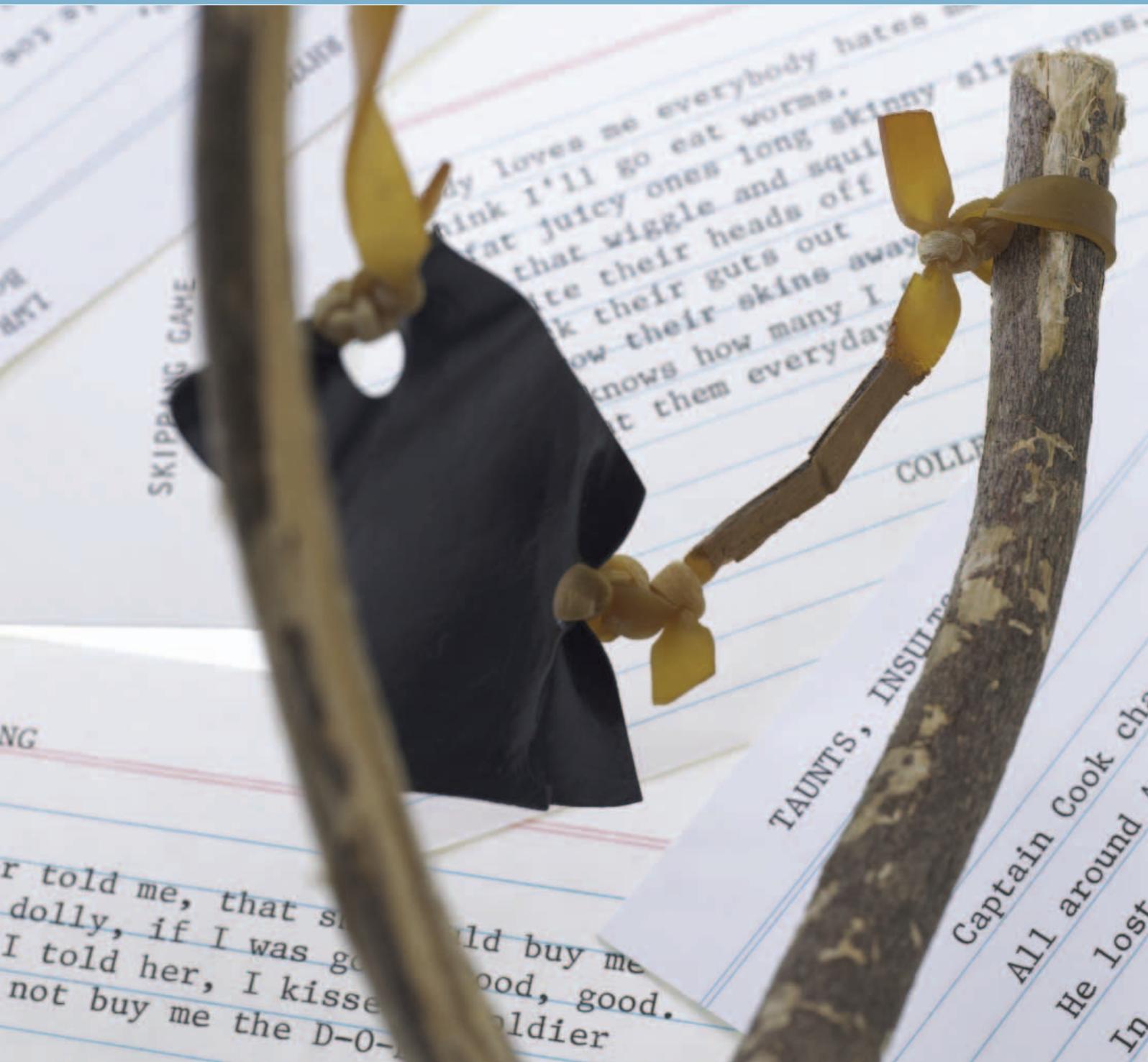
- A three-year project rehousing and consolidating 600 bark paintings from the Indigenous Cultures collection was completed.
- The Integrated Pest Management Program was extended to include Scienceworks. This program now operates across all campuses including Moreland Annexe and the Royal Exhibition Building.

PRODUCTION

Highlights:

- Significant projects included production of the multi-award-winning permanent exhibition *Getting In* at Immigration Museum.
- Production of the new permanent exhibition *House Secrets* at Scienceworks.
- Production of Melbourne Planetarium Show *Cosmic Couriers* was completed in association with the Sciences Department.
- Co-ordination of the highly successful *Out of the Vaults* program to celebrate International Museums Day in May 2003.
- Preparation and installation of the Scar Tree model for the foyer of the Koorie Heritage Trust's new headquarters.
- Preparation of a Strap-toothed Whale and Christmas Island bird specimens.
- A new large-format permanent ink printer commenced operations, enabling the cost-effective output of high quality exhibition graphics.

Corporate Activities



The Corporate Services Division is responsible for the development, support and welfare of three of our essential resources: the people who work for Museum Victoria, Finances and Buildings and assets. It is also responsible for the management of risk, of legal services, and the provision of a framework for good planning and reporting.

HUMAN RESOURCES MANAGEMENT

Museum Victoria's third Enterprise Partnership Agreement was certified on 7 January 2003, following a resounding 86.6% 'yes' vote at ballot. Human Resources worked closely with the union (CPSU) and Staff Consultative Committee in the lead up to this event, having had major input into negotiations, research and administrative arrangements. The 'agreement' incorporates improvements to allow for a more family-friendly and industrial relations-friendly arrangement, and will facilitate a smoother transition to the next Agreement.

A review of Museum Victoria's operations was carried out in early 2003. This review was undertaken in response to a reduction in the number of divisions in the organisation from seven to four, and the need for Museum Victoria to consolidate its operations. Eighteen review teams, comprising approximately 100 staff, were set up to review a variety of functions. The reviews produced over 236 recommendations for working more effectively and achieving the Museum's strategic goals. In the coming year the organisation will focus on the implementation of these recommendations.

Occupational Health and Safety

Museum Victoria continued to apply rigorous standards to managing its health and safety program, in line with the Museums Board of Victoria approved Occupational Health and Safety Act, Regulations and Occupational Health and Safety Policy.

The cross-campus occupational health and safety program included the following achievements:

- Maintenance and testing programs were carried out for all Museum Victoria premises in accordance with the *Building Essential Services Act 1994*.
- Emergency evacuation drills were undertaken during the 2002-03 financial year.
- Noise auditing and/or air sampling were carried out in accordance with the regulations.
- Museum Victoria's contractor safety management program was applied at all campuses, resulting in no lost time incidents.
- The Melbourne Museum Cooling Tower Risk Management Plan and inspection program was applied in accordance with the regulations.
- Hazards and safety issues identified across all campuses were addressed and treated in accordance with the established procedure.

A continuing program to address items identified in site risk surveys was undertaken. Victorian Managed Insurance Authority gold medal ratings were achieved across all five premises under the direct control of Museum Victoria.

FINANCE AND ADMINISTRATION

During the year Museum Victoria experienced a drop in visitor numbers at Melbourne Museum. The associated reduction in revenue prompted the undertaking of a cost structure review to produce a more economically sustainable organisation. Additionally, government support was secured to fund a reduction in entry fees and to develop new exhibitions for Melbourne Museum and the Immigration Museum.

BUILDINGS AND FACILITIES

Significant progress was made with the development of Strategic Facilities Management Plans for all campuses. These were completed at the end of August 2003. A number of key maintenance and services contracts were put into place during the year.

Refurbishment works at the Royal Exhibition Building continued, including replacement of Great Hall floor sections.

While progress was made in the rectification of defects at Melbourne Museum, there are a number of unresolved major defects. The most significant are the cracking and degradation of concrete flooring and leaks in the carpark.

Work continued to reduce energy consumption and to identify and implement waste reduction and recycling initiatives. As part of a wider organisational review, teams were set up in early 2003 to review and make recommendations on strategies in these areas. Melbourne Museum achieved *Waste Wise* status and was presented with a Certificate by EcoRecycle Victoria.

COMPLIANCE AND RISK MANAGEMENT

Museum Victoria undertook a comprehensive risk assessment with the assistance of Deloitte Touche Tohmatsu in May 2003. In doing so, the organisation updated its corporate risk register, to reflect progress against its program of risk reduction and identify any new risks across Museum Victoria.



CORPORATE MARKETING AND PUBLIC RELATIONS

Museum Victoria undertakes marketing, public relations, fundraising and market research. In addition, it has a vibrant Members' program.

The support of Museum Ambassadors has continued. This dedicated group of people from diverse backgrounds acts as advocates for Museum Victoria and its activities, within their local community and sphere of influence.

The Museum Victoria magazine, *Museum*, continues to play an important role in improving community and stakeholder awareness of Museum Victoria and its activities.

Public Relations

The Public Relations Department successfully planned and implemented communication strategies for Museum Victoria's three campuses. In addition, the department co-ordinates public affairs, issues management and government related activities.

Highlights included:

- An independent analysis and valuation of Museum Victoria's 2002-03 media coverage was undertaken. Media coverage obtained was valued in excess of \$17 million, 94.2% considered positive, 3.6% neutral and 2.2% negative media coverage. Independent analysis of media coverage obtained for *The Italians: Three Centuries of Italian Art* at Melbourne Museum valued media coverage at \$6.054 million (96.9% positive coverage, a further 2.7% neutral and 0.4% negative).
- Highlights from significant Museum Victoria media campaigns include: Royal Exhibition Building World Heritage Listing; school holiday programs; NORFANZ expedition; and announcement of a new pricing structure.

- Melbourne Museum highlights include: *The Italians; To Mars and Beyond; John Pilger; Out of Vaults; A Gap in Nature; Great Expectations; Top Design* and *Dinosaur Designs*.
- Scienceworks received extensive publicity through the launch of *House Secrets, Body Odyssey, Rare Trades, Sea Chest Secrets, Speed: Science in Motion* during 2002-03. Australian NASA astronaut Andy Thomas officially launched Space at Scienceworks.
- At the Immigration Museum, the launch of Stage 4 of the Tribute Garden, *Trammies*, and other Access Gallery launches generated extensive media coverage. The Hon. Gough Whitlam AC QC officially launched *Getting In* at Immigration Museum.
- The Public Relations department across the three museums successfully planned and implemented issues management communication strategies. Issues management centred on the announcement of the strategic re-alignment, the introduction of a new pricing structure at Museum Victoria, and the repatriation of Ancestral remains and sacred objects.
- Public Relation campaigns were initiated to promote Museum Victoria's national and international awards and achievements.
- Museum Victoria's Public Relations Department hosted more than 150 international journalists in addition to hundreds of Australian journalists.
- Live exhibits staff appeared on four 'Totally Wild' programs on Channel 10 featuring Forest Gallery frog breeding, Huntsman Spiders, Cunningham's Skinks and a termite collection field trip.
- National media coverage gained for Museum Victoria exhibitions including stories on ROVE Live!; numerous features on Network Ten's *Totally Wild*; ABC Radio; *The Australian*; Sky News; and various national magazines.

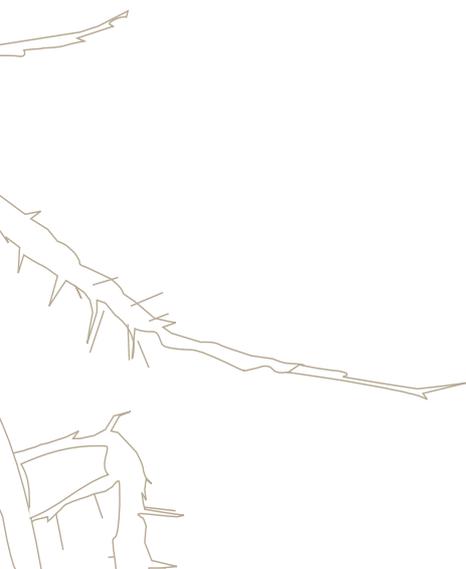
Marketing

Museum Victoria undertakes strategic marketing activities to maximise visitation and resources across each venue.

HIGHLIGHTS

Tourism

- Museum Victoria venues won the following 2002 Victorian Tourism awards: *Aboriginal and Torres Strait Islanders* (Melbourne Museum) and *Significant Tourist Attraction* (Scienceworks and Melbourne Planetarium).
- Museum Victoria campuses were represented at the following trade events: the Australian Tourism Exchange; Tourism Victoria missions to China, Japan and New Zealand; Australian Incentives, Meetings and Events Expo; as well as Canberra and Regional roadshows.
- Major events hosted at Museum Victoria venues included: the 2003 ATE welcome and farewell function, Aboriginal Tourism Launch (Melbourne Museum), MCVB Planners Guide launch (Immigration Museum), JTC/ATEC event (Melbourne Planetarium at Scienceworks).
- The *Paraquad Breakout* event at Scienceworks won the MIAA (Meetings Industry Association of Australia) Event of the Year Award.
- International Tourism visitation figures were 21% at Melbourne Museum and 47% at Immigration Museum.
- The Immigration Museum website was upgraded to improve both content and navigation for visitors.



Metropolitan Melbourne / Regional Victoria

- Museum Victoria continued to work constructively with its media partners in 2003, including the Seven Network, The Age, Prime Television and Italian Media Corporation with Melbourne Museum, and Network Ten with Scienceworks.
- Hayes Berry Tehan was selected as Museum Victoria's preferred advertising agency.
- Melbourne Museum undertook a major *Barriers and Drivers* research project to determine new audience segmentation and campaigns. As a result, Melbourne Museum launched a new positioning campaign *Come and See the Real Thing*.

Exhibitions and Events

- Marketing for *The Italians* at Melbourne Museum attracted 13,000 visitors (30% increase on target) and media sponsorship to the value of \$1.2 million.
- The *designed to inspire* program was developed to position Melbourne Museum as a centre for excellence in design. Exhibitions marketed under this banner included *Great Expectations*, *Top Designs* and *Dinosaur Designs*.
- Immigration Museum developed marketing campaigns to help build awareness and profile special exhibitions.
- A 12-page feature on Immigration Museum appeared in *The Canberra Times*. The feature included information about the Museum as well as a range of interactive activities for families.
- Successful marketing campaigns were developed and delivered for each of the travelling exhibitions at Scienceworks. These included *Body Odyssey*, *Space*, *Rare Trades*, and *Speed: Science in Motion*.
- A new marketing campaign was launched for the Melbourne Planetarium evening shows. *Cruise the Constellations* ran 9 January – 24 April 2003.

Market Research and Evaluation

Museum Victoria has actively supported its visitor-focussed philosophy by undertaking a wide range of audience research and evaluation studies conducted by the Market Research & Evaluation Team.

A total of thirty-one studies were performed across all campuses during the year. These were carried out to evaluate existing programs and exhibitions, as well as those in development at the campuses. Additionally, the research aimed to gain a better understanding of the audiences visiting Museum Victoria facilities.

Significant studies

- A barriers, incentives and motivation study to address declining visitation levels at Melbourne Museum.
- A positioning study to understand the competition offered by other cultural attractions in Melbourne.
- A series of pricing studies to better understand the impact of various entry fees on visitation.
- Several studies to track the impact of reduced entry on the visitor numbers and demographics at the three venues.
- Several collaborative research projects with universities in Melbourne and Sydney.

Partnership Development

Museum Victoria is committed to developing long-term corporate and philanthropic partnerships, which greatly contribute towards the ongoing growth of Museum Victoria. Partners include corporate sponsors, philanthropic organisations and individuals, government funding bodies, media and suppliers. Launched in April 2002, the Museum Victoria Patrons Program is designed for individuals and corporate entities who want to belong to the Museum Victoria community and contribute towards its future. The Program consists of two subscription programs: Museum Victoria Patrons and Museum Victoria Corporate Patrons.

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

Highlights included:

- *The Italians: Three Centuries of Italian Art*, launched in early July at a Gala Dinner attended by sponsors, patrons, other supporters of Museum Victoria and Government representatives
- Supporter events held throughout the year including a back-of-house tour hosted in conjunction with the Australian Business Arts Foundation, and an architectural tour of Melbourne Museum led by the three principals of Denton Corker Marshall
- Museum Victoria Festive Celebration in December recognising the contribution of Museum Victoria's supporters.

A full list of Museum Victoria's supporters, including Partners, Patrons and Ambassadors, appears on page 52 of this report.

Membership

The Museum Victoria membership program saw the number of memberships reach 11,408 by the end of the year which represents over 40,000 people. Events offered throughout the year include morning art programs for children in Big Box, members-only IMAX screenings, exhibition previews, several special movie offers, discounts to the Musica Viva concert as well as visits to the Little Earth Sanctuary and Monash Science Centre.

Changes to the entry price structure resulted in the re-evaluation of the Museum Victoria membership program. In the next financial year, Membership will begin trialing a number of new initiatives.

Benefits of membership

- Unlimited free entry to Melbourne Museum, Scienceworks Museum – including the Planetarium, Immigration Museum, Royal Exhibition Building Tours and special/travelling exhibitions at all three museums
- Discounts at IMAX Melbourne, Museum Shops and the Museum Cafe
- Reciprocal free admission to a number of interstate museums.

TECHNOLOGY, INFORMATION AND MULTIMEDIA

Information Technology Services

The past twelve months have seen cost-effective practices employed across the Information Technology infrastructure. Improvements in technology and business processes have resulted in financial savings in the following areas:

- Server consolidation – centralised servers have been consolidated to minimise impact on customers while reducing lease and maintenance costs
- Wide Area Network (WAN) restructure – expensive redundancy and bandwidth is in the process of being replaced by an equally efficient, but lower cost, infrastructure
- Desktop computers – a significant percentage of old, ineffective Museum Victoria computers have been replaced by cheaper, more efficient models
- Voice services – fixed line and maintenance costs have been reduced.

Other achievements include:

- The continuing conversion of disparate collection databases into the corporate KE EMu collection management system
- Upgrades to a variety of key Museum Victoria business systems
- Connection to AARNet via the University of Melbourne for cheaper internet connection and to facilitate cooperative projects such as VROOM
- In September 2002, Forbes Hawkins travelled to the Carnegie Museum of Art in Pittsburgh, USA, to set up and install the Museum Victoria Collection Inventory System (MvCIS) developed for use with KE EMu.

Website Development

A major project this year has been the hardware and software upgrade of Museum Victoria's website infrastructure to support increased server loads. The year was also highly productive in terms of new projects published and legacy materials enhanced. These processes were assisted by the full implementation of digital production techniques developed over the past 18 months.

A qualitative survey of Museum Victoria's website users was completed in association with the Museum's Market Research & Evaluation Unit, adding to the ongoing quantitative data reviews. The results of both indicate high user satisfaction and very high rates of use compared to similar Australian cultural information sites (independently confirmed in a study commissioned by the Victorian Government). Museum Victoria has since been invited to join a six month benchmark survey of all Victorian Government websites funded by DP&C. An extensive survey of Museum Victoria's current and past retail online procedures, together with current worldwide benchmarks, was completed and recommendations noted.

Multimedia

The past year has seen the media and venue management system at Melbourne Museum and Scienceworks extended and enhanced to reinforce the system's enormous capacity and potential. The multimedia group has worked closely with other Museum Victoria departments and contractors to ensure the multimedia needs of all staff are understood and accommodated.

Information and Records Management

Museum Victoria's records management program continued to be implemented in accordance with requirements of Public Records legislation. Nearly 17,000 records were registered on the TRIM Electronic Document Management System at the close of the financial year.

The Museum Victoria Archival Project continued with volunteers processing 2,620 archival records and registering them on the TRIM database, bringing the total to 4,241. In partnership with Public Record Office Victoria, work commenced on identifying and processing records of the former Exhibition Trustees.

In partnership with other collecting institutions and the Public Record Office Victoria, work continued to develop a functional thesaurus and general disposal schedule for records of collecting institutions.

Research Library

The library continues to improve access to its collections through retrospective cataloguing projects and verification of existing electronic records. Over 20,000 records have now been checked and verified using the world's best electronic catalogue systems. This project has improved many thousands of the library's existing records.

Two retrospective cataloguing projects were completed in early 2003, adding almost 2,000 new records to the catalogue. These projects complete the retrospective curatorial libraries cataloguing program, which began in the early 1990s.

Archives

Via the Museum's intranet service, staff and scholars have access to 4,393 electronic archival records containing correspondence and administrative records from the mid-nineteenth century to the early 1990s.

LEFT TO RIGHT

- Prof. Janet McCalman
- Terry Garwood
- Tina McMeckan
- Harold Mitchell
- Peter McMullin
- Sheila O'Sullivan
- Dr Gael Jennings
- Peter Hiscock AM
- Susan Heron
- Prof. Daine Alcorn

People in Museum Victoria



Corporate Governance

THE MUSEUMS BOARD OF VICTORIA

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

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

Role

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

- To control, manage, operate, promote, develop and maintain Museum Victoria
- To control, manage, operate, promote, develop and maintain the Exhibition land as a place for the holding of public exhibitions and for the assembly, education, instruction, entertainment or recreation of the public
- To develop and maintain the State collections of natural sciences, Indigenous culture, social history and science and technology
- To exhibit material from those collections for the purposes of education and entertainment
- To promote use of those collections for scientific research
- To promote the use of Museum Victoria's resources for education in Victoria
- To research, present and promote issues of public relevance and benefit
- To act as a repository for specimens upon which scientific studies have been made or which may have special cultural or historical significance
- To provide leadership to museums in Victoria
- To advise the Victorian Minister for the Arts on matters relating to museums, and co-ordination of museum services in Victoria.

MUSEUMS BOARD OF VICTORIA

Mr Harold Mitchell

President
Appointed 2001

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

Mr Peter McMullin

LLB BCom (Melb) FAIM
Deputy President
Appointed 2001

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

Ms Tina McMeckan

BSc MBA (Melb) FAICD
Treasurer
Appointed 1999

Tina is a business and financial consultant and company director with extensive experience in establishing new businesses, strategy and business planning, capital raising and corporate governance. She is presently involved in the energy and tourism industries. Tina holds non-executive directorships at United Energy and the Zoological Parks and Gardens Board and is an Executive Director of Riverside Australia.

Mr Peter Hiscock AM

F CPA FCIS
Appointed 1996

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

Mr Terry Garwood

Diploma of Arts GradDipEd (Secondary)
Appointed 1997

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

Mr Bob Weis

BA

Appointed 1998

Bob is the Director of Generation Films and has been producer and executive producer of feature films and television programs in Australia, Europe and the United States of America. Bob was Chairman of the Australian Film Institute and President of the Screen Producers Association of Australia, a Council member of the Australian Film, TV and Radio School, a Board member of Film Victoria and is currently Chairman of the Australian Art Orchestra.

Professor Janet McCalman

BA PhD FAHA

Appointed 2000

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

Ms Sheila O'Sullivan

BA FPRIA

Appointed 2000

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

Ms Susan Heron

BEc Dip Appl Sc

Appointed 2001

Susan has extensive management experience across diverse industry sectors, including medical, shipping, finance and higher education. She is currently on a number of boards, including Deputy Chair of the Country Fire Authority.

Professor Daine Alcorn

PhD, MSc, BSc (Hons)

Appointed 2002

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

Dr Gael Jennings

B.Sc (Hons.), Dip.Ed., Ph.D.

Appointed 2002

Gael Jennings is a former research scientist with a PhD in Immunology from the Walter and Eliza Hall Institute and is a multi-award winning television current affairs presenter, radio host, science and medical journalist, author, speaker, media and documentary consultant and university lecturer.

She has anchored the national TV current affairs programme 'Insight' on SBS, ABC Radio Metro programs, and made thousands of science/medical reports on national ABC TV for News, 'The 7.30 Report' and 'Quantum'. She has won 14 national and state journalism awards, and written the award-winning book 'Sick As – Bloody Moments in the History of Medicine'.

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

COMMITTEES

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

Finance Audit and Risk Committee: assists the Board in fulfilling its responsibilities with regard to financial reporting, audit activities, accounting and reporting practices, and financial and operational risk management as prescribed by the *Museums Act* 1983.

Members:

Ms Tina McMeckan (Chair), Mr Bob Weis, Ms Sally Sinton, Ms Susan Heron

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

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

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

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

Development Committee: responsible for advising the Board and staff on issues in relation to development and fundraising. (*Disbanded April 2003*)

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

Technology and Information Committee: responsible for advising the Board on information management, technology and multimedia utilisation throughout Museum Victoria.

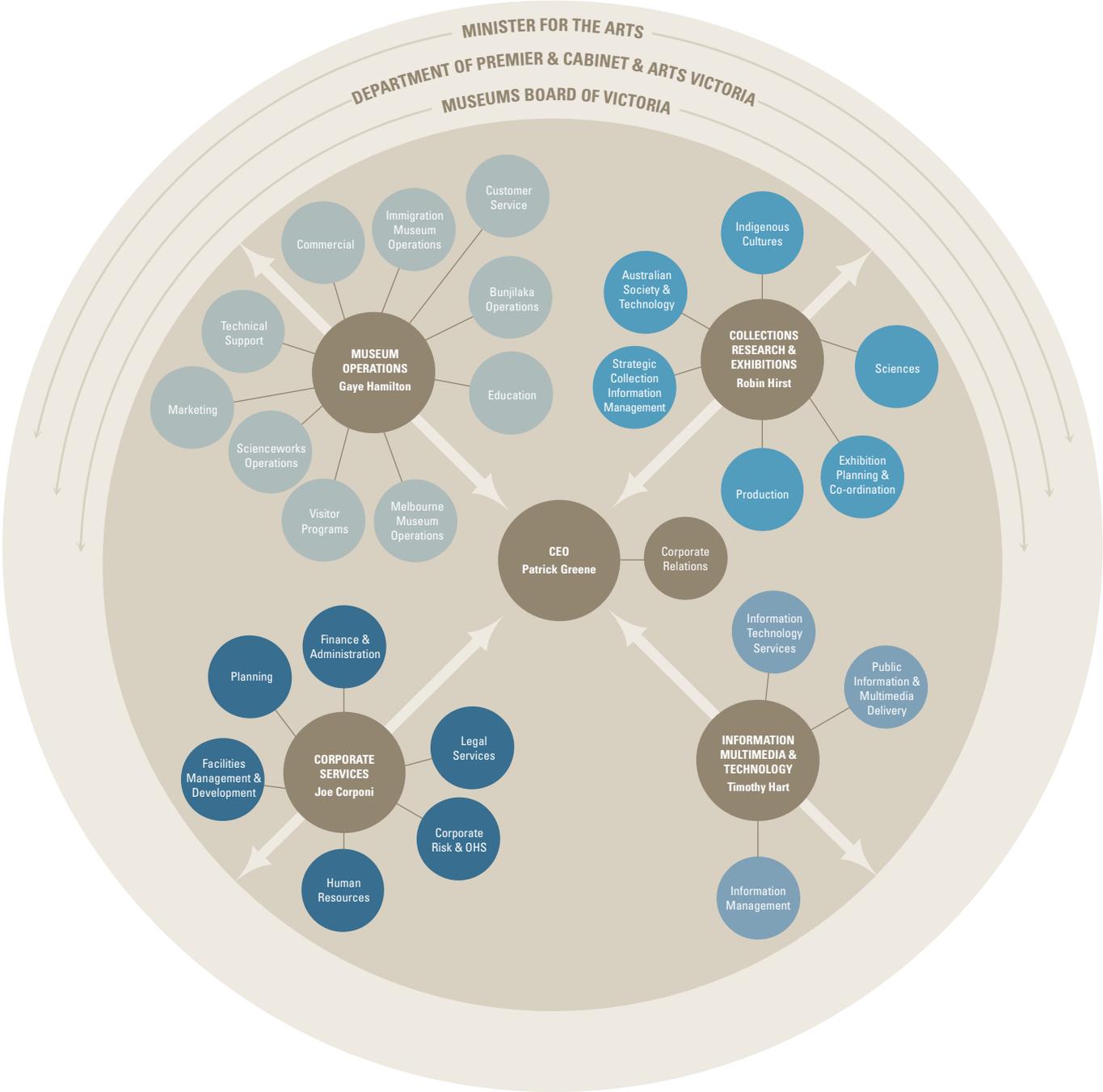
Research Committee: responsible for advising the Board on strategic matters relating to research and collection development, and oversees the implementation of the Board's Research Strategy.

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

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

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

Organisational Structure



BACK ROW FROM LEFT TO RIGHT

Timothy Hart, Dr. J Patrick Greene, Joe Corponi

FRONT ROW FROM LEFT TO RIGHT

Gaye Hamilton, Dr. Robin Hirst



EXECUTIVE MANAGEMENT TEAM**Dr J Patrick Greene**

OBE BSc PhD FSA FMA

Chief Executive Officer, Museum Victoria
Commenced August 2002

Responsible for providing overall leadership in, and being accountable for, the operations of Museum Victoria. Other key areas of responsibility include the production of a new Strategic Plan, leading a process of realignment within the organisation to meet the objectives set out in the Plan and leading the program of exhibition enhancements and new exhibition development across Museum Victoria.

Mr Joseph Corponi

Bbus GradDiplT

Director, Corporate Services
Appointed 1993

Responsible for the provision of financial, human resources, property and legal services, development of policy, maintenance of a risk-free environment for staff and visitors, business and strategic planning and ensuring the effective and efficient management of Museum Victoria's resources and assets.

Ms Gaye Hamilton

BSc(Ed)

Director, Museum Operations

Appointed October 1996 – Director
Scienceworks; December 2002 – Director
Museum Operations

Responsible for implementation of the Museum Victoria Strategic Plan through the provision of daily access for all of our various audiences, to a range of innovative, high quality experiences and programs at Melbourne Museum, Scienceworks, Immigration Museum and Royal Exhibition Building, as well as through Outreach activities across Victoria. Responsibilities also include liaising with the Victorian Department of Education and Training and the Catholic Education Office to provide extension education services throughout Museum Victoria.

Dr Robin Hirst

BSc(Hons) PhD DipEd

Director Collections Research
and ExhibitionsAppointed August 1999 – Director Programs
Research and Collections; December 2002 –
Director Collections Research and Exhibitions

Responsible for the Museum's Research Program; the development, management and conservation of the collections; and the development of Museum Victoria exhibitions, production of planetarium shows, online content and other public programs.

Mr Timothy Hart

BSc Arch (Hons)

Director Information, Multimedia
and TechnologyAppointed May 2001 – Director Outreach,
Technology, Information and Multimedia;
December 2002 – Director Information,
Multimedia and Technology

Responsible for Museum Victoria's information technology, information and knowledge management infrastructure and systems; business systems, regional outreach activities; website/digital publishing activities; and the development and management of the Museum's multimedia networks, including the multimedia management system PIVOD.

Mr Martin Hallett

BAgrSci MAgrSci DipEd

Deputy Chief Executive Officer

Appointed May 2000
Term concluded March 2003**Mr James Dexter**

BA DipEd

Acting Director, Melbourne Museum

Appointed January 1997
Term concluded December 2002**Ms Gerardine Kerlin**

BA (Hons)

Director, Museum Development

Appointed August 2000
Term concluded December 2002

MUSEUM VICTORIA PARTNERS

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

Gold Partners

The Age
Channel Seven Melbourne
Commonwealth Bank
Melbourne Water
The Sidney Myer Fund
Tattersall's
The Grollo Family

Silver Partners

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

Bronze Partners

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

Supporting Partners

BP Oil Australia Limited
Esso Australia Pty Ltd
Mobil Oil Australia Pty Ltd
The Harold Mitchell Foundation
JC Decaux
Melbourne Port Corporation
Mr Richard and Mrs Catherine Price

The Russell and Mab Grimwade
Miegunyah Fund Committee of the
University of Melbourne
SPI Powernet
TXU

Public Partners

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

Cultural Partners

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

Other Supporters

A number of other organisations have supported Museum Victoria in the areas of exhibition development, visitor programs and education.
Australian Geographic
Birds Australia
British Consulate General
British Council
Design Council
York Optical

MUSEUM VICTORIA PATRONS

In April 2002, Museum Victoria launched two new subscription programs: Museum Victoria Patrons and Museum Victoria Corporate Patrons. These new programs are designed for those who wish to belong to the Museum Victoria community and contribute towards its future.

**Museum Victoria
Corporate Patrons****Foundation Gold Patrons**

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

Gold Patrons

Arts Events Management
Australasia

Silver Patrons

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

Bronze Patrons

The Sarah & Baillieu Myer Family
Foundation

Museum Victoria Patrons

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

**MUSEUM VICTORIA
AMBASSADORS**

Museum Ambassadors are a dedicated group of people from diverse backgrounds who provide voluntary support to Museum Victoria. Led by Maria Prendergast, writer and arts consultant, they act as advocates for Museum Victoria and offer assistance with partnership development.

Ambassadors

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

HONORARY APPOINTMENTS**Honorary Life Fellows (32)**

Granted to those individuals of high academic distinction or public standing, considered to have made a significant contribution to the intellectual standing or other significant development of Museum Victoria.
Professor Margaret Cameron AM
Professor John Coghlan AO
Mr Graham Cunningham
Mrs Amanda Derham
Mr Bob Edwards AO
Mr Jack Ellis
Ms Phyllis Fry
Ms Jill Gallagher
Professor Jennifer Graves
Professor Rod Home
Mr Steve Howard
Mr John Kendall AM
Dr Phillip Law AC AO CBE
Professor Daryl Le Grew

Ms Jenny Love
 Dr Ray Marginson AM
 Dr Angus Martin
 Mr Graham Morris
 Mr Phillip Morrison
 Professor John Mulvaney AO
 Mrs Sarah Myer
 Professor David Penington
 Professor Marian Quartly
 Mrs Caroline Searby
 Mr Richard Searby
 Mr Ian Sinclair
 The Hon. Haddon Storey QC
 Professor John Swan
 Professor James Warren
 Ms Deanne Weir
 Dr Barry Wilson
 Mr Garry Woodard

Curators Emeritus (9)

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

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

Honorary Associates (55)

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

Australian Society and Technology

Major Royston (Bill) Billett
 Dr Andrew Brown-May
 Dr Kate Darian-Smith
 Professor Graeme Davison
 Dr June Factor
 Dr Geoffrey Holden
 Mr Ken Porter
 Mr Gary Presland
 Professor Peter Thorne

Indigenous Cultures

Mr Anthony Birch
 Dr David Dorward
 Dr Colin Hope
 Professor Marcia Langton
 Ms Joanne MacDonald
 Dr John Morton
 Mr Alan West

Sciences

Professor Neil Archbold
 Mr Ken Bell
 Mr Philip Bock
 Ms Suzanne Boyd
 Mr Robert Burn
 Dr Patricia Cook
 Dr Lawrence Cookson
 Dr John Douglas
 Dr Andrew Drinnan
 Dr Ross Field
 Dr Dean Hewish
 Dr Jean Just
 Mr Rudie Kuitert
 Dr Anthony Lee
 Mr William Loads
 Professor John Lovering
 Mr Charles McCubbin
 Dr James MacDonald
 Mrs Mary Lee MacDonald
 Mr John Neil
 Dr Gareth Nelson
 Dr Tim New
 Mr Ken Norris
 P. Mark O'Loughlin
 Dr Robert Paddle
 Dr Joyce Richardson
 Dr Richard Schodde
 Dr Bronwen Scott
 Mr John Seebeck
 Mr David Staples
 Professor John Talent
 Ms Elizabeth Thompson
 Professor Patricia Vickers-Rich
 Mr Robert Warneke
 Dr Jeanette Watson
 Mr H. Eric Wilkinson
 Dr Alan Yen

Museology: IT and Multimedia

Professor Gregory Egan
 Dr Gregor Kennedy

Research Associates (14)

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

Australian Society and Technology

Ms Christine Deftereos
 Ms Kylie McDonald
 Dr Sara Wills

Indigenous Cultures

Ms Penelope Edmonds

Sciences

Mr Torkild Bakken
 Mr Mark Dupal
 Mr Michael Kearney
 Dr Mark Norman
 Mr David Pickering
 Ms Rhyllis Plant
 Dr Beverley van Praagh
 Ms Wendy Roberts
 Dr Martin Tymms
 Associate Professor Michael Westerman

VOLUNTEERS

Museum Victoria's Volunteer Programs offer a means by which the Victorian community can support their State Museum.

Museum Victoria Volunteer Programs are accessible to people with a variety of skills, experience and knowledge. The work of volunteers enhances and augments the visitor experience and care of collections for all of Museum Victoria's campuses.

Melbourne Museum

In 2002/2003 a total of 305 volunteers contributed over 31,750 hours at Melbourne Museum, providing assistance in a range of areas and activities. These include: tour guiding, collections and research tasks, Gallery Explainers, assisting with administration, and supporting special events and performances.

Scienceworks

At Scienceworks 21,451 hours were contributed by 139 volunteers – an average of 127 hrs per person. Apart from regular programs, volunteers made significant contributions to a number of special events including: the Great Australian Science Show, *Machines in Action* days and the highly popular Model Solar Vehicle Challenge. Volunteers also worked on the McKay project, provided collections and curatorial assistance, assisted with the Pumping Station and Engines restoration, and helped satisfy the growing interest in *Sleepovers* from schools, scouts and guides.

Volunteers working with schools were also recognised for their special team role with a *Certificate of Appreciation* under the Victorian 2002 Arts Portfolio Leadership Awards.

Immigration Museum

The Immigration Museum has two ongoing volunteers, one of whom achieved her 500th hour of voluntary service during the year. In addition numerous members of the community have contributed their time and expertise in the presentation of Access Gallery exhibitions. In total 390 hours of voluntary service was contributed at the Immigration Museum.

The Immigration Museum draws on volunteers from both the Scienceworks and Melbourne Museum pools to assist with the delivery of great cultural festivals. The Museum now has a small pool of dedicated volunteers who enjoy participating in community festivals that represent the richness and diversity of Victoria's broader community.

The Museum is also a favourite 'community' experience venue for secondary catholic schools that incorporate a 'community experience program' for Year 9 students. This program exposes secondary students to a variety of community works in not-for-profit organisations with the aim of teaching students about the value of volunteering and contributing to the community. For 2002/03 we hosted two students from Avila College, who spent four days assisting staff in a variety of tasks.

Additional Information



Additional Information

RESEARCH GRANTS

Externally Funded Projects:

The following projects received external funding and were underway during the year:

Allen, Lindy. *Thookay ngaweeyan: Young Voices from Victoria* exhibition tour. Visions of Australia.

Christidis, Les and Norman, Janette. The Museum Victoria DNA Research and Education Centre. The Ian Potter Foundation.

Churchward, Matthew. Contribution from the National Cultural Heritage Account towards the purchase of the Cliff & Bunting steam engine. Environment Australia.

Churchward, Matthew. Contribution towards the purchase of the Cliff & Bunting steam engine. Sunshine Foundation.

Dale-Hallett, Liza. Development of the Women on Farms Collection and interpretation. Macedon Ranges Women on Farms Gathering Inc.

Dale-Hallett, Liza. Development of the Women on Farms Collection and interpretation. Northeast Women on Farms Gathering.

Dale-Hallett, Liza. *Water Smart Lifestyles* interactive exhibit. Smart Water Fund.

Hogan, Fiona. Stuart Leslie Bird Research Award: The Genetic Variability of the Powerful Owl *Ninox strenua* across its range (PhD project). Birds Australia.

Indigenous Cultures Department. *60,000 Years in the Making: Indigenous Australia Now* exhibition for the 2004 Athens Olympics. Arts Victoria.

Indigenous Cultures Department. Berry Collection repatriation project. University of Melbourne.

Indigenous Cultures Department. Digitisation of Donald Thomson images. Grimwade Miegunyah Fund.

Indigenous Cultures Department. *Inside Dreaming* exhibition development. Department of Justice Victoria.

Indigenous Cultures Department. *Inside Dreaming* exhibition development. Northern Territory Correctional Services.

Indigenous Cultures Department. Publication of *Written in Stone?* Australian Institute of Aboriginal and Torres Strait Islander Studies.

Indigenous Cultures Department. Republication of *Donald Thomson in Arnhem Land*. Grimwade Miegunyah Fund.

Indigenous Cultures Department. Return of Indigenous Cultural Property Program. Department of Communications, Information Technology and the Arts.

Indigenous Cultures Department. *Twined Together* fibre workshop. Australia Council for the Arts.

Kean, John and Butler-Bowdon, Eddie. *Harry Johns Boxing Truck* exhibition development. Visions of Australia.

Marchant, Richard. Review of the Science Underpinning the Assessment of the Ecological Condition of the Lower Balonne River System. Department of Natural Resources and Mines (Queensland).

Melville, Jane. Australian Research Council Postdoctoral Fellowship. Australian Research Council.

Melville, Jane. Evolutionary ecology and molecular systematics of desert agamid and iguanid lizards. Australian Research Council Large Research Grant.

Norman, Mark. Deep sea octopuses of the Australian continental slope and seamounts. Australian Biological Resources Study.

O'Hara, Tim. Attribution of Echinoderms. Australian Heritage Commission.

O'Hara, Tim. Production of manuscript for the *Australian Echinoderms* publication. Australian Biological Resources Study.

Poore, Gary. Final compilation of the manuscript for *Marine Decapod Crustacea of Southern Australia: A Guide to their Identification*. Australian Biological Resources Study.

Poore, Gary. Special edition of *Memoirs of Museum Victoria*. Fifth International Crustacean Congress.

Strategic Collection and Information Management Department. Community Loan Program for the Federation 2001 Bells. Arts Victoria.

Strategic Collection and Information Management Department. Conservation of historic Victorian Railways Union banner. Department of Infrastructure.

Walker, Ken. Databasing of invertebrate records under the Council of Heads of Australian Faunal Collections agreement. Australian Heritage Commission.

Walker, Ken. Delivery of digital images detailing the habitus and diagnostic features for a series of nominated species. Department of Agriculture, Fisheries and Forestry.

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

Allen, Lindy. Anthropological and Aboriginal perspectives on the Donald Thomson Collection: material culture, collecting and identity. Australian Research Council Linkage Project. This grant is administered by Australian National University.

Australian Society and Technology Department. PhD Studentship: *Australian Children's Folklore Collection*. This studentship is administered by the University of Melbourne.

Australian Society and Technology Department. PhD Studentship: *Innovation in Australian Agriculture 1880s-1930s*. This studentship is administered by the University of Melbourne.

Batty, Phillip. *Colliding Worlds* exhibition development. Visions of Australia. This grant is administered by the Tandanya National Aboriginal Cultural Institute.

Batty, Phillip. New works for the *Colliding Worlds* exhibition. Australia Council for the Arts. This grant is administered by the Tandanya National Aboriginal Cultural Institute.

Christidis, Les. Macroecology and phylogeny: the effects of evolutionary history on rarity and extinction risk in Australian vertebrates. Australian Research Council Discovery Project. This grant is administered by James Cook University.

Christidis, Les. Mechanisms, maintenance and evolutionary origins of male dichromatism in paradise flycatchers. Australian Research Council Large Research Grant. This grant is administered by the University of Melbourne.

Gomon, Martin. Validation of national demersal fish datasets for the regionalisation of the Australian continental slope and outer shelf. National Oceans Office. This grant is administered by CSIRO Marine Research.

Outreach, Technology, Information and Multimedia Division. Copyright and Cultural Institutions: Digitising collections in public museums, galleries and libraries. Australian Research Council Linkage Project. This grant is administered by the University of Melbourne.

Rich, Tom. Excavations at Inverloch. National Geographic Society Expeditions Council. This grant is administered by Monash University.

Additional Information

Rich, Tom. The Ghostly Blank 2002. Committee for Research & Exploration of the National Geographic Society. This grant is administered by Monash University.

Rich, Tom. The Ghostly Blank 2003. Committee for Research & Exploration of the National Geographic Society. This grant is administered by Monash University.

Rich, Tom. Was there an unusual environment with equally remarkable inhabitants in Early Cretaceous southeast Australia? Australian Research Council Discovery Project. This grant is administered by Monash University.

Sculthorpe, Gaye. Four South Pacific Museums: New Museums and Public Culture. Australian Research Council Discovery Project. This grant is administered by the University of Melbourne.

RESEARCH SUPERVISION

Graduate and Post-Graduate Supervision:

[Museum Victoria supervisors in italics]

Batten, Kristen: BSc(Hons), Department of Zoology, University of Melbourne. Supervisors: *Martin Gomon, Janette Norman, Steve Swearer*. Project: Intraspecific phylogeography and genetic structure of the common weedfish (*Heteroclinus perspicillatus*).

Butcher, Rhonda: PhD, Monash University. Supervisors: *Richard Marchant, Sam Lake*. Project: Invertebrate conservation in wetlands in western Victoria.

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

Deftereos, Christine: PhD, University of Melbourne. Supervisors: *Richard Gillespie, Kate Darian-Smith*. Project: Australian Children's Folklore Collection.

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

Etemadmoghadan, Dariush: BSc (Hons), Department of Genetics, University of Melbourne. Supervisors: *Les Christidis, Janette Norman, Jon Martin*. Project: Microsatellite analysis of geographical variation and gene flow among populations of a cooperatively breeding songbird, the Superb Fairy-wren (*Malurus cyaneus*).

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

Fitzgerald, Erich: MSc(Prelim), School of Geosciences, Monash University. Supervisors: *Thomas Rich, Patricia Vickers-Rich*. Project: Phylogenetic significance of the cranial morphology of the cetacean *Mammalodon colliveri*.

Gallego-Martínez, Susana: BSc(Hons), Department of Zoology, University of Melbourne. Supervisors: *Gary Poore, David MacMillan*. Project: New genera of antarcturid isopods from deep water in Australia and their relationships (Crustacea).

Guzik, Michelle: PhD, James Cook University. Supervisors: *Mark Norman, Ross Crozier*. Project: The phylogeny of benthic octopuses (Family Octopodidae).

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

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

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

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

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

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

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

Mackie, Joshua: PhD, University of Melbourne. Supervisors: *Les Christidis, Janette Norman, Mick Keogh*. Project: Population genetics of endemic and introduced species of bryozoans in southern Australia.

Mangnall, Elizabeth: BSc(Hons), School of Biological Sciences, Monash University. Supervisors: *Janette Norman, Les Christidis, Allan Lill*. Project: Geographic variation in the Variegated Fairy-wren *Malurus lamberti*.

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

Mills, Stuart: BSc(Hons), Department of Earth Sciences, University of Melbourne. Supervisors: *Bill Birch, Ian Plimer*. Project: Uranium geochemistry, mineralogy and geochronology of the Lake Boga Granite, northern Victoria.

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

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

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

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

Sandford, Andrew: PhD, University of Melbourne. Supervisors: *David Holloway, Stephen Gallagher, Malcolm Wallace*. Project: Stratigraphy, environments and systematics of the homalonotid and phacopid trilobites from the Late Silurian-Early Devonian of central Victoria, Australia.

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

Storey, Melissa: PhD, University of Melbourne. Supervisors: *Gary Poore, David Macmillan*. Project: Systematics and biogeography of the isopod family Serolidae (Crustacea).

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

Taylor, Joanne: PhD, University of Melbourne. Supervisors: Gary Poore, David Macmillan. Project: Systematics and biogeography of the amphipod family Phoxocephalidae (Crustacea).

Walker, Chris: BSc(Hons), Department of Zoology, La Trobe University. Supervisors: Tim O'Hara, Fiona Bird. Project: The relationship between range and abundance in the marine environment.

Walker-Smith, Genefer: PhD, University of Melbourne. Supervisors: Gary Poore, David Macmillan. Project: Harpacticoida (Copepoda) of Port Phillip Bay and their utilisation by post-settlement King George Whiting.

Wills, Sara: PhD, Australia Centre, University of Melbourne. Supervisors: Richard Gillespie, Kate Darian-Smith. Project: Knowing their place: British migrancy in postwar Australia.

RESEARCH PUBLICATIONS

Publications - Refereed Journals

Austin, J.J., Arnold, E.N. & Bour, R. 2003. Was there a second adaptive radiation of giant tortoises in the Indian Ocean? Using mitochondrial DNA to investigate speciation and biogeography of *Aldabrachelys* (Reptilia: Testudinidae). *Molecular Ecology*, 12, 1415-1424.

Baba, K. & Poore, G.C.B. 2002. *Munidopsis* (Decapoda, Anomura) from south-eastern Australia. *Crustaceana*, 75, 231-252.

Birch, W.D. 2003. The Jamieson mercury deposit, Victoria. *Australian Journal of Mineralogy*, 9, 33-38.

Darragh, T.A. 2002. *Campanile* (Mollusca: Gastropoda): a new record from the early Miocene of Victoria, Australia. *Alcheringa*, 26, 501-506.

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Austin, J. 2003. Of islands, species and ancient DNA: molecular perspectives on the evolution of insular faunas. Deakin University (Burwood, 15 May).

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Birch, W. 2002. Volcanoes in Victoria. Geelong Field Naturalists (Geelong, 5 November).

Christidis, L. 2002. Three lectures on: Methods of phylogenetic reconstruction; Case studies of phylogenetic reconstruction; and, Phylogeography. Department of Genetics, University of Melbourne (Parkville, 7-9 October).

Churchward, M. 2002. The fate of Thomson's Phaeton. Institution of Engineers Australia, Heritage Branch (Melbourne, 24 October).

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- Foley, G. 2002. Aboriginal and Torres Strait Islander Commission. Politics Department, La Trobe University (Bundoora, 17 September).
- Foley, G. 2003. Aboriginal land rights. Horwood Language Centre, University of Melbourne (Parkville, 29 January).
- Foley, G. 2003. The Indigenous community-control movement. Public Administration course, Victoria University (St Albans, 21 February).
- Foley, G. 2003. Museums and Indigenous peoples. School of Historical Studies, Monash University (Clayton, 8 May).
- Foley, G. 2003. History of Melbourne Museum. Department of History, University of Melbourne (Parkville, 19 May).
- Foley, G. 2003. Indigenous peoples on film. Media and Communication course, University of Melbourne (Parkville, 21 May).
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- Gallego Martínez, S. 2003. Australian Antarcturidae (Crustacea). Department of Zoology, University of Melbourne (Parkville, 7 May).
- Gillespie, R. 2002. Invited exhibition critique on "Tangled Destinies" exhibition at National Museum of Australia. Museums Australia (ACT Branch) (Canberra, November).
- Gillespie, R. 2003. The Great Melbourne Telescope: an object lesson in astronomy and culture. History and the Meaning of Things Seminar Series (Melbourne Museum, 12 March).
- Gomon, M. & Bray, D. 2003. Two lectures on: Temperate Australian fishes, their diversity and distribution. Department of Zoology, University of Melbourne (Marine Studies Centre, Queenscliff, 7-8 February).
- Greene, J.P. 2002. Highlights of museum development in Europe. Museum Victoria seminar (Melbourne Museum, 5 September) (also Museums Australia Victorian Branch, Melbourne Museum, 12 November).
- Greene, J.P. 2003. What will World Heritage listing mean for the Carlton Gardens and the Royal Exhibition Building? What is the future direction of the Museum? East Enders Inc. General Meeting (Melbourne, 10 February).
- Greene, P. 2003. Historic buildings: museum objects. History and the Meaning of Things Seminar Series (Melbourne Museum, 12 February).
- Greene, J.P. 2003. Museums in a changing world. Graduation Ceremony, Faculty of Arts, Deakin University (Melbourne, 6 May).
- Greene, J.P. 2003. Can design make a museum? An examination of the role exhibition design plays in shaping the public profile of a museum. Design Institute of Australia, Victoria (Melbourne, 15 May).
- Greene, J.P. 2003. What can archaeology reveal about Europe's medieval monasteries? National Archaeology Week (Melbourne Museum, 18 May).
- Henry, D. 2002. Mineralogy of the Morass Creek Gold Skarn, East Gippsland, Victoria. Mineralogical Society of Victoria (Melbourne, 3 July).
- Henry, D. 2002. Collecting Zeolites on the Isle of Skye, Scotland. Mineralogical Society of Victoria (Melbourne, 4 December).
- Hill, T. 2002. The night sky. Victorian Outdoor Education Association (Croydon, 19 July).
- Hill, T. 2002. Exotic creatures of the sky. Melbourne Girls College (Richmond, 6 September).
- Hill, T. 2003. What makes an astronomer? Siemens Science Experience (RMIT University, 22 January).
- Hill, T. 2003. Five lectures on: Astronomy. Department of Applied Physics, RMIT University (Melbourne, 25 March-16 April).
- Hill, T. 2003. Black holes. Astronomical Society of Frankston (Frankston, 21 May).
- Horvath, A. 2002. The science communication of medical scientists. Department of Anatomy and Cell Biology Seminar Series, University of Melbourne (Parkville, 13 September).
- Horvath, A. 2002. Contemporary health messages and medical ephemera: Museum Victoria's Avant cards and fundraising trinkets collection. History and the Meaning of Things Seminar Series (Melbourne Museum, 13 November).
- Horvath, A. 2002. Science and culture. Australian Health and Research Medical Congress (Melbourne, 26 November).
- Horvath, A. 2003. Ideas for giving presentations to public audiences. Postgraduate Association, University of Melbourne (Parkville, 13 May).
- Horvath, A. 2003. DNA: This is your life: 50 years of DNA. Genetech 2003 (Melbourne Museum, 14, 15, 20 and 21 May).
- Kean, J. 2003. Working with communities. Department of Fine Arts, University of Melbourne (Parkville, 7 April).
- Kean, J. 2003. Spatial representation of Victorian environments at Museum Victoria and its precursors. Museum Studies course, University of Melbourne (Parkville, 9 April).
- Kean, J. 2003. "Getting In" Interactive Theatre, Demonstration at the Marketplace for Ideas, Multimedia. American Association of Museums Annual Meeting (Portland, Oregon, USA, 19 May).
- Longmore, N.W. 2003. Updating Museum Victoria. Bird Observers Club of Australia (Burwood, 22 April).
- Lovelock, C. 2002. Conservation in the field. Monash University Archaeology Summer School (Clayton, 27 November).
- McFadzean, M. 2003. Rushing from all corners: gold and immigration. Golden Mile Public Seminar (Melbourne Museum, March).
- Mackie, J. 2002. The influence of phylogenetic branching patterns on our understanding of population biology: how much information should we be harvesting from our trees? Melbourne Systematics Forum (Melbourne Museum, 1 August).
- Marchant R. 2002. Secondary Production. Department of Biological Sciences, Monash University (Clayton, 6 September).

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Melville, J. 2002. Evolutionary convergence of ecology and morphology in desert lizard communities. Washington University Bioforum Seminar Series (St Louis, USA, October).

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Neish, P. & Walker, K. 2002. Maximising access to systematic collections: bioinformatics, virtual museums and herbaria. Melbourne Systematics Forum (Melbourne Museum, 5 December).

Norman, J. 2002. Two lectures on: Wildlife forensics. Department of Biological and Chemical Sciences, Deakin University (Geelong, 16 September).

Norman, M. 2003. Victorian cephalopods. Coastcare (Port Campbell, 8 January).

O'Hara, T. 2002. Biogeography and phylogeography of southern Australia marine biota. Genetics Department, La Trobe University (Bundoora, 22 July).

Poore, G. 2002. Illuminating relationships with fossils: an exercise with cave-dwelling crustaceans. Melbourne Systematics Forum (Melbourne Museum, 5 September).

Rich, T. 2002. Australia's polar dinosaurs. Alaska-Pacific University (Anchorage, Alaska, USA, 29 July).

Rich, T. 2002. History of the Mammalia. School of Earth Sciences, Monash University (Clayton, August).

Rich, T. 2002. The strange case of the wandering fossil. Toowoomba Field Naturalists Club (Queensland, 16 August).

Rich, T. 2002. Victoria's polar dinosaurs. Blackburn Field Naturalists (Blackburn, 25 September).

Rich, T. 2002. Affinities of the Ausktribosphenidae, five years on. Mammal Specialists Group of the Blackburn Field Naturalists (Blackburn, 9 October).

Rich, T. 2002. Affinities of the Ausktribosphenidae, the earliest Australian mammal, five years on. Melbourne Systematics Forum (Melbourne Museum, 7 November).

Rich, T. 2003. A century of Australian dinosaurs. Friends of Museum Victoria and Friends of Monash Science Centre, Monash Science Centre (Clayton, 24 May).

Rolfe, T. & Broomfield, J. 2003. Role of Production Studio and use of digital photography in the museum environment. Australian Institute of Medical and Biological Illustrators (Melbourne Museum, 29 May).

Rowe, D. 2003. A Cretaceous origin and Palaeogene trans-oceanic dispersals for rodents. A glitch in time or a stone unturned? Melbourne Systematics Forum (Melbourne Museum, 5 June).

Schmidt, R. 2002. Biogeography of Eocene bryozoans of the St Vincent Gulf Basin, South Australia. Melbourne Systematics Forum (Melbourne Museum, 4 July).

Stranks, T. 2002. Australians in Antarctica: cool science. Lions Club of Footscray (Footscray, 9 September).

Taylor, J. 2003. Dealing with continuous characters and homoplasy in the Phoxocephalidae (Crustacea: Amphipoda). Melbourne Systematics Forum (Melbourne Museum, 1 May).

Taylor, J. 2003. The impact of phylogenetic analysis on current classification of the Phoxocephalidae (Crustacea). Department of Zoology, University of Melbourne (Parkville, 21 May).

Weis, N. 2002. Science and technology at Museum Victoria. Faculty of Life Sciences, RMIT University (Bundoora, 9 September).

Viksne, M. 2002. Sourcing external funding for museum projects. Museum Studies course, Deakin University (Burwood, 6 August).

Willis, E. 2003. Displaying historical archaeology. Management of Historical Archaeology course, La Trobe University (Bundoora, May).

Willis, E. 2003. The work of a public historian in a museum. Public History course, University of Melbourne (Parkville, May).

Wills, S. 2003. Multicultural Australia. Australia Centre, University of Melbourne (Parkville, February).

Wills, S. 2003. Refugees: a crisis for Australia? Australia Centre, University of Melbourne (Parkville, April).

Wilson, R. 2002. Biogeographic tests of earth history. Department of Zoology, Monash University (Clayton, 28 August).

Wilson, R., O'Hara, T. & Poore, G. 2003. Three lectures on: Taxonomy and biodiversity of marine invertebrates. Department of Zoology, University of Melbourne (Marine Studies Centre, Queenscliff, 5-6 February).

LEFT TO RIGHT

Customer Service Officer and visitor at Scienceworks
Research and Collections staff member in the Ancient DNA Laboratory
Discovery centre at the Immigration Museum
Information desk at Scienceworks
Kym Haines, Preparator, sculpting fruit



ADDITIONAL PUBLICATIONS AND PRESENTATIONS

Publications

Edwards, S. 2002. Reminiscing. *Insite Museums Australia (Victoria) Newsletter*, December, 11.

Hunt, G. 2003. Possessed of understanding? *EQ Australia*, Issue 1, Autumn, 15-16.

Marlow, J. 2002. Designing a museum website, comprehensively. *Insite Museums Australia (Victoria) Newsletter*, August-September, 11.

Marlow, J. & Stewart, J. 2002. Using the Museum Victoria webpage. In Punshon, M. (Ed.) *We Solve It! Approaches to information literacy*. School Library Association of Victoria, pp. 81-85.

Presentations

Edwards, S. 2003. Theory and practice in Outreach Program development. Museum Studies course, Deakin University (15 April).

Edwards, S. 2003. Getting there *sans console*. Museums Australia National Conference (Perth, 27 May).

Hart, T. 2003. Where technology will go. Museums Australia National Conference (Perth, 29 May).

Hart, T. & Brownbill, J. 2003. The Virtual Room Project (VROOM): Applied virtual reality technologies in Museums. Museums Australia National Conference 2003 (Perth, 30 May).

Hawkins, F. 2002. The Museum Victoria Collection Inventory System (MVCIS). Australian Registrars Committee Conference (Sydney, 5-6 December).

Hunt, G. 2003. Old learning, new learning: Education at Melbourne Museum, Information & Communication Technology (ICT) and the Teacher of the Future. Conference of the International Federation for Information Processing (29 January).

Hunt, G. 2003. Australia before humans. Conference of the Australian Council for Health, Physical Education and Recreation (20 February).

Hunt, G. 2003. Environmental education and a sustainable future. University of Melbourne (25 March).

Jay, D. & Kerridge, Y. 2003. Design and controversy at Melbourne Museum. Workshop presentation with the National Gallery of Victoria for Visual Communication Victoria (28 March).

Jay, D. & Kerridge, Y. 2003. If you don't know where you're going, you'll probably end up somewhere else ... Forum of the Museums Australia Education Group (Victoria) (10 April).

Jay, D. & Kerridge, Y. 2002. Interpretative strategies used at museums and archaeological sites in the Middle East. Forum of the Museums Australia Education Group (Victoria) (22 October).

Jay, D. & Kerridge, Y. 2003. Learning in museums. Workshop presentation for the State Library Teachers of Victoria Conference (7 March).

Jay, D. & Kerridge, Y. 2003. Studies of Society & Environment (SOSE) at Melbourne Museum. Workshop presentation for the History Teachers Association Victoria Conference (12 May).

Jay, D. & Kerridge, Y. 2003. Exhibition interpretation. Faculty of Education, Monash University (10-11, April) (also at the University of Melbourne, 12 May).

Jay, D. & Kerridge, Y. 2003. Art in context. Department of Education, RMIT University (24 June).

Kerridge, Y. 2003. From cesspit to cabinet. National Archaeology Week, National Trust of Western Australia (11-25 May).

Kerridge, Y. 2003. On reading the text and subtext of an exhibition. International Federation of Teachers of English Conference (8 July).

Marlow, J. 2003. Virtual museums. Australian Society for Educational Technology (Victoria) (Melbourne, 10 April).

Marlow, J. 2003. Museum Victoria and ed-online. School Library Association of Victoria (Melbourne, 6 March).

Marlow, J. 2003. Adult learners and Museum Victoria online. Certificate of Science Educators (Melbourne, 27 March).

Marlow, J. & Stewart, J. 2002. Museum Victoria online. Australian Society for Educational Technology, International Education and Technology Biennial Conference (Melbourne, 7-10 July).

Moore, G. 2003. Dinosaurs and other fossils. Science Teachers Association of Victoria Conferences (10 February and 28 November).

Moore, G. 2002. Teaching about dinosaurs. Science Teachers Association of Victoria Primary Conference (21 July).

Stewart, J. 2002. Science education at Melbourne Museum. Science Teachers Association of Victoria Conference (29 November).

Research Project/Partnership

Melbourne Museum Volunteer Program has a partnership with Victoria University and the National Museum of Australia for the project: "Managing the Volunteer Workforce: Flexible Structures and Strategies to Integrate Volunteers and Paid Workers."



Additional Information

FREEDOM OF INFORMATION

The Freedom of Information Act 1982 entitles members of the public to obtain information, other than information that is exempt under the Act, held by Museum Victoria. No Freedom of Information requests were received in the reporting year.

The information below is required to be published annually under Part II of the Freedom of Information Act 1982. The information required to be published under sections 7(1)(a)(i), 7(1)(a)(iii), 7(1)(a)(iv), 7(1)(a)(vii) and 7(1)(a)(viii) is located elsewhere in this annual report.

Contacts

Principal Officer:
Dr J. Patrick Greene
(Chief Executive Officer)
FOI Officer: Ricky Tuck
Address: GPO Box 666E Melbourne 3001
Telephone: (03) 8341 7777
Fax: (03) 8341 7778
E-mail: foi@museum.vic.gov.au

Categories of Documents

Documents which are maintained in the possession of Museum Victoria include:

- records pertaining to its buildings and other assets
- records pertaining to the objects in Museum Victoria collections
- Museum Victoria policies and procedures
- records of Divisional operations
- records of Museums Board of Victoria meetings
- finance and accounting records
- volunteer records
- personnel and salary records
- Board member records
- Museum Member records

Requests for Access to Documents

Access to documents (as defined in section 5 of the Act) may only be obtained through a written request to the FOI Officer. A fax will be sufficient. However, each request should be accompanied by a \$20 FOI Application fee. An applicant may request photocopies of documents, inspection of specific documents at Museum Victoria or other access arrangements as may be appropriate to the application.

Applications should be as specific as possible to enable Museum Victoria to identify the documents sought. Where a request does not sufficiently identify the documents sought, the applicant will be advised and provided with an opportunity to consult with Museum Victoria in order to redefine the request.

Section 21 of the Act requires that all reasonable steps be taken to enable an applicant to be notified of the decision concerning the release of documents as soon as practicable. It must be no later than 45 days after day on which the request was received.

Charges under the Act

Section 22 of the Act outlines the principles for the levy or waiver of charges required to be paid by an applicant before access to a document is given. The current application fee is \$20. Further charges may be levied for photocopying, searching, or supervising access. Some charges may be waived in certain circumstances.

AVAILABILITY OF ADDITIONAL INFORMATION

The following information relating to Museum Victoria, relevant to the financial year, has been prepared and is available to the Minister, Members of Parliament and the public on request.

- Declarations of pecuniary interests duly completed by all relevant officers.
- Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.
- Details of publications produced by Museum Victoria about the Museum, and the places where publications can be obtained.
- Details of changes in prices, fees, charges, rates and levies charged by Museum Victoria.
- Details of major research and development activities undertaken by Museum Victoria.
- Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit.
- Details of major promotional, public relations and marketing activities undertaken by Museum Victoria to develop community awareness of the Museum and the services it provides.
- Details of assessments and measures undertaken to improve the occupational health and safety of employees.

- A general statement on industrial relations within Museum Victoria and details of time loss through industrial accidents and disputes.
- A list of major committees sponsored by Museum Victoria, the purpose of each committee and the extent to which the purposes have been achieved.

INFORMATION PRIVACY

Museum Victoria complies with the *Information Privacy Act 2000 (Victoria)*. This Act commenced on 1 September 2001, with all its provisions becoming enforceable from 1 September 2002. A copy of Museum Victoria's Privacy Policy is available upon request to the Privacy Officer:

Privacy Officer: Ricky Tuck
Address: GPO Box 666E Melbourne 3001
Telephone: (03) 8341 7777
Fax: (03) 8341 7778

LEGISLATIVE CHANGES

There were no amendments to the *Museums Act 1983* in the 2002-2003 financial year.

MERIT AND EQUITY

During the 2002-2003 financial year, Museum Victoria complied with Section 7 and Section 8 of the Public Sector Management and Employment Act 1998.

CULTURAL DIVERSITY STATEMENT

Museum Victoria Cultural Diversity Statement

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

The Museum Victoria Strategic plan 2003-2007 includes the following relevant key performance indicators:

- Delivery of public programs and exhibitions that explore themes of cultural diversity in Australia.
- Representation of culturally and linguistically diverse people on the Museums Board of Victoria.
- Regular meetings of the Aboriginal Cultural Heritage Advisory Committee and the Immigration Museum Advisory Committee.
- Maintain a diverse group of volunteers reflective of Australian Bureau of Statistics diversity population percentages.

Relevant Activities undertaken during the 2002-03 financial year.

- Delivered both formal and informal education programs pertaining to Aboriginal cultures and associated issues.
- Provided specialist advice, seminars, and workshops to Aboriginal people in managing their cultural heritage and provided and co-ordinated small-scale touring exhibitions of cultural materials.
- Provided culturally appropriate access to genealogical material to Aboriginal individuals and families.
- Continued implementing a strategy to increase numbers of Aboriginal people on staff across a variety of roles within Museum Victoria. This strategy resulted in the achievement of the 2003 Victorian Excellence and Leadership in Diversity Award for Employer of Indigenous Australians for leadership and implementation of diversity initiatives in the workplace. Awarded by Diversity@work Australia.
- Delivery of cross-cultural training for Museum Victoria staff to gain understanding of Indigenous issues.
- Continued development of inclusive exhibitions and programs at Immigration Museum about Australia's immigration history and resulting cultural diversity.
- Provided targeted education programs to primary, secondary and adult education sectors. These focussed on issues of Australian identity, cultural diversity and literacy and promoted greater understanding of diverse cultures in Victoria.
- Facilitated four Community Access exhibitions. These were developed by language other than English communities and explored the unique heritages of Victoria.
- Developed strong community partnerships to present a series of cultural festivals and programs at Immigration Museum. Enabling community participation and engagement, these programs represented and promoted Victoria's rich and diverse heritage.
- The Immigration Museum was recognised for its work with language other than English communities and received major awards from the Victorian Multicultural Commission, Victorian Health Promotion Foundation and Arts Victoria.
- Provided programs and resources that recognised and promoted cultural diversity.
- Continued research into and management of the Indigenous Cultures Collections.

- Continued a repatriation program of Ancestral remains and secret and sacred objects to Aboriginal Communities.

Relevant Strategies for the 2003-2004 financial year

- Understand current and potential customers, their needs and the associated costs of increasing access.
- Establish targeted programs to increase our reach into under-represented markets.
- Broaden our campus profiles to multicultural audiences.
- Create programs using community resources.
- Establish formal partnerships with Victorian Aboriginal communities.
- Strengthen links with other Aboriginal Communities.
- Continue implementation of repatriation program.

NATIONAL COMPETITION POLICY

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

CONSULTANCIES

Museum Victoria commissioned a total of 10 consultancies throughout the year for a sum of \$96,000.

BUILDING AND MAINTENANCE COMPLIANCE

Building Works (over \$50,000)

Scienceworks Museum

Main building roof replacement – \$525,000
Heritage works to Historic Buildings – \$90,000

Moreland Annex

Installation of additional early warning smoke detection system – \$53,000

Royal Exhibition Building

Partial floor replacement Great Hall – \$310,000

Minor Works (under \$50,000)

Melbourne Museum

Premises maintained to comply with lease conditions and the Building Essential Services Act 1994.

Flammable Goods Store – \$42,000

Scienceworks Museum

Urgent and essential works program to address identified risk items, safety issues, site access and customer comfort. Maintenance works program to ensure compliance with the Building Essential Services Act 1994.

Emergency Lighting upgrade – \$20,000

Immigration Museum

Urgent and essential works program to address identified risk items, security, safety issues, site access and customer comfort undertaken as required. Maintenance works program implemented to ensure compliance with the Building Essential Services Act 1994.

Urgent and essential surface protection: \$20,000

Development of Conservation Plan: \$12,000

22 William Street

Premises maintained to comply with lease conditions and the Building Essential Services Act 1994.

Royal Exhibition Building – Earth Sciences

Urgent and essential works program to address identified collection risk item. Maintenance works program to ensure compliance with the Building Essential Services Act 1994.

Supply and installation of humidity and air control system – \$47,000

Royal Exhibition Building – Great Hall

Minor works program to upgrade customer catering facility.

Maintenance works program to ensure compliance with the Building Essential Services Act 1994.

Public Address System supply and installation – \$50,000

Theatrette Upgrade – \$13,000

North Entrance Works Program – \$13,000

Moreland Annex

Urgent and essential works program to address identified risk items, materials handling, safety issues and site security. Maintenance works program to ensure compliance with the Building Essential Services Act 1994.

Abbotsford Annex

Maintenance works program to ensure compliance with the Building Essential Services Act 1994.

Additional Information

MUSEUM VICTORIA WHISTLEBLOWERS PROCEDURES

1. Statement of Support to Whistleblowers

Museum Victoria is committed to the aims and objectives of the *Whistleblowers Protection Act 2001* ('the Act'). It does not tolerate improper conduct by its employees, officers or members, nor the taking of reprisals against those who come forward to disclose such conduct.

Museum Victoria recognises the value of transparency and accountability in its administrative and management practices, and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Museum Victoria will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure.

2. Purpose of these Procedures

These procedures establish a system for reporting disclosures of improper conduct or detrimental action by Museum Victoria or its employee. The system enables such disclosures to be made to the Protected Disclosure Co-ordinator or to the nominated Protected Disclosure Officer. Disclosures may be made by employees or by members of the public.

These procedures are designed to complement normal communication channels between management and employees. Employees are encouraged to continue to raise appropriate matters at any time with their managers. As an alternative, employees may make a disclosure of improper conduct or detrimental action under the Act in accordance with these procedures.

These procedures are not intended to replace other existing Museum Victoria procedures that deal with grievances or complaints.

These procedures may be amended from time to time if necessary to comply with guidelines published by the Ombudsman under the Act. The guidelines can be found at www.ombudsman.vic.gov.au.

3. Objects of the Act

The purpose of the Act is to encourage and facilitate the making of disclosures of improper conduct by public officers and public bodies. The Act provides protection to whistleblowers who make disclosures in accordance with the Act, and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

4. The reporting system

The reported system is represented as follows:

CEO or President of Museums Board of Victoria

Authority and Decision Making.

Director Corporate Services

Protected Disclosure Co-ordinator.

Reports to CEO or Board President in cases of disclosure.

Human Resources Manager

Protected Disclosure Officer.

Welfare Manager.

Reports to Director Corporate Services in cases of disclosure.

Investigator

Appointment authorised by the CEO or Board President.

Reports to Protected Disclosure Co-ordinator.

4.1 CONTACT PERSONS WITHIN MUSEUM VICTORIA

Disclosures of improper conduct or detrimental action by Museum Victoria or its employees may be made to the following officers:

Protected Disclosure Officer – Human Resource Manager

Location:

Level 1 West
Melbourne Museum
Carlton Gardens
Phone: (03) 8341 7746
Fax: (03) 8341 7273

Protected Disclosure Co-ordinator – Director Corporate Services

Location:

Level 1 West
Melbourne Museum
Carlton Gardens
Phone: (03) 8341 7768
Fax: (03) 8341 7237

All correspondence, phone calls and emails from internal or external whistleblowers will be referred to the Protected Disclosure Co-ordinator.

Where a person is contemplating making a disclosure and is concerned about approaching the Protected Disclosure Co-ordinator or a Protected Disclosure Officer in the workplace, he or she can call the relevant officer and request a meeting in a discreet location away from the workplace.

Where the Protected Disclosure Co-ordinator, Protected Disclosure Officer, CEO or President is the subject of a claim, the internal reporting system will be modified as follows:

- Role of Protected Disclosure Co-ordinator & Protected Disclosure Officer will be combined. Therefore, if the claim is against the Protected Disclosure Officer, the Co-ordinator will carry out both roles and vice versa.
- If the CEO is the subject of a claim, the Protected Disclosure Co-ordinator will report directly to the President of the Board.

LEFT TO RIGHT

Penny Nolton, Conservator, at work
Kym Haines, Preparator, at work
Staff meeting to discuss *Bugs Alive!* exhibit plans
Cleaning walls in Tribute Garden, Immigration Museum
Live Exhibits member feeding frogs



4.2 ALTERNATIVE CONTACT PERSONS

A disclosure about improper conduct or detrimental action by Museum Victoria or its employees, may also be made directly to the Ombudsman:

The Ombudsman Victoria
Level 22, 459 Collins Street
Melbourne Victoria 3000
(DX 210174)

Internet: www.ombudsman.vic.gov.au
Email: ombudvic@ombudsman.vic.gov.au
Tel: (03) 9613 6222
Toll Free: 1800 806 314

5. Roles and responsibilities

5.1 EMPLOYEES

- Employees are encouraged to report known or suspected incidents of improper conduct or detrimental action in accordance with these procedures.
- All employees of Museum Victoria have an important role to play in supporting those who have made a legitimate disclosure. They must refrain from any activity that is, or could be perceived to be, victimisation or harassment of a person who makes a disclosure. Furthermore, they should protect and maintain the confidentiality of a person they know or suspect to have made a disclosure.

5.2 PROTECTED DISCLOSURE OFFICER

- Be a contact point for general advice about the operation of the Act for any person wishing to make a disclosure about improper conduct or detrimental action;
- Make arrangements for a disclosure to be made privately and discreetly and, if necessary, away from the workplace;
- Receive any disclosure made orally or in writing (from internal and external whistleblowers);
- Commit to writing any disclosure made orally;
- Impartially assess the allegation and determine whether it is a disclosure made in accordance with Part 2 of the Act (that is, a protected disclosure);

- Forward all disclosures and supporting evidence to the Protected Disclosure Co-ordinator; and
- Take all necessary steps to ensure the identity of the whistleblower and the identity of the person who is the subject of the disclosure are kept confidential.

5.3 PROTECTED DISCLOSURE OFFICER

- Receive all disclosures forwarded from the Protected Disclosure Officer;
- Receive all phone calls, emails and letters from members of the public or employees seeking to make a disclosure;
- Refer all public interest disclosures to the Ombudsman;
- Be responsible for carrying out, or appointing an Investigator to carry out, an investigation referred to the public body by the Ombudsman;
- Be responsible for overseeing and co-ordinating an investigation where an Investigator has been appointed;
- Appoint a Welfare Manager to support the whistleblower and to protect him or her from any reprisals, where required, appoint a welfare manager to carry out this role;
- Advise the whistleblower of the progress of an investigation into the disclosed matter;
- Establish and manage a confidential filing system;
- Collate and publish statistics on disclosures made; and
- Liaise with the CEO or President of the Museums Board.

5.4 INVESTIGATOR

The Investigator will be responsible for carrying out an internal investigation into a disclosure where the Ombudsman has referred a matter to the public body. An Investigator may be a person from within an organisation or a consultant engaged for that purpose.

5.5 WELFARE MANAGER

The Welfare Manager is responsible for looking after the general welfare of the whistleblower. The Welfare Manager will:

- Examine the immediate welfare and protection needs of a whistleblower who has made a disclosure and seek to foster a supportive work environment;
- Advise the whistleblower of the legislative and administrative protections available to him or her;
- Listen and respond to any concerns of harassment, intimidation or victimisation in reprisal for making disclosure; and
- Ensure the expectations of the whistleblower are realistic.

6. Confidentiality

Museum Victoria will take all reasonable steps to protect the identity of the whistleblower. Maintaining confidentiality is crucial in ensuring reprisals are not made against a whistleblower.

The Act requires any person who receives information due to the handling or investigation of a protected disclosure, not to disclose that information except in certain limited circumstances. Disclosure of information in breach of section 22 constitutes an offence that is punishable by a maximum fine of \$6,000 or six months imprisonment or both.

The circumstances in which a person may disclose information obtained about a protected disclosure include:

- Where exercising the functions of the public body under the Act;
- When making a report or recommendation under the Act;
- When publishing statistics in the annual report of a public body; and
- In criminal proceedings for certain offences in the Act.



Additional Information

However, the Act prohibits the inclusion of particulars in any report or recommendation that is likely to lead to the identification of the whistleblower. The Act also prohibits the identification of the person who is the subject of the disclosure in any particulars included in an annual report.

Museum Victoria will ensure all files, whether paper or electronic, are kept in secure storage and can only be accessed by the Protected Disclosure Co-ordinator, Protected Disclosure Officer, the Investigator or Welfare Manager (in relation to welfare matters). All printed material will be kept in files that are clearly marked as a Whistleblower Protection Act matter, and warn of the criminal penalties that apply to any unauthorised divulging information concerning a protected disclosure. All electronic files will be produced and stored in a secure environment. Backup files will also be kept secure. All materials relevant to an investigation, such as tapes from interviews, will also be stored securely with the whistleblower files.

Museum Victoria will not email documents relevant to a whistleblower matter and will ensure all phone calls and meetings are conducted in private.

7. Receiving and assessing disclosures

7.1 HAS THE DISCLOSURE BEEN MADE IN ACCORDANCE WITH PART 2 OF THE ACT?

Where a disclosure has been received by the Protected Disclosure Officer or by the Protected Disclosure Co-ordinator, he or she will assess whether the disclosure has been made in accordance with Part 2 of the Act and is, therefore, a protected disclosure.

7.1.1 Has the disclosure been made to the appropriate person?

For the disclosure to be responded to by Museum Victoria, it must concern an employee, member or officer of Museum Victoria. If the disclosure concerns an employee, officer or member of another public body, the person who has made the disclosure must be advised of the correct person or body to whom the disclosure should be directed. If the disclosure has been made anonymously, it should be referred to the Ombudsman.

7.1.2 Does the disclosure contain the essential elements of a protected disclosure?

To be a protected disclosure, a disclosure must satisfy the following criteria:

- The disclosure was made by a natural person (that is, an individual person rather than a corporation);

- The disclosure relates to conduct of a public body or public officer acting in their official capacity;
- The alleged conduct is either improper conduct or detrimental action has been taken against a person in reprisal for making a protected disclosure;
- The person making a disclosure has reasonable grounds for believing the alleged conduct has occurred.

The Protected Disclosure Co-ordinator & Officer will determine whether the disclosure is a public interest disclosure. This assessment will be made within 45 days of the receipt of the disclosure.

Where a disclosure is assessed not to be a protected disclosure, the matter does not need to be dealt with under the Act. The Protected Disclosure Co-ordinator & Officer will decide how the matter should be dealt with.

In reaching a conclusion as to whether a protected disclosure is a public interest disclosure, the Protected Disclosure Co-ordinator will consider whether the disclosure shows, or tends to show, that the public officer to whom the disclosure relates:

- Has engaged, is engaging or proposes to engage in improper conduct in his or her capacity as a public officer; or
- Has taken, is taking or proposes to take detrimental action in reprisal for the making of the protected disclosure.

Where the Protected Disclosure Co-ordinator concludes that the disclosure amounts to a public interest disclosure, he or she will:

1. Notify the person who made the disclosure of that conclusion; and
2. Refer the disclosure to the Ombudsman for formal determination as to whether it is indeed a public interest disclosure and further action to be taken.

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

1. Notify the person who made the disclosure of that conclusion; and
2. Advise that person that he or she may request the public body to refer the disclosure to the Ombudsman for a formal determination as to whether the disclosure is a public interest disclosure, and that this request must be made within 28 days of the notification.

In either case, the Protected Disclosure Co-ordinator will make the notification and the referral within 14 days of the conclusion being reached by the public body. Notification to the whistleblower is not necessary where the disclosure has been made anonymously.

8. Investigations

8.1 INTRODUCTION

Where the Ombudsman refers a protected disclosure to Museum Victoria for investigation, the Protected Disclosure Co-ordinator will appoint an Investigator to carry out the investigation.

The objectives of an investigation will be:

- To collate information relating to the allegation as quickly as possible. This may involve taking steps to protect or preserve documents, materials and equipment;
- To consider the information collected and to draw conclusions objectively and impartially;
- To maintain procedural fairness in the treatment of witnesses and the person who is the subject of the disclosure; and
- To make recommendations arising from the conclusions drawn concerning remedial or other appropriate action.

8.2 TERMS OF REFERENCE

Before commencing an investigation, the Protected Disclosure Co-ordinator will draw up terms of reference and obtain authorisation for those terms by the CEO. The terms of reference will require the Investigator to make regular reports to the Protected Disclosure Co-ordinator who, in turn, is to keep the CEO and Ombudsman informed of general progress.

8.3 INVESTIGATION PLAN

The Investigator will prepare an investigation plan for approval by the Protected Disclosure Co-ordinator. The plan will list the issues to be substantiated and describe the avenue of inquiry.

At the commencement of the investigation, the whistleblower should be:

- Notified by the Investigator that he or she has been appointed to conduct the investigation;
- Asked to clarify any matters; and
- Provide any additional material he or she might have.

The Investigator will be sensitive to the whistleblower's possible fear of reprisals and will make the whistleblower aware of the statutory protections provided to him/her.

8.4 NATURAL JUSTICE

The principles of natural justice will be followed in any investigation of a public interest disclosure. The principles of natural justice concern procedural fairness and ensure a fair decision is reached by an objective decision-maker.

Museum Victoria will have regard to the following issues in ensuring procedural fairness:

- The person who is the subject of the disclosure is entitled to know the allegations made against him or her and must be given the opportunity to respond. (This does not mean the person must be advised of the allegation as soon as the disclosure is received or the investigation has commenced);
- If the Investigator is contemplating making a report adverse to the interests of any person, that person should be given the opportunity to put forward further material that may influence the outcome of the report and that person's defence should be fairly set out in the report;
- All relevant parties to a matter should be heard and all submissions should be considered;
- A decision should not be made until all reasonable inquiries have been made;
- The Investigator or any decision maker should not have a personal or direct interest in the matter being investigated;
- All proceedings must be carried out fairly and without bias. Care should be taken to exclude perceived bias from the process; and
- The Investigator must be impartial in assessing the credibility of the whistleblowers and any witnesses. Where appropriate, conclusions as to credibility should be included in the investigation report.

8.5 CONDUCT OF THE INVESTIGATION

The Investigator will make contemporaneous notes of all discussions and phone calls, and all interviews with witnesses will be taped. All information gathered in an investigation will be stored securely. Interviews will be conducted in private and the Investigator will take all reasonable steps to protect the identity of the whistleblower.

Where disclosure of the identity of the whistleblower cannot be avoided, due to the nature of the allegations, the Investigator will warn the whistleblower and his or her welfare manager of this probability.

It is in the discretion of the Investigator to allow any witness to have legal or other representation or support during an interview. If a witness has a special need for legal representation or support, permission should be granted.

8.6 REFERRAL OF AN INVESTIGATION TO THE OMBUDSMAN

The Protected Disclosure Co-ordinator will make a decision regarding the referral of an investigation to the Ombudsman where, on the advice of the Investigator:

- The investigation is being obstructed by, for example, the non-cooperation of key witnesses; or
- The investigation has revealed conduct that may constitute a criminal offence.

8.7 REPORTING REQUIREMENTS

The Protected Disclosure Co-ordinator will ensure the whistleblower is kept regularly informed concerning the handling of a protected disclosure and an investigation. The Protected Disclosure Co-ordinator will report to the Ombudsman about the progress of an investigation.

Where the Ombudsman or the whistleblower requests information about the progress of an investigation, that information will be provided within 28 days of the date of the request.

9. Action taken after an investigation

9.1 INVESTIGATOR'S FINAL REPORT

- At the conclusion of the investigation, the Investigator will submit a written report of his or her findings to the protected disclosure coordinator.

Where the Investigator has found that the conduct disclosed by the whistleblower has occurred, recommendations made by the Investigator will include:

- The steps that need to be taken by Museum Victoria to prevent the conduct from continuing or occurring in the future; and
- Any action that should be taken by Museum Victoria to remedy any harm or loss arising from the conduct. This action may include bringing disciplinary proceedings against the person responsible for the conduct, and referring the matter to an appropriate authority for further consideration.

The report will be accompanied by:

- The transcript or other record of any oral evidence taken, including tape recordings; and
- All documents, statements or other exhibits received by the officer and accepted as evidence during the course of the investigation.

Where the Investigator's report is to include an adverse comment against any person, that person will be given the opportunity to respond and his or her defence will be fairly included in the report.

The report will not disclose particulars likely to lead to the identification of the whistleblower.

9.2 ACTION TO BE TAKEN

If the Protected Disclosure Co-ordinator is satisfied that the investigation has found that the disclosed conduct has occurred, he or she will recommend to the CEO the action that must be taken to prevent the conduct from continuing or occurring in the future. The Protected Disclosure Co-ordinator may also recommend that action be taken to remedy any harm or loss arising from the conduct.

The Protected Disclosure Co-ordinator will provide a written report to the CEO, Ombudsman and the whistleblower setting out the findings of the investigation and any remedial steps taken.

10. Managing the welfare of the whistleblower

10.1 COMMITMENT TO PROTECTING WHISTLEBLOWERS

Museum Victoria is committed to the protection of genuine whistleblowers against detrimental action taken in reprisal for the making of protected disclosures. The Protected Disclosure Co-ordinator is responsible for ensuring whistleblowers are protected from direct and indirect detrimental action, and that the culture of the workplace is supportive of protected disclosures being made.

The Protected Disclosure Co-ordinator will appoint a Welfare Manager to all whistleblowers who have made a protected disclosure. The welfare manager will:

- Examine the immediate welfare and protection needs of a whistleblower who has made a disclosure and, where the whistleblower is an employee, seek to foster a supportive work environment;
- Advise the whistleblower of the legislative and administrative protections available to him or her;
- Listen and respond to any concerns of harassment, intimidation or victimisation in reprisal for making disclosure;
- Keep a contemporaneous record of all aspects of the case management of the whistleblower including all contact and follow-up action; and
- Ensure the expectations of the whistleblower are realistic.

Additional Information

All employees will be advised that it is an offence for a person to take detrimental action in reprisal for a protected disclosure. The maximum penalty is a fine of \$24,000 or two years imprisonment or both. The taking of detrimental action in breach of this provision can also be grounds for making a disclosure under the Act and can result in an investigation.

Detrimental action includes:

- Causing injury, loss or damage;
- Intimidation or harassment; and
- Discrimination, disadvantage or adverse treatments in relation to a person's employment, career, profession, trade or business (including the taking of disciplinary action).

10.2 KEEPING THE WHISTLEBLOWER INFORMED

The Protected Disclosure Co-ordinator will ensure the whistleblower is kept informed of action taken in relation to his or her disclosure, and the time frames that apply. The whistleblower will be informed of the objectives of an investigation, the findings of an investigation, and the steps taken by Museum Victoria to address any improper conduct that has been found to have occurred. The whistleblower will be given reasons for decisions made by Museum Victoria in relation to a protected disclosure.

10.3 OCCURRENCE OF DETRIMENTAL ACTION

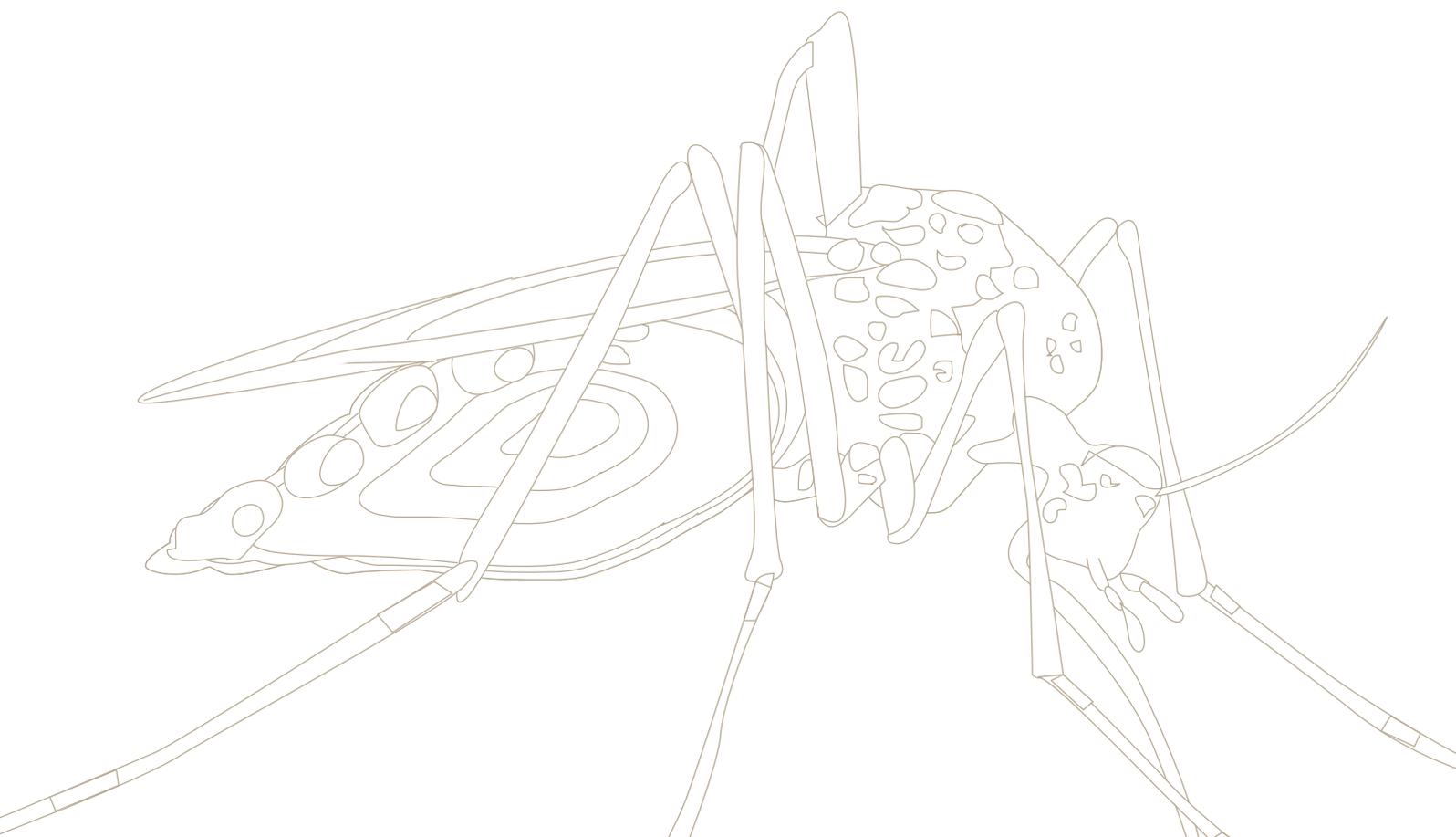
If a whistleblower reports an incident of harassment, discrimination or adverse treatment that would amount to detrimental action taken in reprisal for the making of the disclosure, the welfare manager will:

- Record details of the incident;
- Advise the whistleblower of his or her rights under the Act; and
- Advise the Protected Disclosure Co-ordinator or Chief Executive Officer of the detrimental action.

The taking of detrimental action in reprisal for the making of a disclosure can be an offence against the Act as well as grounds for making a further disclosure. Where such detrimental action is reported, the Protected Disclosure Co-ordinator will assess the report as a new disclosure under the Act. Where the Protected Disclosure Co-ordinator is satisfied that the disclosure is a public interest disclosure, he or she will refer it to the Ombudsman. If the Ombudsman subsequently determines the matter to be a public interest disclosure, the Ombudsman may investigate the matter or refer it to another body for investigation as outlined in the Act.

10.4 WHISTLEBLOWERS IMPLICATED IN IMPROPER CONDUCT

Where a person who makes a disclosure is implicated in misconduct, Museum Victoria will handle the disclosure and protect the whistleblower from reprisals in accordance with the Act, the Ombudsman's guidelines and these procedures. Museum Victoria acknowledges that the act of whistleblowing should not shield whistleblowers from the reasonable consequences flowing from any involvement in improper conduct. Section 17 of the Act specifically provides that a person's liability for his or her own conduct is not affected by the person's disclosure of that conduct under the Act. However, in some circumstances, an admission may be a mitigating factor when considering disciplinary or other action.



The CEO will make the final decision on the advice of the Protected Disclosure Co-ordinator as to whether disciplinary or other action will be taken against a whistleblower. Where disciplinary or other action relates to conduct that is the subject of the whistleblower's disclosure, the disciplinary or other action will only be taken after the disclosed matter has been appropriately dealt with.

In all cases where disciplinary or other action is being contemplated, the CEO must be satisfied that it has been clearly demonstrated that:

- The intention to proceed with disciplinary action is not causally connected to the making of the disclosure (as opposed to the content of the disclosure or other available information);
- There are good and sufficient grounds that would fully justify action against any non-whistleblower in the same circumstances; and
- There are good and sufficient grounds that justify exercising any discretion to institute disciplinary or other action.

The Protected Disclosure Co-ordinator will thoroughly document the process including recording the reasons why the disciplinary or other action is being taken, and the reasons why the action is not in retribution for the making of the disclosure. The Protected Disclosure Co-ordinator will clearly advise the whistleblower of the proposed action to be taken, and of any mitigating factors that have been taken into account.

11. Management of the Person Against whom a Disclosure has been made

Museum Victoria recognises that employees against whom disclosures are made must also be supported during the handling and investigation of disclosures. Museum Victoria will take all reasonable steps to ensure the confidentiality of the person who is the subject of the disclosure during the assessment and investigation process. Where investigations do not substantiate disclosures, the fact that the investigation has been carried out, the results of the investigation, and the identity of the person who is the subject of the disclosure will remain confidential.

The Protected Disclosure Co-ordinator will ensure the person who is the subject of any disclosure investigated by or on behalf of a public body is:

- Informed as to the substance of the allegations;
- Given the opportunity to answer the allegations before a final decision is made;
- Informed as to the substance of any adverse comment that may be included in any report arising from the investigation; and
- Has his or her defence set out fairly in any report.

Where the allegations in a disclosure have been investigated, and the person who is the subject of the disclosure is aware of the allegations or the fact of the investigation, the Protected Disclosure Co-ordinator will formally advise the person who is the subject of the disclosure of the outcome of the investigation.

Museum Victoria will give its full support to a person who is the subject of a disclosure where the allegations contained in a disclosure are clearly wrong or unsubstantiated. If the matter has been publicly disclosed the CEO will consider any request by that person to issue a statement of support setting out that the allegations were clearly wrong or unsubstantiated.

12. Criminal Offences

Museum Victoria will ensure officers appointed to handle protected disclosures and all other employees are aware of the following offences created by the Act:

- It is an offence for a person to take detrimental action against a person in reprisal for a protected disclosure being made. The Act provides a maximum penalty of a fine of \$24,000 or two years imprisonment or both.
- It is an offence for a person to divulge information obtained as a result of the handling or investigation of a protected disclosure without legislative authority. The Act provides a maximum penalty of \$6,000 or six months imprisonment or both.
- It is an offence for a person to obstruct the Ombudsman in performing his responsibilities under the Act. The Act provides a maximum penalty of \$24,000 or two years imprisonment or both.
- It is an offence for a person to knowingly provide false information under the Act with the intention that it be acted on as a disclosed matter. The Act provides a maximum penalty of \$24,000 or two years imprisonment or both.

13. Review

These procedures will be reviewed every three years along with the policy statement to ensure they meet the objectives of the Act and accord with the Ombudsman's guidelines.

Financial Statements



INTRODUCTION TO MUSEUM VICTORIA FINANCIAL STATEMENTS FOR 2002/2003

Museum Victoria's report of operations and statement of accounts for 200/03 comply with the statutory disclosure and other requirements of the Financial Management Act 1994, and a full index of compliance is tabled on page 94.

While the success of Museum Victoria and the excellent performance results across the three museums are clearly evidenced, in the body of this report, our financial statements this year show a net deficit of \$12.1 million.

It is important to view this result in its appropriate context. The deficit is not a cash loss and is primarily the result of having to factor in the depreciation of Museum Victoria's buildings, exhibitions and equipment, in particular, the Melbourne Museum complex. This depreciation was expected and in no way impacts on the operating viability of this organisation.

The Financial Statements have been prepared in accordance with the *Financial Management Act 1994*.

In our opinion, the Financial Statements present fairly the financial transactions during the 2002/03 financial year and the financial position as at 30 June 2003 of the Museums Board of Victoria. At the date of this certificate the Board is not aware of any circumstances which would render any particulars included in the statements to be misleading or inaccurate other than the items mentioned below.

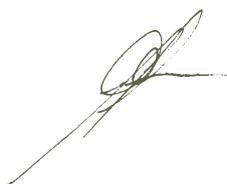
However, the Board believes that it should be noted that the revenue as stated in the Financial Statements includes revenue of the nature of specific purpose donations and grants which are brought to account when received and not matched with expenditure which may occur in subsequent financial periods.



Mr Harold Mitchell
PRESIDENT



Ms Tina McMeckan
BOARD MEMBER



Mr Joseph Corponi
CHIEF ACCOUNTING OFFICER

DATED
8 September 2003

Statement of Financial Performance

for the year ended 30 June 2003

	Notes	2002/03 \$'000	2001/02 \$'000
Revenue From Ordinary Activities			
Victorian Government Grants	2	66,886	62,697
Museum Operations			
Fees & Charges		9,679	9,695
Sales		2,752	2,275
Grants	3	2,911	1,646
Other Income	4	3,296	4,341
Donations		291	172
Rent		1,937	393
		87,752	81,219
Expenses From Ordinary Activities			
Employee Benefits	1(f)	22,456	21,119
Other Operating Expenses	5	24,262	25,671
Cost of Goods for Resale		957	866
Capital Charge	1(i)	32,337	26,682
Depreciation & Amortisation		19,905	19,497
		99,917	93,835
Net Result For The Year	12(b)	(12,165)	(12,616)
Net Increase in Asset Revaluation Reserve	12(c)	2,070	88,254
Total changes in equity other than those resulting from transactions with Victorian State Government in its capacity as owner		(10,095)	75,638

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

Statement of Financial Position

for the year ended 30 June 2003

	Notes	2002/03 \$'000	2001/02 \$'000
Current Assets			
Cash Assets	6,14.1	6,851	1,809
Receivables	7	1,881	1,045
Inventories	8 & 1(c)	838	792
Total Current Assets		9,570	3,646
Non-Current Assets			
Property, Plant & Equipment & Exhibitions	9(b), (c) & (d)	424,063	442,231
Collections	9(a)	228,682	226,612
Total Non-Current Assets		652,745	668,843
Total Assets		662,315	672,489
Current Liabilities			
Payables	10	898	1,539
Provisions	11(a)	2,051	1,925
Total Current Liabilities		2,949	3,464
Non-Current Liabilities			
Provisions	11(b)	2,603	2,167
Total Non-Current Liabilities		2,603	2,167
Total Liabilities		5,552	5,631
Net Assets		656,763	666,858
Equity			
Contributed Capital	12(a)	585,864	585,864
Accumulated Loss/Gain	12(b)	(28,049)	(14,013)
<i>Reserves</i>			
Trust Funds	12(c)	2,917	2,998
Externally Funded Special Projects	12(c)	3,831	1,879
Asset Revaluation Reserve	12(c)	92,200	90,130
Total Equity		656,763	666,858

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

Statement of Cash Flows

for the year ended 30 June 2003

	Notes	2002/03 \$'000	2001/02 \$'000
Cash Flows from Operating Activities			
RECEIPTS FROM			
Grants & Donations		3,202	1,818
Interest		206	215
Fees & Charges		9,706	7,336
Sales – Commercial Operations		2,748	4,643
Other		4,072	5,954
Goods and Services Tax on Receipts		1,089	762
Goods and Services Tax recovered from the ATO		1,242	2,063
Government Grants:			
Recurrent		66,886	62,697
Total Receipts		89,151	85,488
PAYMENTS			
Salaries & Associated Costs		(21,835)	(21,384)
Operating Expenses		(55,863)	(50,512)
Building Repairs & Maintenance		(1,397)	(1,230)
Cost of Goods for Resale		(882)	(866)
Goods and Services Tax on Expenditure		(2,431)	(2,463)
Total Payments		(82,408)	(76,455)
Net Cash Inflow from Operating Activities	14.2	6,743	9,033
Cash Flows from Investing Activities			
RECEIPTS			
Movement in Other Financial Assets			
Sale of Plant & Equipment		45	4
Government Contributed Capital		0	1,596
PAYMENTS			
Great Hall		(514)	(125)
Purchase of Property, Plant & Equipment		(827)	(796)
Melbourne Museum Development		0	(10,007)
Exhibitions		(405)	0
Net Cash (Outflow) from Investing Activities		(1,701)	(9,328)
Net (Decrease)/ Increase in Cash Held			
		5,042	(295)
Cash Held at Beginning of Financial Year		1,809	2,104
Cash at the End of the Financial Year	14.1	6,851	1,809

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

Notes to the Financial Statements

for the year ended 30 June 2003

1. SIGNIFICANT ACCOUNTING POLICIES

(a) This general-purpose financial report has been prepared in accordance with the *Financial Management Act 1994*, Australian Accounting Standards, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board, and Urgent Issues Group Consensus Views.

The financial report has been prepared under the historical cost convention and has not been adjusted to take account of changing money values, or except where stated, the current cost of specific assets or the impact of that cost on the operating result. The financial report has been prepared on an accrual and going concern basis.

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

(b) Non-Current Assets

Museum Victoria has progressively valued all its assets under the provisions of Victorian Government Policy - Revaluation of Non-Current Physical Assets - June 2002. Since the policy was issued, Museum Victoria has completed revaluation of its land, buildings and its collections.

PROPERTY, PLANT & EQUIPMENT

Museum Victoria periodically values its property using the services of independent valuers.

Plant and equipment is valued at cost.

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

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

COLLECTIONS

During the 2001-2002 financial year Museum Victoria arranged for the revaluation of its collections using a stratified valuation method. This project formed the basis for the valuation of all the Museum collections. The collections have been valued in accordance with the principles set out in the Australian Accounting Standard AASB 1041- Revaluation of Non-Current Assets.

The collection was valued utilising the fair value method of valuation. The effect of this valuation is disclosed in note 10(a).

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

LIBRARY

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

DEPRECIATION

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

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

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

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

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

(c) Inventory

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

(d) Receivables

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

Notes to the Financial Statements

for the year ended 30 June 2003

(e) Revenue Recognition

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

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

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

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

(f) Employee Benefits

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

ANNUAL LEAVE

Annual leave entitlements for employees are measured at nominal value and are determined after taking into consideration estimated future increase in wages and salaries. Related on-costs are included.

LONG SERVICE LEAVE

A liability for long service leave is recognised, and is measured as the present value of expected future payments to be made in respect of services provided by employees to 30 June 2003. Consideration is given, when assessing expected future payments, to expected future wage and salary levels, experience of employee departures and period of service.

The current liability proportion of the provision represents those employees with over ten year's service who are anticipated to take long service leave within twelve months.

Long Service Leave is centrally financed by the Department of Treasury and Finance.

(g) Rounding

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

(h) Treatment of Capital Contribution

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

(i) Capital Charge

In accordance with Government policy, a departmental capital charge has been applied to distribute the centrally-funded annual cost of capital. The rate charged for the 2002/03 financial year was 8 per cent. This charge represents the interest which Museum Victoria would have paid for the capital works portion of its grant. This charge has been recognised as revenue within the Government grant and disclosed separately as an expense within the financial statements.

(j) Other Financial Assets

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

(k) Payables

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

(l) Leased Assets

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

Museum Victoria had no financial lease obligations as at 30 June 2003.

(m) Events After Balance Date

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

Notes to the Financial Statements

for the year ended 30 June 2003

	2002/03 \$'000	2001/02 \$'000
2. VICTORIAN GOVERNMENT GRANTS		
The Museums Board of Victoria received the following grants from the Victorian Government		
Recurrent Appropriation		
Applied to Operations	34,549	36,015
Capital Charge	32,337	26,682
	66,886	62,697
Melbourne Museum Funding		
Applied to Contributed Capital	0	1,411
Royal Exhibition Building		
Applied to Contributed Capital	0	185
	0	1,596
Total	66,886	64,293
3. GRANTS		
Sources*		
State Grants from other Agencies	1,980	1,094
Commonwealth Grants	687	426
Other Grants	244	126
Total	2,911	1,646
4. OTHER INCOME		
Interest	222	184
Miscellaneous Income	3,074	4,157
Total	3,296	4,341

Notes to the Financial Statements

for the year ended 30 June 2003

	2002/03 \$'000	2001/02 \$'000
5. OTHER OPERATING EXPENDITURE		
Building and Equipment Maintenance	1,397	1,230
Administration		
Consumables	10,422	11,349
Miscellaneous*	4,678	6,645
Consultants**	96	226
Audit Fees ***		
- External	40	35
- Internal	67	47
Bad Debts	160	260
Exhibitions		
Contractors & Display Costs	6,978	5,617
Research and Collections		
Collection Management	244	262
Accelerated Move	180	0
Total	24,262	25,671

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

** Consultants engaged and paid over \$100,000 during the year are disclosed in the Report of Operation in the Annual Report.

*** Audit Fees payable to the Victorian Auditor-General's Office relating to the audit for the year ended 30 June 2003 were \$39,800 (\$35,000 2001/02).

6. CASH ASSETS

Cash Assets		
Cash	800	559
Negotiable Certificates of Deposit and Interest Bearing Deposits	6,051	1,250
Total	6,851	1,809

Notes to the Financial Statements

for the year ended 30 June 2003

	2002/03 \$'000	2001/02 \$'000
7. RECEIVABLES		
Debtors	1,977	974
Less Provision for Doubtful Debts	(180)	(20)
	1,797	954
Accrued Revenue	84	91
Total Receivables	1,881	1,045
8. INVENTORIES		
Stock of Goods for Resale	925	804
Less Provision for Stock Obsolescence	(87)	(12)
Total	838	792
9. NON CURRENT ASSETS		
9(a) COLLECTIONS		
At Valuation (1997 Independent Valuation)		
Library	-	5,612
At Valuation (2002 Independent Valuation)		
Indigenous Collections	77,100	77,100
History & Technology Collections	20,900	20,900
Natural Science Collections	123,000	123,000
At Valuation (2003 Independent Valuation)		
Library	7,682	-
Total Collections	228,682	226,612

Notes to the Financial Statements

for the year ended 30 June 2003

	2002/03 \$'000	2001/02 \$'000
9(b) PROPERTY		
Property		
At Valuation		
Land	97,090	97,090
Buildings		
Abbotsford Building (i)	4,000	4,000
Scienceworks Museum (i)	15,724	15,724
Royal Exhibition Building (i)	23,515	23,000
Immigration Museum (i)	15,014	15,014
Moreland Store (i)	5,500	5,500
IMAX (i)	16,400	16,400
Melbourne Museum (i)	183,200	183,200
	360,443	359,928
Less Accumulated Depreciation		
Abbotsford Building	(200)	0
Scienceworks Museum	(393)	0
Royal Exhibition Building	(230)	0
Immigration Museum	(300)	0
Moreland Store	(110)	0
IMAX	(164)	0
Melbourne Museum	(1,832)	0
	(3,229)	0
Total Land and Building at Valuation net of Accumulated Depreciation	357,214	359,928

(i) Abbotsford, Scienceworks, Royal Exhibition Building, Moreland, Immigration Museum, IMAX & Melbourne Museum
The Australian Valuation Office undertook a valuation of Museum Victoria's land and buildings at fair value in June 2002.

Notes to the Financial Statements

for the year ended 30 June 2003

	2002/03 \$'000	2001/02 \$'000
9(c) PLANT, EQUIPMENT & EXHIBITIONS		
Furniture & Fittings and Equipment		
Furniture & Equipment at cost	59,723	58,938
Less accumulated depreciation	(16,116)	(9,436)
	43,607	49,502
Exhibition Development		
Melbourne Museum at cost	44,875	44,875
Less accumulated depreciation	(23,024)	(14,049)
Scienceworks Museum at cost	1,359	955
Less accumulated depreciation	(899)	(844)
Immigration Museum at cost	4,663	4,663
Less accumulated depreciation	(3,732)	(2,799)
Total Exhibition Development	23,242	32,801
Total Property, Plant & Equipment, & Exhibitions	424,063	442,231

Notes to the Financial Statements

for the year ended 30 June 2003

	Crown Land \$'000	Free-hold Land \$'000	Buildings \$'000	Plant & Equipment \$'000	Exhibitions \$'000	In course of construction \$'000	Total \$'000
9(d) PROPERTY, PLANT & EQUIPMENT RECONCILIATION							
2003							
Carrying amount at start of year	91,005	6,085	262,838	49,502	32,801	0	442,231
Additions	0	0	514	826	405	0	1,745
Disposal	0	0	0	(9)	0	0	(9)
Depreciation	0	0	(3,229)	(6,712)	(9,963)	0	(19,904)
Carrying amount at end of year	91,005	6,085	260,123	43,607	23,243	0	424,063
2002							
Carrying amount at start of year	30,000	6,085	283,842	8,677	42,764	0	371,368
Additions	0	0	10,131	797	0	0	10,928
Disposal	0	0	0	(40)	0	0	(40)
Revaluation	61,005	0	18,467	0	0	0	79,472
Transfer	0	0	(46,650)	46,650	0	0	0
Depreciation	0	0	(2,952)	(6,582)	(9,963)	0	(19,497)
Carrying amount at end of year	91,005	6,085	262,838	49,502	32,801	0	442,231

Notes to the Financial Statements

for the year ended 30 June 2003

	2002/03 \$'000	2001/02 \$'000
10. PAYABLES		
Trade Creditors	335	352
Other Creditors	450	1,133
Accrued Salaries	113	54
Total Payables	898	1,539
11. PROVISION FOR EMPLOYEE BENEFITS		
11(a) CURRENT LIABILITIES		
Employee Benefits		
Annual Leave	1,762	1,684
Long Service Leave	289	241
Total	2,051	1,925
11(b) NON-CURRENT LIABILITIES		
Employee Benefits		
Long Service Leave	2,603	2,167
Total	2,603	2,167
Total (including on-costs) – Refer Note 1(f)	4,654	4,092

Notes to the Financial Statements

for the year ended 30 June 2003

	2002/03 \$'000	2001/02 \$'000
12. EQUITY		
12(a) CONTRIBUTED CAPITAL*		
Balance at beginning of year	585,864	557,045
Transfer from Accumulated Surplus	0	27,223
Capital Receipts		
VICTORIAN GOVERNMENT		
Melbourne Museum Development	0	1,411
ROYAL EXHIBITION BUILDING		
Royal Exhibition Building Upgrade	0	185
Balance At End Of Year	585,864	585,864
12(b) ACCUMULATED SURPLUS		
Balance at beginning of year	(14,013)	27,223
Transfer to Contributed Capital	0	(27,223)
Deficit for the Year		
Museums Board of Victoria	(12,165)	(12,616)
Transfer Between Reserves		
Transfer from (to) Trust Funds	81	(1,037)
Transfer to Externally Funded Special Projects	(1,952)	(360)
Balance At End Of The Year	(28,049)	(14,013)

Notes to the Financial Statements

for the year ended 30 June 2003

	2002/03 \$'000	2001/02 \$'000
12(c) RESERVES		
Trust Funds**		
Balance at beginning of the year	2,998	1,961
Transfer Between Reserves		
Transfer (to) from Accumulated Surplus	(81)	1,037
Balance At End Of The Year	2,917	2,998
Externally Funded Special Projects***		
Balance at beginning of year	1,879	1,519
Transfer between Reserves		
Transfer from Accumulated Surplus	1,952	360
Balance At End Of The Year	3,831	1,879
Asset Revaluation Reserve		
Balance at beginning of year	90,130	1,876
Add Increment	2,070	88,254
Balance At End Of The Year	92,200	90,130

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

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

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

Notes to the Financial Statements

for the year ended 30 June 2003

13. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Building works have now been completed, however, additional costs may be charged to the Melbourne Museum project due to outstanding contractual disputes with the builder. At this time the quantity is undetermined.

The Melbourne Museum believes that there are no contingent assets.

14. NOTES TO THE CASH FLOW STATEMENT

14.1 RECONCILIATION OF CASH

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

	2002/03 \$'000	2001/02 \$'000
Cash	800	559
Other Financial Assets	6,051	1,250
Total (refer to Note 6)	6,851	1,809

14.2 RECONCILIATION OF NET CASH USED IN OPERATING ACTIVITIES TO OPERATING RESULT

Operating (Deficit)/Surplus	(12,165)	(12,616)
Add (Less) items classified as Investing/Financing activities		
(Profit) Loss on Sale of Non-current Assets	(36)	36
Add (Less) non cash items:		
Depreciation & Amortisation	19,905	19,497
Provisions	797	(319)
Net cash provided by operating activities before change in Assets and liabilities	8,501	6,598
Increase/(Decrease) in Creditors & Accruals	(641)	618
(Increase)/Decrease in Receivables	(1,003)	1,770
(Increase)/Decrease in Inventories	(121)	7
Decrease in Accrued Revenue	7	40
Net cash provided by operating activities	6,743	9,033

Notes to the Financial Statements

for the year ended 30 June 2003

15. RELATED PARTY TRANSACTIONS

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

The Minister for the Museums Board of Victoria is Mary Delahunty MP. The names of each person holding the position of Board member of the Museums Board of Victoria during the financial year are Mr Harold Mitchell, Mr Peter McMullin, Ms Sheila O'Sullivan, Mr Terry Garwood, Mr Peter Hiscock AM, Dr Janet McCalman, Ms Tina McMeckan, Dr Gael Jennings, Professor Daine Alcorn, Mr Bob Weiss and Ms Susan Heron. The Chief Executive Officer of the Museum is Dr J Patrick Greene. There were no related party transactions by the Minister, the Chief Executive Officer and Board Members.

(b) There are no other related party transactions

16. RESPONSIBLE PERSONS REMUNERATION

(a) Responsible Persons

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

Responsible Minister – Minister for the Arts, Mary Delahunty MP

Accountable Officer – Dr J Patrick Greene

Board Members – As disclosed in note 15 (a).

(b) Remuneration of Responsible Persons

Members of the Board act in an honorary capacity.

The remuneration of the Accountable Officer, who is not a Member of the Board, is reported below.

(c) Executives Officers Remuneration

The number of executives officers of the Museum and their relevant remuneration bands for the reporting period are as follows:

	2002/03	2001/02
\$100,000 - \$109,999	1	4
\$110,000 - \$119,999	3	2
\$120,000 - \$129,999	1	1
\$140,000 - \$149,999	1	0
The total remuneration received or due and receivable from the Museum by Executive Officers of the Museum is:	\$855,000	\$820,647

Notes to the Financial Statements

for the year ended 30 June 2003

17. SUPERANNUATION

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

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

Employer contributions paid to the above Schemes were \$614,385 (2001/02 \$593,201). Contributions outstanding at 30 June 2003 were \$Nil. The contributions rate for the above Schemes is not available to Museum Victoria.

(b) State Superannuation Fund (VicSuper Scheme)

Employer contributions paid to the above Scheme were \$1,175,334 (2001/02 \$1,034,457). Contributions outstanding at 30 June 2003 were \$Nil. This represented a contribution rate of 9% of normal salary. Employee contributions were \$Nil.

Museum Victoria is required to recognise all superannuation payments as expenses in its operating statement. The Department of Treasury and Finance shall recognise the aggregate unfunded superannuation liability relating to employing entities in its financial statements of 30 June 2003 as the Victorian Government has assumed responsibility for this liability.

	2002/03 \$'000	2001/02 \$'000
18. LEASING COMMITMENTS		
Operating Lease Commitments		
Non-Cancellable Operating Leases contracted for but not capitalised in the accounts		
Payable:		
not longer than 1 year	1,110	1,856
Longer than 1 year but not longer than 5 years	612	1,118
Total	1,722	2,974

Notes to the Financial Statements

for the year ended 30 June 2003

19. FINANCIAL INSTRUMENTS

(a) Credit Risk Exposures

The credit risk on financial assets of the economic entity which have been recognised on the balance sheet, other than investment in shares, is generally the carrying amount, net of any provisions for doubtful debts.

(b) Interest Rate Risk Exposure

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

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

Fixed interest maturing in:		Floating	1 year	Over 1	More than	Non-interest	Total
2003	Notes	Interest rate \$'000	or less \$'000	to 5 years \$'000	5 years \$'000	bearing \$'000	\$'000
Financial Assets							
Cash and deposits	6	800	0	0	0	0	800
Receivables	7	47	0	0	0	1,834	1,881
Investments	6	5,298	753	0	0	0	6,051
		6,145	753	0	0	1,834	8,732
Weighted average interest rate		4.54%	4.84%	0%	0%		
Financial liabilities							
Trade and other creditors		0	0	0	0	898	898
		0	0	0	0	898	898
Weighted average interest rate		0%	0%	0%	0%		
Net Financial Assets (Liabilities)		6,145	753	0	0	936	7,834

Notes to the Financial Statements

for the year ended 30 June 2003

Fixed interest maturing in:		Floating Interest rate \$'000	1 year or less \$'000	Over 1 to 5 years \$'000	More than 5 years \$'000	Non-interest bearing \$'000	Total \$'000
2002	Notes						
Financial Assets							
Cash and deposits	6	559	0	0	0	0	559
Receivables	7	31	0	0	0	1,014	1,045
Investments	6	0	1,250	0	0	0	1,250
		590	1,250	0	0	1,014	2,854
Weighted average interest rate		4.29%	4.86%	0%	0%		
Financial Liabilities							
Trade and other creditors		0	0	0	0	1,539	1,539
		0	0	0	0	1,539	1,539
Weighted average interest rate		0%	0%	0%	0%		
Net Financial Assets (Liabilities)		590	1,250	0	0	(525)	1,315

Reconciliation of Net Financial Assets to Net Assets

	2002/03 \$'000	2001/02 \$'000
Net Financial Assets as above	7,834	1,315
Non-Financial Assets and Liabilities:		
Inventories	838	792
Property, Plant & Equipment	424,063	442,231
Collections	228,682	226,612
Provisions	(4,654)	(4,092)
Net Assets per Statement of Financial Position	656,763	666,858

(c) Net Fair Value of Financial Assets and Liabilities

On-balance sheet

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

The net fair value of other monetary financial assets is based upon market prices where a market exists or by discounting the expected future cash flows by the current interest rates for assets with similar risk profiles. In the 2002-03 financial year Museum Victoria did not have any financial assets in this class.



AUDITOR GENERAL
VICTORIA

AUDITOR-GENERAL'S REPORT

To the Members of the Parliament of Victoria, responsible Ministers and Members of the Museums Board of Victoria

Audit Scope

The accompanying financial report of the Museums Board of Victoria for the financial year ended 30 June 2003, comprising a statement of financial performance, statement of financial position, statement of cash flows and notes to the financial statements, has been audited. The Members of the Museums Board of Victoria are responsible for the preparation and presentation of the financial report and the information it contains. An independent audit of the financial report has been carried out in order to express an opinion on it to the Members of the Parliament of Victoria, responsible Ministers and Members of the Museums Board of Victoria as required by the *Audit Act* 1994.

The audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement. The audit procedures included an examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with Accounting Standards and other mandatory professional reporting requirements in Australia, and the financial reporting requirements of the *Financial Management Act* 1994, so as to present a view which is consistent with my understanding of the Museums Board of Victoria's financial position, and its financial performance and cash flows.

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

Audit Opinion

In my opinion, the financial report presents fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia, and the financial reporting requirements of the *Financial Management Act* 1994, the financial position of the Museums Board of Victoria as at 30 June 2003 and its financial performance and cash flows for the year then ended.

MELBOURNE
22 September 2003


J.W. CAMERON
Auditor-General

Index of Compliance

The Department of Treasury and Finance requires the following details to comply with reporting requirements in terms of Part 7 of the Financial Management Act 1994.

Index to disclosure requirements 1997/98

The annual report is prepared in accordance with the Financial Management Act 1994 and the directions of the Minister for Finance.

CLAUSE	DISCLOSURE	PAGE
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<i>Management and structure</i>		
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Fees and Charges

CAMPUS FEES UNTIL 13 MAY 2003

The following campus fees and charges applied at Museum Victoria's public museum campuses from the 1 July 2002 until 13 May 2003.

	ADULT	CHILD	CONCESSION	FAMILY
Melbourne Museum	\$15.00	\$8.00	\$11.00	\$35.00
Melbourne Museum & Imax	\$22.00	\$14.50	\$19.00	\$59.00
Scienceworks Museum	\$9.90	\$4.80	\$7.00	\$27.00
Scienceworks Museum & Melbourne Planetarium	\$15.90	\$8.50	\$11.80	\$43.00
Immigration Museum	\$7.00	\$3.50	\$5.50	\$17.50

NOTES

- Melbourne Museum entry includes one free session of ICE Theatre per person. ICE only tickets are \$4.50 per person.
- Tours of the Royal Exhibition Building: adult \$5.00 or \$3.00 add-on to Melbourne Museum ticket, child \$1.00.
- Special fees apply for various ticket options such as combined ICE and IMAX Theatres, Melbourne Planetarium and school bookings, special activities and programs. Surcharges apply for some special touring exhibitions.

CAMPUS FEES FROM 14 MAY 2003

The following campus fees and charges applied at Museum Victoria's public museum campuses as at 30 June 2003.

	ADULT	CHILD	CONCESSION	FAMILY
Melbourne Museum	\$6.00	\$0.00	\$0.00	N/A
Melbourne Museum & Imax	N/A	N/A	N/A	N/A
Scienceworks Museum	\$6.00	\$0.00	\$0.00	N/A
Scienceworks Museum & Melbourne Planetarium	\$6.00	\$4.00	\$5.00	Planetarium Pass 2 Adults and 4 Children \$16.00
Immigration Museum	\$6.00	\$0.00	\$0.00	N/A

NOTES

- Melbourne Museum entry includes one free session of ICE Theatre per person. ICE only tickets are \$4.50 per person.
- Tours of the Royal Exhibition Building: adult \$5.00 or \$3.00 add-on to Melbourne Museum ticket, child \$1.00.
- Special fees apply for various ticket options such as combined ICE and IMAX Theatres, Melbourne Planetarium and school bookings, special activities and programs. Surcharges apply for some special touring exhibitions.

MEMBERSHIP FEES FOR MUSEUM VICTORIA MEMBERS

As at 30 June 2003

	1 year	2 years
Household	\$90.00	\$144.00
Joint Adult	\$80.00	\$128.00
Adult	\$54.00	\$86.00
Senior/Concession	\$36.00	\$57.00
Child	\$18.00	\$29.00

Membership provides: unlimited entry to all campuses, discounts for touring exhibitions, Melbourne Planetarium, Imax Theatre and retail outlets, free admission to a number of interstate museums and Museum Victoria's quarterly magazine.

Website

www.museum.vic.gov.au

Museum Victoria

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Melbourne Museum

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Scienceworks Museum

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Telephone + 61 3 9392 4800
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Immigration Museum

Old Customs House
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Facsimile + 61 3 9927 2728

Design

Dunham Bremmer Melbourne

Photography

John Augier
John Broomfield
Frank Coffa
Emma Cross
Eamon Gallagher
Benjamin Healley
David Loram
Michelle McFarlane
Mark Norman
Gary Poore
Rodney Start
Mark Stracham

FRONT COVER

Grandparents with their grandson in the front foyer at Melbourne Museum

BACK COVER

Scienceworks school holiday program