



Annual Report 2023-24





Annual Report **2023–24**

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

Enquiries about this report are welcome
Attn: Governance Director
governance@nla.gov.au

ABN 28 346 858 075

© Commonwealth of Australia 2024

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



With the exception of the National Library of Australia logo and all photos and graphics, this report is licensed under a Creative Commons Attribution 4.0 International Licence. Licence is a standard form license agreement that allows you to copy, distribute, transmit and adapt this publication provided that you attribute the work. The Commonwealth's preference is that you attribute this publication (and any material sourced from it) using the following wording:

Source: Licensed from the Commonwealth of Australia under a Creative Commons Attribution 4.0 International Licence.

To view a copy of this licence visit the [Creative Commons website](https://creativecommons.org/licenses/by/4.0/).

National Library of Australia

Annual report / National Library of Australia.–8th (1967/68)–
Canberra: NLA, 1968––v.; 25 cm.

Annual.

Continues: National Library of Australia. Council. Annual report of the Council =
ISSN 0069-0082.

Report year ends 30 June.

ISSN 0313-1971 = Annual report–National Library of Australia.

1. National Library of Australia–Periodicals.

027.594

Cover image: Person holding a mobile with Trove featured on the screen

National Library of Australia

13 September 2024

The Hon Tony Burke MP
Minister for Home Affairs
Minister for Immigration and Multicultural Affairs
Minister for Cyber Security
Minister for the Arts
Leader of the House, House of Representatives
Parliament House CANBERRA ACT 2600

Dear Minister

National Library of Australia Annual Report 2023–24

The Council, as the accountable authority of the National Library of Australia, has the pleasure of submitting to you for presentation to each House of Parliament its annual report covering the period 1 July 2023 to 30 June 2024.

The Council approved this report at its meeting in Canberra on 16 August 2024.

The report is submitted to you in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* and section 25 of the *National Library Act 1960*.

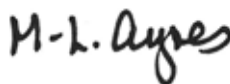
This report will also be available electronically at www.nla.gov.au/corporate-documents/annual-reports

We commend the annual report to you.

Yours sincerely



The Hon Dr Brett Mason
Chair of Council



Dr Marie-Louise Ayres FAHA
Director-General



Parkes Place Canberra ACT 2600 Australia
T +61 2 6262 1111
nla.gov.au ABN 28 346 858 075

Contents

Introduction

1.1	Chair's report	10
1.2	Director-General's review	12

2023–24 Highlights

2.1	Snapshot: The year at a glance	16
2.2	Highlight: Digitising bilingual First Nations books	18
2.3	Highlight: Trove is a place for every story	19

Annual Performance Statement

3.1	Performance and purpose	23
3.2	Strategic priority one: First Nations	25
3.3	Strategic priority two: Collect	29
3.4	Strategic priority three: Connect	36
3.5	Strategic priority four: Collaborate	45
3.6	Strategic priority five: Capability	51

Governance and Accountability

4.1	Role	60
4.2	Legislation	61
4.3	Organisation	61
4.4	Corporate governance	61
4.5	Summary of financial performance	75

Financial Statements

5.1	Audited Financial Statements	80
-----	------------------------------	----

Appendices

Appendix A:	The Council of the National Library of Australia and its committees	120
Appendix B:	Management of human resources and executive remuneration	130
Appendix C:	Bequests, partnerships and donations	138
Appendix D:	Grants, fellowships and scholarship programs	154
Appendix E:	Notable acquisitions	157
Appendix F:	Trove Strategic Advisory Committee	163
Appendix G:	Corrections	164

Glossary and Indices

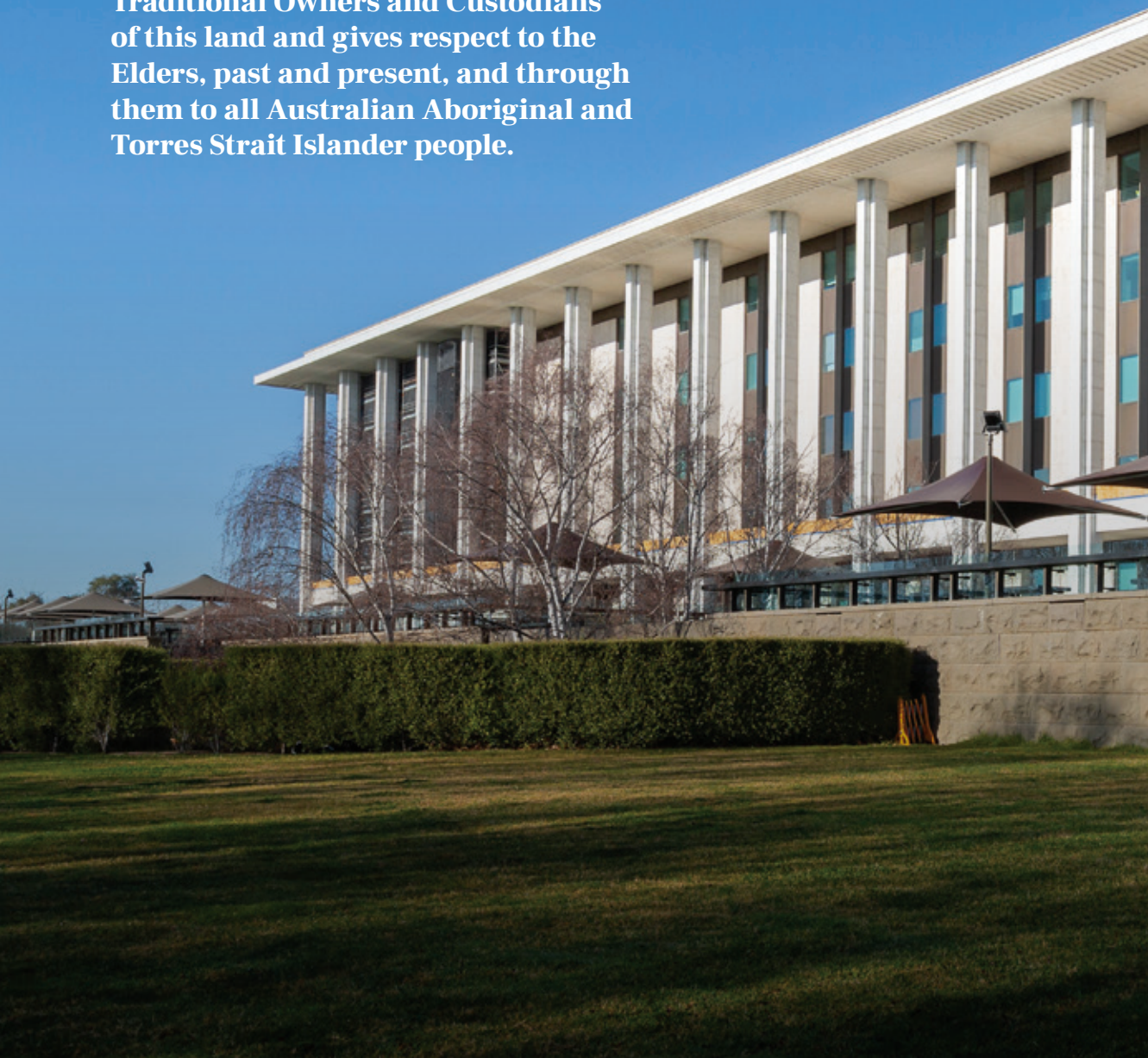
Glossary	168
Shortened terms	169
Compliance index	170
Index	175

Tables

Table 3.1	Qualitative evaluation of recognising and respecting First Nations stories	28
Table 3.2	Number of Australian published works collected, including digital	33
Table 3.3	Number of Australian unpublished works collected, including audiovisual material and digital	33
Table 3.4	Case study of collecting relationships aligned to the National Library's area of focus to improve the comprehensiveness of the National Library's legal deposit collecting	34
Table 3.5	Number of digital visits to the National Library	39
Table 3.6	Number of onsite visits to the National Library	40
Table 3.7	Number of images digitised and added to Trove	41
Table 3.8	Collection items delivered on time	41
Table 3.9	Information and research enquiries responded to on time	42
Table 3.10	Copies Direct orders delivered on time	42
Table 3.11	Availability of National Library and Trove websites	43
Table 3.12	Qualitative evaluation of the value of the collection, services or programs	43
Table 3.13	Number of Trove Collaborative Services (TCS) partnerships that the National Library engages with annually	49
Table 3.14	Qualitative evaluation using stakeholder/partner case studies or surveys	49
Table 3.15	Legal deposit items collected through the automated digital deposit system	55
Table 4.1	Premiums for injuries suffered 2021–22 to 2024–25 (as a percentage of wages and salaries)	70
Table 4.2	Library expenditure on advertising and market research 2023–24	71
Table 4.3	Greenhouse gas emissions inventory 2023–24 – location-based method	74
Table 4.4	Electricity greenhouse gas emissions 2023–24	74
Table A.1	National Library of Australia Council members as at 30 June 2024	120
Table A.2	Council members' ordinary meeting attendance 2023–24	126
Table A.3	Council members' extraordinary meeting attendance 2023–24	127
Table A.4	Audit and Enterprise Risk Committee members 2023–24	128
Table A.5	Audit and Enterprise Risk Committee members' meeting attendance 2023–24	129
Table A.6	Council Governance Committee members' meeting attendance 2023–24	129
Table B.1	All ongoing employees 2023–24	131
Table B.2	All non-ongoing employees 2023–24	131
Table B.3	All ongoing employees 2022–23	132
Table B.4	All non-ongoing employees 2022–23	132
Table B.5	Key management personnel remuneration 2023–24	134
Figures		
Figure 4.1	Organisational and senior management structure as of 30 June 2024	62
Figure 4.2	Corporate governance structure 2023–24	63

Acknowledgment of Country

**The National Library of Australia
acknowledges Australia's First Nations
Peoples – the First Australians – as the
Traditional Owners and Custodians
of this land and gives respect to the
Elders, past and present, and through
them to all Australian Aboriginal and
Torres Strait Islander people.**





CULTURAL WARNING Aboriginal and Torres Strait Islander people are respectfully advised that this publication contains images and references to deceased people. Where possible, permission has been sought to include their names and images.



The National Library digitised a record number of its unique manuscript collections in 2023–24. This was made possible by sustained investment in internal capability, including hardware, software and ongoing upskilling of dedicated ongoing staff.



Introduction



1.1 Chair's report

In the six years during which I have had the privilege of chairing the Council of the National Library of Australia, libraries worldwide have weathered storms of extraordinary disruption. The National Library of Australia was no exception. The onset of COVID-19 in early 2020 marked the beginning of

a profound transformation, compelling us to close our doors and accelerating our shift to digital services, including through virtual programming. Even as a purely digital presence, the National Library provided much-needed support to Australian communities and our ability to swiftly adjust to unfolding events has given us the experience to face uncertain futures with greater confidence.

As we navigated these major shifts, libraries nationally and internationally also found themselves at the heart of protests regarding acquisition and availability of texts deemed inappropriate by small but vocal pockets of the community. Such activism remains a concern for society as a whole, as Australians must have freedom to read. The role of libraries is not to decide what can or cannot be read, but to provide the broadest possible range of information and interpretations so that readers may form their own opinions.

Adding to these social challenges, the National Library of Australia faced a destructive hailstorm in 2020, which caused severe damage to the National Library's copper roof and endangered its valuable collections. Beautifully replaced by 2023, incidents like this nonetheless highlight the need for enhanced protective measures and disaster preparedness to safeguard cultural heritage against escalating environmental threats.

Through these many challenges, our resilience and adaptability continued to shine brightly. The National Library's efforts over the past six years underscore the vital role we and libraries all over the world play in serving our communities, not in spite of but because of the ever-changing challenges ahead of us.

In circumstances where change is the only constant, good governance is fundamental, and I am proud that we have improved our governance processes, both for Council as the National Library's accountable authority and within the National Library itself. Several examples stand out to me during my time as Chair. These include approving the National Library's first comprehensive Accountable Authority Instructions to align with Commonwealth Government agency best practice, and working with Council members to update the operations of Council and clarify Council and committee charters. We also worked hard to enhance our governance frameworks, for instance, by updating the National Library's strategic and business risk frameworks, as well as physical and cyber security plans. Council provided strong leadership to key Library strategies and policies, and raised and monitored issues around performance management and reporting maturity.

As in each of my years as Chair, I offer my heartfelt gratitude to my fellow Council members for so ably guiding the National Library through times both energising and challenging, as well as their unwavering belief in the National Library's importance to the Australian community. This year, we welcomed our newest Council members, Distinguished Professor Larissa Behrendt AO and Senator Dr Jess Walsh, and look forward to their unique contributions. On a sorrowful note, we were deeply saddened by the passing of our fellow Council member, Senator Linda White, in February 2024. We are grateful for Linda's clear vision about the National Library's purpose, especially in serving the full diversity of Australia's people. We know that a good life stems from individuals caring about their community, and Linda was one such individual.

During her time on Council, Linda marvelled at the depth and breadth of the National Library's national footprint. For my part, I have never ceased to be astonished at the innovation that buoys its complex operations. One of my favourite features is Trove, the National Library's digital collection and search engine. I use Trove several times a day for research, and have watched the service develop and improve. Sustained government funding has both enabled substantial enhancements to its user interface (making it more intuitive and accessible for a broader audience) and facilitated the addition of vast amounts of new content (expanding Trove's already extensive repository). This growth has made Trove one of Australia's most significant and iconic pieces of cultural infrastructure, and something of which I am immensely proud to have been a part.

Shortly after assuming the role of Chair of the National Library's Council in 2018, I joined thousands in celebrating the National Library's 50th birthday. The atmosphere was electric, with visitors of all ages filling the National Library, a day forever etched in my memory. During my six-year tenure, I've come to cherish how meticulously the National Library manages its collections, relationships and resources, leveraging them to enhance both physical and digital offerings. Australia rightfully takes pride in its National Library, its global leadership in digital innovation and its commitment to extensive collection efforts that serve millions annually.

In addition to thanking my Council colleagues for their invaluable contributions over the last six years, my sincere thanks also go to Director-General Dr Marie-Louise Ayres, who has been a most thoughtful colleague and leader, and her outstanding executive team. The National Library's ongoing success is in no small part due to her, the National Library's staff and its volunteers. It has been the privilege of a lifetime to work with them to nurture Australia's intellectual heritage.



The Hon Dr Brett Mason



1.2 Director-General's review

While 2022–23 saw the Australian Government announce increased and ongoing funding for the National Library and other National Cultural Institutions, last year has seen us working hard to maximise the opportunities that funding affords. As I have remarked several times over the year, 'growing' a library brings its own challenges – but is much more fun than the alternative!

With increased funding, we have made strong progress across all five of our Corporate Plan priorities – First Nations, Collect, Connect, Collaborate and Capability. While the pages that follow provide evidence of our work across these areas, I want to reflect here on the importance of the enablers that make this possible.

Everything we do is underpinned by our capability: the buildings in which we preserve our magnificent collections, serve the public and work on their behalf; the digital infrastructure that has transformed the way Australia and the world engages with Australian culture; and our people – ambitious, talented, collaborative and service-oriented.

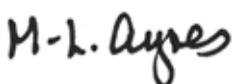
Work on our beautiful Canberra building has been both visible and invisible to the public. This year, we have been able to minimise public impacts of this work, with few restrictions on collection access or services. Even a six-month closure of our galleries could not dent enthusiasm for in-person experiences of the National Library, with visitation now back to pre-COVID levels. Behind the scenes, however, staff from across the National Library have worked intelligently to make this minimal public impact possible – while experiencing very significant imposts on their own working environment. I thank all staff for their commitment to public access, and their cheerful acceptance of (often repeated) moves into smaller and not always ideal office accommodation.

We have continued implementing our Trove and Digital strategies, with our digitised and born-digital collections growing rapidly, dramatically increasing the quantity and variety of resources available to all, rather than only to those who can visit Canberra. We have been very pleased to see use of our digital collections grow steadily, and to see daily evidence of the new knowledge and creative work this 'at your fingertips' access enables. None of this access is possible without strong, secure and cleverly designed digital infrastructure and workflows. We are ambitious to do more and are actively seeking opportunities to leverage decades of investment in digital collection infrastructure for the benefit of a broader array of Australian cultural institutions.

Last year has seen us progressively building our staffing cohort to meet both our expanded budget and the Australian Government's requirement to reduce reliance on contractors and labour hire workers. In practice, this has meant that many of the National Library's senior leaders have spent a significant portion of their time supporting recruitment activities, with nearly 300 job offers made in the last year. I thank all colleagues involved in this important work. It is clear that a combination of longer-term National Library knowledge and new thinking from those joining us from elsewhere in the Australian Public Service or beyond has created a vibrant and ambitious workforce hungry to do more for the communities we serve.

Among these are Australia's First Nations communities. At the time of our last Annual Report, the National Library had just completed development of its Indigenous Cultural and Intellectual Property protocols and was about to embark on implementing them across all areas of our work. I would like to pay special tribute to colleagues in our Indigenous Engagement section and our partner Anika Valenti, Senior Associate with Terri Janke and Company, for a mighty effort in running 25 implementation workshops with teams across the National Library. While there is significant work to do internally and externally, including communicating more broadly with researchers about the rationale for the protocols and their links with the principles of self-determination, we are well underway with this major cultural and professional change. In this, we are leaders, with Australia's state and territory libraries learning from our experience, and international colleagues keen to understand both our intent and our practical application across all areas of our business.

In closing, I would like to thank our outgoing Chair, the Hon Dr Brett Mason, for his dedication to the National Library over the last six years – a time, as he says, of many previously unimaginable disruptions. Dr Mason's love for the National Library and its work has been a great support in difficult times, and equally valuable over the last year when policy and budget settings have allowed us to take a longer-term view of how we can best serve the Australian community. Similarly, I thank all Council members – those who have been with us for many years, and those who have joined Council recently – for their thoughtful engagement with our purpose, our business, our ambitions and our capability. I know that all Council members would wish to join me in offering my deepest thanks to my Executive colleagues and the National Library's many dedicated staff whose work every day of the week, and every day of the year, makes Australia a better-informed nation, more aware of and engaged with its many stories.

A handwritten signature in black ink that reads "M-L. Ayres". The signature is written in a cursive, slightly slanted style.

Dr Marie-Louise Ayres FAHA



In 2023–24, culturally and linguistically diverse collecting focused on the Indian diaspora in Australia. In this image, the crowd celebrates as various colours of gulal are thrown in the air during Holi Festival, Victoria Park, Brisbane, Queensland, 24 March 2024. <https://nla.gov.au/nla.obj-3318622784/>

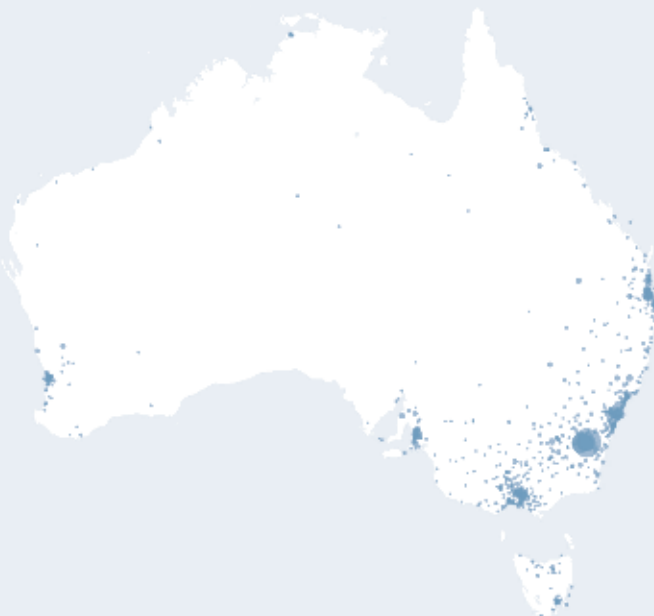


2023-24 Highlights

2.1 Snapshot: The year at a glance

VISITOR REACH *

Onsite visits to Library events; the onsite and online bookshop; learning and school education programs; Library donors and Friends.



Very remote	0.1%
Remote	0.9%
Outer regional	4.3%
Inner regional	10.0%
Major cities	83.8%
Not known	1.0%

RESEARCH AND INFORMATION INQUIRIES REACH *

Online research and information inquiries received via the Library's 'Ask a Librarian' service; research user registrations; fellowship and grant programs; Trove.



Very remote	0.5%
Remote	0.8%
Outer regional	7.4%
Inner regional	16.8%
Major cities	70.4%
Not known	4.2%

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

Our people



365 staff* ⬆

Median age of staff was **45 years**

42.8% of ongoing staff have worked at the Library for over five years ⬇

26 registered volunteers ⬇

1,515 Friends of the National Library ⬆

WE OPERATED FROM SIX BUILDINGS



The main **National Library** building

One **administrative** building

Three offsite collection **storage repositories**

An office in the **Australian Embassy in Jakarta**

New items acquired



28,359

PUBLISHED
WORKS ACQUIRED ⬆



165,576

UNPUBLISHED
WORKS ACQUIRED ⬆

Access and usage



23.2M

TOTAL WEBSITE
SESSIONS† ⬆



14.3M

TROVE WEBSITE
SESSIONS‡ ⬆

54,776 physical items delivered to users either in reading rooms or offsite via interlibrary loan or document supply ⬆

41,535 reference and information inquiries answered by Library staff ⬆

19 billion Australian and online resources available§ ⬆

28.3 million newspaper pages available online ⬆

498 million lines of text corrected¶ ⬆

Social media



967,797
total social media engagements ⬆

WE OPERATED TWO READING ROOMS AND TWO GALLERIES IN THE MAIN BUILDING



Main reading room
Special collections reading room
Treasures Gallery
Exhibition Gallery

Visitors



389,389 ONSITE VISITORS ⬇

359,928 OFFSITE VISITORS ⬆

In 2023–24, there were:

183,722 reading room visitors ⬇

66,219 visitors to our exhibition galleries ⬆

12,004 visitors to events ⬇

2,540 school students ⬆

28 online events ⬆

64,588 online event attendees ⬇

Our staff delivered onsite and offsite public programs including:

53 public events ⬆

118 volunteer-led tours ⬆

82 organised school programs ⬆

8 learning programs ⬆

Note that upward and downward arrows reflect the trend from previous year. * Average full-time equivalent † Includes Australian and international engagement and Trove website sessions ‡ Includes Australian and international engagement § Includes all files in the Australian Web Archive, delivered via Trove ¶ All-time total since the National Library began tracking # Social media reporting relies on a third-party algorithm, which may be adjusted from year to year ⬇ Total number of visits to third-party exhibitions ⬆ Exhibition galleries were closed for 6 months in 2023–24

2.2 Highlight: Digitising bilingual First Nations books

The National Library holds around 350 bilingual books produced by the Papunya Literature Centre from the 1960s to the 1990s. These books were authored and illustrated by members of the Papunya community and written in Pintupi and Pintupi-Luritja. They were created as literacy tools for school children in Papunya and remain a valuable resource for language and cultural maintenance.

The National Library digitised these books with the generous support of an anonymous donor and the work of Professor Vivien Johnson, who was awarded a National Library fellowship in 2020 to work with this collection. Through Professor Johnson's longstanding connection with the Papunya community, we have enriched our understanding and description of the material, worked with the community to digitise the books, and made them more accessible within the community and beyond.

Considerable work was undertaken to ensure accurate machine-readable capture of the Pintupi and Pintupi-Luritja language in the books and correct representation of diacritics. Further consultation with the community is underway to obtain permission to publish these on Trove.

We are working with the community to identify the best options for repatriation of high-quality physical and digital copies of the books. By 30 June 2024, 16 fully digitised books were supplied back to the community for use in community projects. These community projects include an exhibition to tell the story of the Papunya Literature Centre, creation of audiobook versions and animations of several books.



A selection of books from Papunya Literature Centre that have now been digitised.

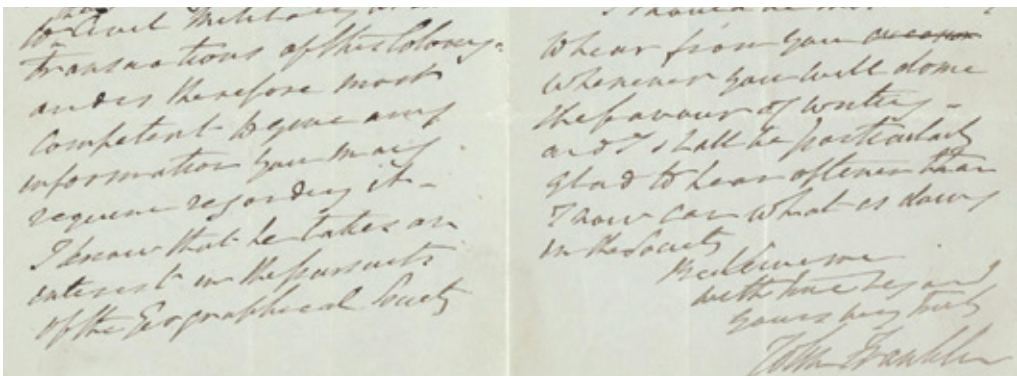
2.3 Highlight: Trove is a place for every story

Millions of Australians explore the collections of their rich cultural sector every day by using Trove. Following the 2023 launch of Australia's National Cultural Policy, the 2023–24 Federal Budget provided ongoing and indexed funding for Trove for the first time. In the first year of this taking effect, the National Library began to stabilise the software platform, brought in a record amount of new digitised content and planted the seeds for significant innovation.

For example, the use of handwritten text recognition technology has been a major innovation for 2023–24. Currently applied to more than 50,000 pages of archives, this technology enables users to search, find and use handwritten materials based on terms mentioned in the archives, not just the description. This new content is expanding rapidly. The National Library also launched the content contributor program in 2023 to bring more collections from museums, galleries and historical societies across Australia to Trove.

We also greatly added to the content in Trove using philanthropic support to digitise the National Library's unique archival collections. Additions included the papers of Dame Dorothy Tangney and Dame Enid Lyons, the first women elected to federal parliament, and the papers of ground-breaking journalist Wilfred Burchett. Our partnership digitisation programs continued to deliver treasures from Australia's specialist institutions, such as manuscripts from the Australian Academy of Science and much-requested new newspaper content, including more than 600,000 pages of the *Daily Mirror*.

System replacements and stabilisation also commenced across the digital ecosystems that drive and deliver Trove. Without changing how Trove looks or operates, these improvements will lay the basis for future innovation and partnerships, and improve cyber security to ensure our collections are preserved with integrity for future generations.



Newly acquired and digitised correspondence from Sir John Franklin to Captain Washington, 15 February 1839, nla.gov.au/nla.obj-3142222639.



The National Library's IT server room relocation was one of the significant building works projects completed in 2023-24.



Annual Performance Statement

Statement by accountable authority

On behalf of the accountable authority of the National Library of Australia, we present the 2023–24 annual performance statement of the National Library of Australia, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In our opinion, this annual performance statement is based on properly maintained records, accurately reflects the performance of the entity and complies with subsection 39(2) of the PGPA Act.



The Hon Dr Brett Mason
CHAIR
16 August 2024



Dr Marie-Louise Ayres FAHA
DIRECTOR-GENERAL
16 August 2024

3.1 Performance and purpose

Sections 3.2 to 3.6 report on performance and outcomes against the 2023–24 Corporate Plan and Portfolio Budget Statements.

Purpose

In accordance with the *National Library Act 1960*, the National Library collects and preserves documentary resources, particularly relating to Australia and the Australian people, so Australians can discover, learn and create new knowledge, now and in the future. The National Library is a respected custodian of Australia's published, written, oral, visual and digital heritage, and a world-leading provider of access to that heritage. The National Library's vision is to connect all Australians with national collections, enriching our understanding about who we are and our place in the world.

Strategic priorities

The National Library has five strategic priorities:

- First Nations – we recognise and respect the crucial place of First Nations stories in Australia's arts, culture and history.
- Collect – we collect today what will be important tomorrow for Australia's increasingly diverse community.
- Connect – we inspire Australians to explore voices, stories, and meanings by connecting with communities and connecting communities with their national collections.
- Collaborate – we collaborate with others to deepen the national impact of cultural collections and inform a seamless future for Australia.
- Capability – we are an innovative organisation with strong foundations and the capability to realise our ambitions and deliver our mandate.

Performance overview

In 2023–24, the National Library performed well against its purpose and strategic priorities. We continued our commitment to the pillars and principles in Australia's National Cultural Policy, *Revive: a place for every story, a story for every place*.

The National Library continued to collect and preserve rich documentary resources – particularly targeted collecting with First Nations and culturally and linguistically diverse communities, and in physical and digital collecting related to nationally significant events and issues, such as the Referendum on an Aboriginal and Torres Strait Islander Voice and the impact of COVID-19. We also increased discoverability of First Nations–related collection items by inviting the Trove social media community to add AustLang tagging to items related to First Nations Australians, their communities and Country.

The National Library met or exceeded its target for a range of performance measures, including:

- onsite visits exceeded the performance target by almost 25 per cent, suggesting that visitor numbers remain high despite the impact of vital building works
- the number of images digitised and published to Trove was more than double the target
- digital visits to the National Library increased by around 7 per cent on the previous year
- the number of information and research enquiries responded to increased by 16 per cent
- the number of Australian unpublished works collected, including audiovisual and digital material, more than doubled.

The National Library did not complete the qualitative evaluation of the Content Contribution to Trove program becoming free of charge. This was because a comprehensive dataset was not available during the reporting period. See Table 3.14 on page 49 for further information.

The number of Australian published works collected, including digital, improved on the 2022–23 result, although the performance target was not met. The number of Trove collaborative partners decreased slightly in comparison with 2022–23. Access to the collection via Copies Direct was severely limited by the underlying software platform reaching the end of its life. A replacement solution is expected to be launched by December 2024 to mitigate this problem.

How we measured our performance

Our results against each of our 2023–24 Corporate Plan activities and performance measures are reported in this annual performance statement, including analysis of their contribution to achieving our purpose.

Our 2023–24 Corporate Plan performance measures include qualitative, quantitative, effectiveness and output measures. We have assessed quantitative measures with targets as 'Met', 'Partially met' (within 5 per cent of target), 'Not met' and 'Exceeded' (5 per cent or more above target).

3.2 Strategic priority one: First Nations

We recognise and respect the crucial place of First Nations stories in Australia's arts, culture and history.

Strategy

The National Library recognises First Nations peoples are the primary guardians, interpreters and decision-makers of their heritage with deep cultural connections, values and perspectives. The National Library respects the rights of Indigenous people to be interpreters and decision-makers, and to hold authority over material that documents their culture, language and cultural expression. As a custodian of collections, the National Library takes an Indigenous-led approach to managing culturally significant collections and serving Aboriginal and Torres Strait Islander communities and peoples.

The National Library will build upon our developing practice of Indigenous-led approaches to Aboriginal and Torres Strait Islander engagement in 2023–24. The core of this effort will be through releasing and embedding our inaugural Indigenous Cultural and Intellectual Property protocols throughout the National Library's practice.

2023–24 actions

Implement the National Library's Indigenous Cultural and Intellectual Property protocols, and thoroughly embed them in National Library policies, processes and practice.

The Indigenous Cultural and Intellectual Property (ICIP) protocols were implemented through a series of 25 workshops across the National Library. These primarily focused on understanding ICIP and identifying opportunities for embedding the protocols into internal workflows and processes. Workshops also covered the educational role of National Library staff, the role of staff as enablers and drivers of change, and the importance of implementing the protocols in a collaborative and transparent way. The workshops served to increase staff confidence and capability in handling ICIP material.

Demonstrating how far the National Library has come in terms of implementing the protocols, an internal event held during National Reconciliation Week featured staff members discussing how they implemented the protocols, as well as their successes and challenges along the way. The event not only highlighted the significance of this change and its impacts, but also showed the commonality of experiences across the National Library and underscored the value of a collaborative approach when embedding change.

Progress the National Library's engagement with Aboriginal and Torres Strait Islander peoples, including through provision of appropriate events, spaces, and services, and through ongoing collaborations with communities.

The National Library held events throughout the year celebrating First Nations stories, cultures and achievements and hosted visits from several Aboriginal and Torres Strait Islander communities to engage with the National Library's collections.

COMMUNITY VISITS

The National Library participated in the 'Tracing your Mob' program, which supported Elders in Canberra and the surrounding region to visit and research their family and community histories. These visits were hosted over two weeks, giving the Elders the opportunity to discover the services and materials accessible through the National Library (both online and onsite), to form a relationship with staff and to feel welcome in the National Library's spaces.

The National Library hosted visits from several First Nations communities seeking to access collections to support their own important language and cultural reclamation and maintenance work. These visits saw First Nations communities access collection material to enable the documentation of specific cultural practices, language, and family and community histories. National Library staff also provided advice on how communities can build and support their own archives on caring for Country and documenting heritage while on Country.

EVENTS

The National Library's Deadly Dialogue program continued to showcase the achievements and stories of prominent First Nations people. The program brings Aboriginal and Torres Strait Islander individuals and communities to the National Library to tell stories and celebrate culture through 'in conversation' style events. These events play an important role in welcoming First Nations audiences to the National Library, often for the first time.

In April 2024, Deadly Dialogues hosted Joe Williams, Wiradjuri man, former rugby league player and boxer, and Dr Alethea Beetson, Kabi Kabi/Gubbi Gubbi and Wiradjuri storyteller and dreamer. Mr Williams shared his post-sport journey as a mental health advocate in a deep and enriching discussion, showcasing the National Library as a space for important conversation and truth-telling.

ONLINE ENGAGEMENT

The National Library developed a digital campaign to mark NAIDOC Week and increase discoverability of First Nations-related collection items. The intent was to create awareness of, and engagement with, content within the National Library's collection pertaining to Australia's oldest living culture. To achieve this, the National Library shared ten stories from past Elders and their connections to Country. The stories were shared through the National Library's social media channels including Facebook, Instagram and YouTube.

The Trove social media community was invited to search for specific content relating to First Nations Australians and add AustLang tags to link the items to First Nations Australians, their communities and Country. AustLang provides a system of established vocabulary and identifiers to help libraries and users identify materials about Indigenous Australian languages and peoples, improving the discoverability of First Nations-related content within Trove.

Codesign projects to enable better representation and recognition of Aboriginal and Torres Strait Islander peoples.

In May 2024, the National Library published the book *If Everyone Cared Enough* – a republished version of the 1977 autobiography *If Everyone Cared* by Margaret Lillardia Tucker MBE, a significant Aboriginal activist and one of the first Aboriginal women to publish for mainstream audiences.

The original publication was a ground-breaking work, but involved significant alterations to cater to non-Indigenous readers who had limited knowledge of Aboriginal cultures and the consequences of settler invasion from a First Nations perspective. As a result, Tucker's tone and content were modified and her original Aboriginal storytelling voice was altered.

Working closely with members of Aunty Margaret's family, the publication reinstated her original words and shed light on the previously omitted descriptions of her culture and personal experiences. The book was launched at an event at the National Library of Australia with the family providing further insights into her life and influence.

Performance measures

Table 3.1 Qualitative evaluation of recognising and respecting First Nations stories

Focus group for 2023–24	Result
Implementation of the Indigenous Cultural and Intellectual Property protocols to achieve impact and policy implications	Met

Source: 2023–24 Corporate Plan, p. 9.

Analysis: This was a new performance measure in 2023–24. Its purpose was to measure the effectiveness of implementing the National Library’s ICIP protocols to ensure that we mature approaches for managing culturally significant Indigenous collections.

The implementation phase focused on internal capability and process. The ICIP protocols were introduced to staff through a series of cascading workshops, from all-staff presentations to detailed team-focused workshops and follow-up sessions. These workshops were used to support actionable change and increase connectivity across the National Library.

There were 25 implementation workshops facilitated and tailored to specific business areas, allowing teams to examine business processes and explore potential changes. Follow-up sessions assisted in embedding, or providing assurance of, the changes in practice.

The initial implementation phase concluded with an all-staff event held in National Reconciliation Week, where representatives from across the National Library presented on the process changes and the new practices they had incorporated to include the ICIP protocols in their everyday work. Examples ranged from the introduction of ICIP notices for reading rooms, standard text for responding to queries and new workflows to complete digitisation orders.

Data source: Internal data.

Methodology: Based on qualitative evaluation.

3.3 Strategic priority two: Collect

We collect today what will be important tomorrow for Australia's increasingly diverse community.

Strategy

The National Library is a world-leading and respected steward of Australia's published, written, oral, visual and digital heritage. We ensure that the voices and stories in the collection represent and reflect Australia's diverse population, histories and culture.

We collect material relating to Australia and Australians, with focus on First Nations and culturally and linguistically diverse communities.

Our overseas collecting reflects Australia's place in the world, regionally and strategically, with a curatorial focus on Indonesia, China and the Pacific.

We make the collection discoverable and available to the widest possible audience and use our established experience and expertise to care for the cultural and documentary heritage under our stewardship.

2023–24 actions

Improve the diversity of the collection by identifying and collecting works from First Nations and culturally and linguistically diverse communities, with emphasis on Indian diaspora communities in 2023–24.

Led by the National Library's ICIP protocols, collecting relationships with First Nations communities and individuals were strengthened during the year, resulting in new acquisitions featuring First Nations subject matter and by First Nations creators across all formats. These acquisitions include:

- over 90 photographs by First Nations photographers capturing the 2022 Garma Festival, Australia's largest Indigenous gathering celebrating traditional cultures
- the papers of Distinguished Professor Larissa Behrendt AO, proud Eualayai and Gamillaroi woman

- the personal papers of former politician the Hon Ken Wyatt AM, proud Noongar, Yamatji and Wongi man
- significant material documenting the life and work of ‘Butcher’ Joe Nangan OAM, lawman, artist and chronicler of the Nyikina
- *Christmas at Old Roper River Mission* painting by Ginger Riley Munduwalawal, commissioned by the Anglican Diocese of Darwin in 1996
- over 30 oral histories with First Nations subjects across a range of projects including *Walking Together: An Oral History of Reconciliation 2000* and *Seven Years On – Continuing Life Histories of Aboriginal Leaders*.

In 2023–24, culturally and linguistically diverse collecting focused on the Indian diaspora in Australia. A marketing strategy – employing various channels, in English, Hindi and Punjabi – focused on engaging new stakeholders and audiences from Indian diaspora communities Australia-wide. It encouraged individuals with Indian heritage to share their voices and stories. This two-year project will ensure representation of the broadest range of contemporary subjects and themes of importance to this community in the national collection. Material acquired includes:

- oral histories of personal life and migration experiences
- photographs showcasing traditional Indian culture intersecting with Australian culture through food, fashion, performance, politics, commerce and community
- ephemera such as pamphlets, stickers, bookmarks and event programs, including from the Indian Film Festival since its commencement in 2010
- creative works, including contemporary books self-published by members of the Indian diaspora or by community organisations.

Collect impartially and across all views and perspectives for nationally significant events and issues, including the Referendum on an Aboriginal and Torres Strait Islander Voice.

The National Library collected proactively and impartially to document the Referendum on an Aboriginal and Torres Strait Islander Voice. Events covering diverse viewpoints were documented through commissioned photography, including:

- *Understanding the Voice forum* at Rockdale (NSW), featuring the Minister for Indigenous Affairs, the Hon Linda Burney MP
- *Vote No Campaign event with Senator Jacinta Nampijinpa Price* in Toowoomba (QLD)
- *Yes Campaign launch* in Adelaide (SA)
- *No to the Voice rally* in Brisbane (QLD).

Images of Referendum Day, held on 14 October 2023, captured rural, regional and urban locations across New South Wales, Victoria, Western Australia, Queensland, Tasmania, and Alice Springs in the Northern Territory, as well as Thursday Island in the Torres Strait.

The National Library acquired ephemera, including how-to-vote cards, posters and badges. More than 500 websites documenting online discourse on the referendum were added to the Australian Web Archive.

The coronation of King Charles III, the first British coronation event in almost 70 years, was another significant national event. The National Library acquired digital photographs, websites and ephemera, including a selection of invitations, programs, menus and commemorative items. This collection documents movements for broader political reform, including debate on Australia's status as a constitutional monarchy and representative democracy.

Capture the impact of the COVID pandemic on Australian lives and society through a large-scale oral history project.

COVID had an extraordinary impact on Australian life, as it did elsewhere across the globe. To capture memories of this era-defining crisis, the National Library is conducting a large-scale oral history project over two years, to be completed by 30 June 2025. The project is recording interviews with:

- individuals who played prominent leadership roles in key fields during the pandemic, including members of federal and state parliaments, local government members, public health officials and leaders in the science, medical, business, education, arts and community sectors.
- a broad subsection of the Australian community, exploring the shared experience of the pandemic across all states and territories, including urban, regional, rural and remote areas. Interviewees include people of diverse cultural backgrounds, ages, genders and abilities and with wide-ranging perspectives on public health issues and policies.

By 30 June 2024, 200 individuals were invited to interview. Of those, 118 invitations have been accepted and 55 interviews conducted, including with:

- government leaders, such as former federal Minister for Health Honorary Melbourne Enterprise Professor the Hon Greg Hunt
- leaders in public health, such as Commonwealth Chief Nursing and Midwifery Officer Professor Alison McMillan PSM, Aboriginal and Torres Strait Islander Crisis Line 13Yarn National Manager Marjorie Anderson, and former Deputy Chief Medical Officer of Australia Dr Nick Coatsworth
- leaders in business, such as Harris Farm Markets Chairperson Catherine Harris AO PSM, Brisbane Airport CEO Gert-Jan de Graaff, and Melbourne Football Club President and Victoria University Deputy Chancellor Kate Roffey AM.

Implement a contemporary library management system to manage the scale, diversity and complexity of the collection and make it discoverable to the widest possible audience.

The National Library's collection is a Commonwealth material asset worth \$1.153 billion, which relies on robust systems to be discoverable to the widest possible audience. A two-year project successfully transitioned the library management system from being at 'critical end-of-life' to a more contemporary system designed to manage the collection's increasing scale, diversity and complexity.

Both FOLIO (library management system) and Blacklight (catalogue discovery platform) represent contemporary, fit-for-purpose solutions for the National Library's collection management capability. They are cost-effective, flexible and meet the requirement for sophisticated online services that support new ways of working.

The FOLIO platform is extendable and supports current and emerging data models, and linked data into the future. The redeveloped catalogue is built on a platform that is cyber security-compliant, uses modern coding and will support ongoing improvements.

The project successfully met all scope and quality parameters and was delivered on time and within budget.

Implement the recommendations from a 2023 review of the effectiveness of the National Library's legal deposit collecting; raise publisher awareness; and increase adherence to legal deposit obligations to ensure a comprehensive collection of Australian publications.

The 2023 review of the effectiveness of the National Library's legal deposit collecting recommended strategies for improving publisher awareness and compliance with legal deposit obligations, including from independent publishers. Implementation focused on increasing awareness and compliance by generating written content for wide distribution, tailored written content for specific target groups and attendance at industry events.

Activities targeted publishing networks by way of a legal deposit information sheet translated into six different languages, bookmarks, a promotional video and refreshed website content. The National Library also delivered a range of media and outreach activities, including representation at nine Australian literary events and a presentation to the Australian Society of Authors. Communication with independent publishers raised awareness of common misunderstandings surrounding legal deposit and the complexity of a multi-jurisdictional landscape.

Individuals, organisations and communities were receptive to information and resources, and their responses were positive. Beyond the project, outreach will need to be consistent and sustained so that awareness can translate into compliance with legal deposit, together with the active claiming of non-deposited titles from publishers.

Performance measures

Table 3.2 Number of Australian published works collected, including digital

2023–24		2022–23		2021–22	
Result	28,359	Result	26,910	Result	27,048
Target	30,000	Target	30,000	Target	30,000
Status	Not met	Status	Not met	Status	Not met

Sources: 2023–24 Corporate Plan, p. 11; 2023–24 Portfolio Budget Statements, p. 415.

Analysis: The number of Australian published works collected, including digital titles, was 28,359. This is an increase of 5.4 per cent on the previous year’s result of 26,910.

The National Library’s analysis has shown that the number of Australian published works produced each year remains in a steady state. However, an increasing percentage of these titles are being published independently, as well as on overseas platforms such as Amazon. Focused activity to improve awareness of legal deposit obligations by publishers in 2023–24 has targeted independent publishers. The results of this work will take time to be reflected in the number of Australian publications acquired. Targeted acquisition of retrospective Australian print publications also took place during the year, with the aim of improving the comprehensiveness of the collection.

Data source: Extracted from acquisitions data held in the National Library’s information management systems (FOLIO and Digital Library Collection system).

Methodology: The number of Australian-published works includes newly acquired published material in print or electronic format. Material is deposited to comply with legal deposit provisions of the *Copyright Act 1968*, whether purchased or donated. Decisions to acquire are made in accordance with the National Library’s Collection Development Policy, which determines the inclusion of monographs, serials, maps, music, posters and ephemera at item or series level. Final data does not include individual issues of magazines, newspapers or journals.

Table 3.3 Number of Australian unpublished works collected, including audiovisual material and digital

2023–24		2022–23		2021–22	
Result	165,576	Result	77,334	Result	42,109
Target	N/A	Target	N/A	Target	N/A

Source: 2023–24 Corporate Plan, p. 11.

Analysis: The number of unpublished works collected varies from year to year and includes archival collections, pictorial works and oral histories.

In 2023–24, archival material included:

- personal papers of former Liberal Party politician and first Indigenous member of the House of Representatives, the Hon Ken Wyatt AM
- records of Currency Press, Australia’s foremost publisher of the performing arts and its oldest active independent publisher.

Over 600 commissioned documentary photographs across Australia, including collections capturing the FIFA Women’s World Cup 2023 and Indian diaspora Holi celebrations were acquired. There were 234 people interviewed across 22 oral history projects, including ‘Pasifika Creatives & Game Changers’ and ‘Women in the Space Industry’. In addition, the photographic archive of Jon Lewis, social photographer, filmmaker and a founding member of Greenpeace was acquired. This large archive of 139,300 photographic items includes Lewis’ 1970s Yellow House period, Sydney street and beach scenes, and his travels to East Timor, Bougainville and Kiribati.

Data source: Extracted from acquisitions data in the National Library’s information management systems (FOLIO, ArchivesSpace, Digital Library Collection system).

Methodology: The number of Australian unpublished materials includes manuscript, oral history and pictorial materials acquired on a selective basis, both physical and digital. Decisions to acquire are made in accordance with the National Library’s Collection Development Policy.

Table 3.4 Case study of collecting relationships aligned to the National Library’s area of focus to improve the comprehensiveness of the National Library’s legal deposit collecting

Focus group for 2023–24	Result
Engagement with publishers to improve comprehensiveness of the National Library’s legal deposit collecting	Met
<i>Source: 2023–24 Corporate Plan, p. 11.</i>	

Analysis: Evidence indicates that independent publishers may not engage with traditional writing organisations or use channels which bring them into contact with the National Library. Finding ways to communicate the value of legal deposit with these publishers was a focus during 2023–24, to ensure that all of Australia’s publishing output is collected and preserved for the future.

A suite of actions to raise awareness of legal deposit were taken, including the development of an information sheet translated into six different languages, bookmarks, a promotional video and refreshed website content. The National Library also delivered a range of media and outreach activities, including representation at nine Australian literary events and presentation to the Australian Society of Authors.

One approach, specifically targeting independent publishers, was to publish a series of blogs examining the history of genre fiction and demonstrating its value through National Library collections. Blogs were designed to target independent publishers, as well as romance, crime and science fiction writers. These were written to engage target audiences and general readers and included accurate information about legal deposit. They were widely promoted and shared on social media, resulting in extensive outreach. This contributed to meeting the critical success factor of increasing the number of publishers registered with and depositing in the National edeposit (NED) service. Growth was evident in every quarter throughout the year, resulting in an additional 1,867 publishers registered overall, and an increase of 11 per cent on the previous year. This is evident in growth across engagement and collection of published works, as seen in Table 3.2.

Data source: Internal data.

Methodology: Case study on scope and effectiveness of engagement with publishers.

3.4 Strategic priority three: Connect

We inspire Australians to explore voices, stories, and meanings by connecting with communities and connecting communities with their national collections.

Strategy

We are extending our national reach and engaging new audiences to access and gain knowledge from our national collection. We enable research and the discovery of new ideas by delivering accessible services and programs, increasing the diversity of Australians participating in onsite and digital experiences.

Our contemporary practices engage with a variety of languages, educational backgrounds, cultures and neurodiverse perspectives, making it easy and relevant for all people to find and use the National Library's services and content.

2023–24 actions

Deliver better digital experiences, including a refreshed, more accessible website and collection search allowing simpler and deeper discovery of the National Library's vast collections.

The implementation of Blacklight (catalogue discovery platform) as part of the National Library management systems replacement project has provided a modernised catalogue, making it easier for patrons to search the National Library's collections. New videos, webpages and guides were created to help the public learn to use the new catalogue and 14 public training sessions were held. New functionality, including the ability to search Library Finding Aids (that describe the contents of archival boxes and other collection items), has allowed researchers to uncover new connections between the letters, papers and other documents in the collection.

Design workshops were held during the year to inform the design of a new National Library of Australia website. The design was refined through three rounds of user testing, while adopting the Commonwealth Digital Transformation Agency's Digital Services Standard as

the guide. This project is due for completion in the first half of the 2024–25 financial year, and will deliver an audience-centric website that better connects the services offered by the National Library to online users.

Deliver a large-scale digitisation program to increase the quantity and variety of Australian content available through Trove in partnership with donors and partners.

The National Library is digitising archival materials at a greater breadth and scale than ever, thereby enriching the Trove experience. This is made possible through philanthropic support, complemented by government and partnership funding.

A total of 1,611,409 images were digitised and made available through Trove in 2023–24, far exceeding the annual target of 800,000 images. This represents an overall 98 per cent increase from the previous financial year. This increase has been driven by efficiencies gained through investment in capability, process, people and technology. A particular highlight is the digitisation of 544,398 pages of archival materials, including collections related to First Nations, migrant diaries, performing arts, women leaders, visual arts and music, and handwritten manuscripts. Over 1 million newspaper images from a range of collections were also digitised in the period.

The partnership digitisation program also continued to grow through the year, with 40 organisations and individuals contributing to projects in 2023–24. Large and small organisations and institutions in both regional areas and capital cities now partner with the National Library to digitise and make their collections available through Trove. The *Sun News-Pictorial*, from 1922 to 1954, was successfully digitised this year in collaboration with State Library Victoria, resulting in over 300,000 pages of content added to Trove.

A significant achievement has been the introduction of handwritten text recognition (HTR) technology to Trove for digitised manuscript collections, providing a foundation to further enhance discovery and audience experience. HTR has been applied to over 50,000 pages of digitised manuscripts from our collections, all of them now searchable through Trove. A key focus for the year ahead is to build on these results and apply HTR to digitised manuscript material from the General Sir John Monash and Prime Ministers' collections.

Provide a stimulating and diverse program of onsite and remote events and exhibitions that entertain, inform and elevate national conversations.

The National Library continues to offer a program of rich experiences to visitors at our Canberra building and to audiences across the nation who engage with our events via digital channels.

Grit and Gold: Tales from a Sporting Nation showcased the National Library's sporting collections, ranging from pre-twentieth century to contemporary material. Drawing primarily on the National Library's pictorial collections, the exhibition explored sport as a storytelling machine – attracting 28,393 visitors over 233 days. The exhibition was supported by an extensive public program that was remotely accessible to all Australians, including:

- a discussion panel (*Played Strong Done Good*) with Tim Gavel and rugby league greats Sia Soliola and Katrina Fanning, which explored the history of rugby league
- *Towards a Level Playing Field: Women in Sport* provided an opportunity for Holly Ferling, Michelle Heyman, Vanessa Low and Anthea Moodie to discuss their experiences at the elite level of women's sport – an event that attracted an online audience of over 2,000 people
- our flagship Digital Classroom received an improved 'Sport and Australian Culture' module that now includes exhibition content and which received 1,325 new visitors while the exhibition was underway.

The National Library hosted the Prime Minister's Literary Awards in November, recognising outstanding literary talent. The 2023 Kenneth Myer Lecture, held in both Canberra and Melbourne, saw Professor Glyn Davis AC speak on the role of philanthropy in helping – and challenging – government to work more effectively to address disadvantage.

Our building served as a canvas as part of Canberra's Enlighten Festival 2024 – an event of growing cultural and tourism importance to the National Capital. The National Library drew over 7,500 attendees to its foyer and podium with a range of activities.

This was complemented by our substantial public events, which continued throughout the year. Book launches, venue hires, partnership events and lectures continued to draw in-person and online audiences to the National Library from across Australia. In total, 11,455 people attended our public events with an online audience of 64,588.

Deliver high-quality reading room and reference services to meet the needs of a broad range of Australian information seekers.

Demand for traditional library services continued to be strong, with the National Library supporting researchers across the country. Reading room visitation was 183,722, almost identical to the previous year, despite the significant impact of building works on access to the collections. The introduction of a simpler and faster user registration process in November 2023 resulted in a 20 per cent increase in new reader registrations in 2023–24. Despite the impact of building works on collection requests, the number of items delivered to the reading rooms was 54,776, an increase of 19 per cent on the previous year.

The Ask a Librarian service is offered both online and via telephone, and demand continued to grow for the third consecutive year. This year the service responded to 19,317 enquiries, an 18 per cent increase on last year. Our librarians answered an average of 1,600 offsite queries each month. Our outreach to regional Australia is gaining traction, demonstrated by the 35 per cent of online enquiries that came from regional Australia.

Family history remains a common subject of enquiry, with 17 per cent of reference enquiries received by the Ask a Librarian service related to family history. As we continue to develop services that meet this demand, the National Library published blogs addressing common family history research questions and relevant sources of information. A learning session on Chinese-Australian family history research was offered during the National Multicultural Festival to reach this culturally and linguistically diverse community.

Implement the recommendations of a 2023 review of the National Library’s Fellowships Program, ensuring the future of high-quality humanities research from our collections.

The 2022 review of the National Library’s Fellowships Program recognised that it ‘has a clear and valuable place in the National Library’ but required revitalisation to remain relevant and sustainable in the long term. The review recommended the National Library focus on defining program purpose, strategy, governance and logistics. The National Library has so far completed 13 of the 24 recommendations. The Fellowship Program strategic blueprint, life cycle and support model recommendations will inform further program improvements in 2024–25, providing a strong foundation for future program delivery.

Performance measures

Table 3.5 Number of digital visits to the National Library

2023–24		2022–23		2021–22	
Result	24,491,334	Result	22,984,964	Result	22,644,472
Target	Equal to or greater than prior year results	Target	27,000,000	Target	27,000,000
Status	Exceeded	Status	Not met	Status	Not met

Sources: 2023–24 Corporate Plan, p. 13; 2023–24 Portfolio Budget Statements, p. 415.

Analysis: In 2023–24, overall digital visits to the National Library increased by 7 per cent on the previous year. This increase reflects improvements in visitation to both the National Library website and to Trove.

For the Trove website more specifically, 14.3 million sessions were reported by Google Analytics in 2023–24, which exceeds expectations with an increase of almost 11 per cent on the previous year. Website traffic growth typically indicates an increase in awareness, therefore this result suggests that awareness of Trove has grown in 2023–24. Furthermore, approximately half of the visitors are new visitors, indicating that usage has grown through a balanced mix of returning and new visitors.

Social media engagement increased by 17 per cent compared to the previous year. This is due to the introduction of digital advertising such as Facebook paid advertising. Paid digital advertising contributed to increasing digital visits across the board.

Data source: Extracted from National Library systems and Google Analytics.

Methodology: Based on visits to the National Library’s websites (including Trove) tracked by Google Analytics and social media and third-party services hosting National Library content using the analytics in each platform.

Table 3.6 Number of onsite visits to the National Library

2023–24		2022–23		2021–22	
Result	389,389	Result	399,147	Result	201,477
Target	300,000	Target	300,000	Target Status	300,000
Status	Exceeded	Status	Exceeded		Not met

Source: 2023–24 Corporate Plan, p. 13.

Analysis: The National Library’s total visitor numbers held steady this year, with a marginal decline of 9,758 on last year’s total. This is a significant achievement, given the impact of building works on the National Library, the required four-month closure of the National Library’s cafe and the six-month closure of exhibitions spaces. The result demonstrates the enduring value of the National Library’s core offerings, despite these challenges.

Data source: Extracted from National Library systems.

Methodology: Based on visitors to the National Library’s public building in Canberra using people-counting sensors.

Table 3.7 Number of images digitised and added to Trove

2023–24		2022–23		2021–22	
Result	1,611,409	Result	814,574	Result	601,119
Target	800,000	Target	800,000	Target	1.4 million
Status	Exceeded	Status	Met	Status	Not met

Source: 2023–24 Corporate Plan, p. 13.

Analysis: The number of images digitised and published to Trove in 2023–24 was more than double the target. This significantly exceeded expectations, representing a year-to-year increase of nearly 100 per cent. This achievement was made through a large-scale digitisation program supported by philanthropic, government and partner funding, delivered through both in-house and outsourced digitisation streams. The digitisation function for the period has also been underpinned by investment in staffing capability and technical expertise. The scale of the program for the year is further demonstrated by the 1,959,011 total pages digitised, including pages not published to Trove.

Data source: Extracted from National Library systems.

Methodology: Count includes images digitised and added to Trove.

Table 3.8 Collection items delivered on time

2023–24		2022–23		2021–22	
Result	94%	Result	95%	Result	93%
Target	90%	Target	90%	Target	90%
Status	Met	Status	Exceeded	Status	Met

Source: 2023–24 Corporate Plan, p. 13.

Analysis: Delivery of collection items on time was consistently above target this year. This result is based on a quarterly snapshot of collection items delivered during a week and averaged across the year. The successful transition to the new library management system also supported a more streamlined approach to collection retrieval and delivery, which helped surpass the target. This was despite a 19 per cent increase in the number of call slips filled compared to 2022–23.

Data source: Extracted from National Library systems.

Methodology: Calculation based on quarterly sampling of call slips filled.

Table 3.9 Information and research enquiries responded to on time

2023–24		2022–23		2021–22	
Result	95%	Result	94%	Result	95%
Target	90%	Target	90%	Target	90%
Status	Exceeded	Status	Met	Status	Exceeded

Source: 2023–24 Corporate Plan, p. 14.

Analysis: This measure addresses responses to online, onsite and telephone enquiries. The National Library experienced a 16 per cent increase in the number of these enquiries over the previous year.

In 2023–24, 95 per cent of information and research enquiries were responded to within one week. This continues to be above the 90 per cent target in the National Library Service Charter. It is also comparable to the 2022–23 result of 94 per cent, despite an increase in the number of information and research enquiries responded to for the second year in a row.

Part of the increase in enquiry numbers in 2023–24 was due to a larger than usual number of short procedural enquires following the introduction of the new FOLIO user registration system and Blacklight online catalogue.

Data source: Extracted from National Library systems.

Methodology: Calculation includes general reference inquiries received via the Ask a Librarian service (online and telephone) and onsite via the reading rooms.

Table 3.10 Copies Direct orders delivered on time

2023–24		2022–23		2021–22	
Result	68%	Result	82%	Result	90%
Target	90%	Target	90%	Target	90%
Status	Not met	Status	Not met	Status	Met

Source: 2023–24 Corporate Plan, p. 14.

Analysis: The software platform supporting Copies Direct has reached the end of its life. This severely limited the ability to automatically process and send emails, which – along with associated impacts on other processes, such as billing – resulted in a significant negative impact on service and corporate outcomes. Rollout of a replacement solution (Clarivate Ex Libris’ Rapido) is expected to be completed in 2024 to mitigate this problem, as well as improve service and corporate outcomes.

Data source: Extracted from National Library systems.

Methodology: Quarterly collection retrieval survey.

Table 3.11 Availability of National Library and Trove websites

2023–24		2022–23		2021–22	
Result	99.5%	Result	99.8%	Result	99.7%
Target	99.5%	Target	99.5%	Target	99.5%
Status	Met	Status	Met	Status	Met

Source: 2023–24 Corporate Plan, p. 14.

Analysis: The National Library achieved supported hours and 24 x 7 targets regarding the availability of National Library and Trove websites throughout the year. There were minor outages at times due to isolated system and server room issues, which did not significantly affect the overall result.

Data source: Extracted from National Library systems and Google Analytics.

Methodology: Availability of the National Library and Trove websites includes the National Library website, Trove website, Trove Collaborative Services, internal corporate systems, the Library Management System (FOLIO), NED and Digitisation on Demand.

Table 3.12 Qualitative evaluation of the value of the collection, services or programs

Focus group for 2023–24	Result
Engagement with First Nations and culturally and linguistically diverse communities	Met

Source: 2023–24 Corporate Plan, p. 14.

Analysis: Two research exercises were conducted involving First Nations and culturally and linguistically diverse audiences this year. The first was to gather feedback from these key audiences for the development of a new National Library website, prior to the design and build of the website. Audience feedback strongly influenced the website design, with a second round of testing undertaken to check that the new design showed the National Library’s approach to cultural sensitivity and ensured translation options were easy to find and use. The testing confirmed that the approaches met the needs of diverse audiences.

The second research activity was undertaken to measure and assess Australians' awareness, familiarity and trust in the National Library and the physical and online services we provide. This was a broader benchmarking exercise, including a representative sample of First Nations and cultural and linguistically diverse audiences. The results from this research will be used to inform communication approaches to raise awareness of the National Library's physical and online services for these key audiences.

Data source: Independent research.

Methodology: Based on qualitative evaluation. New target collection, service or program selected each year.

3.5 Strategic priority four: Collaborate

We collaborate with others to deepen the national impact of cultural collections and inform a seamless future for Australia.

Strategy

The National Library collaborates with people and institutions to share collections across Australia, achieve efficiencies and engage Australians with their stories. With more than 900 partners from all states and territories, including regional and remote communities from across the nation, the diversity of Trove's contributors extends to include the Kangaroo Island Library Service, NT Schools Arnhem Region, the Bureau of Meteorology, the Australian Centre for the Moving Image and many more. The breadth of Trove's national reach exemplifies the National Library's commitment to a nationally distributed collection representing the diversity of Australia's cultural life.

Trove has a place for every story, with 14 billion Australian moments captured for future generations. It has a story for every place, with Voluntroves from Groote Eylandt in the Northern Territory to Burnie in Tasmania. It is where old poetry is transformed into new lyrics, newspaper articles become historical fiction, and where Australian humanities research is powered.

Most recently, it has been a place for First Nations communities to continue to tell their stories through our First Australians pages.

Through Trove, Australians access stories from their place, held in their place and about their place.

2023–24 actions

Share the collections of Australia's rich cultural sector through Trove, from national cultural institutions to local historical societies and community archives.

Significant new and diverse content in Trove was a result of strengthened partnerships across Australia's collecting sector in 2023–24. This included the highly popular *Sun News-Pictorial*, digitised and made accessible through a partnership with the State Library of Victoria. Australian government agency partnerships have enhanced public accessibility

of crucial research materials, including the 'Blue Books' of the Department of Foreign Affairs and Trade from 1945 to 2000. These 'Blue Books' provide a wealth of information about Australia's international development program, including detailed budgetary and statistical information. Important environmental data and research materials were added to Trove from the outputs of the Australian Bureau of Meteorology's Research Centre and the completion of a three-year program digitising the technical reports from Australia's soil network. Other highlights included historic promotional materials from Ballarat Theatre (Australia's first inland theatre), funded by the Ballarat Library service. Announced in July and launched in November, the Trove Content Contributor program has attracted significant interest from smaller unique collections, with 34 organisations in discussions about potential participation and contributions.

Ongoing Trove funding enabled additional resources to be dedicated to Trove community outreach, commencing in February 2024. The initial focus has been on identifying user groups and planning training and help materials, in addition to highlighting the research Trove has enabled. Subscribers to the *Trove Treasures* newsletter reached 10,000 people in 2024 – a new milestone. The articles of greatest interest continued to be about new content available on Trove, as well as 'Delve into Victoria', 'Writing a Book with Trove' and a feature on the Knitting and Crochet Collection. A new series of blogs featuring contemporary research and researchers has started, with an initial feature on First Nations LGBTQIASB+ research.

The Australian Research Data Commons (ARDC) Trove Enhancement project was delivered in July 2023. The project received investment from the ARDC and was matched with in-kind contributions. This project assisted in developing a suite of resources to support research on Trove and deepen connections with the research community.

Commence the replacement of Trove's end-of-life software elements and develop a five-year implementation roadmap for the Trove Strategy.

In 2023–24, the National Library developed a five-year software implementation plan for the Trove strategy, known as the Trove Application Roadmap. This roadmap focuses on stabilising and futureproofing the infrastructure through staged end-of-life systems replacements that incorporate new functionality where possible. The roadmap aims to sustain Trove into the future using funding received in 2023–24.

In 2023–24, the National Library commenced building a new metadata manager for Trove to increase the security of the service, increase efficiency and improve data exchange between Trove and partner organisations. This project will conclude in 2024–25 and will be the first completed element of the roadmap. Implementation of handwritten text recognition technology within Trove has also commenced as part of the roadmap.

Maintain Trove Collaborative Services to support collection management functions in Australian libraries.

Trove Collaborative Services (TCS) finished 2023–24 with just under 900 members. The network maintains saturation coverage of Australian libraries, with cancellations mostly resulting from service closures in that sector. Participation in the service is increasing among smaller collecting organisations, with 32 museums and galleries participating alongside 35 historical societies.

In 2023–24, the National Library focused on modernising the software supporting Australian library collection management functions. This included ensuring a more modern approach to data sharing and finalising procurement for replacement software underpinning Australia’s national interlibrary lending network.

Engagement between the National Library and Australia’s public, university, health and other libraries was strongly focused on ensuring an affordable, efficient and secure replacement for this national infrastructure. In April 2024, the National Library announced a new partnership with CAVAL and Index Data to build a new national network, making it easier for Trove partner organisations to provide inter-library loan and document-copying services. This will be the first national implementation of the open-source ReShare software in the world. Feedback from the Australian library sector was very positive. Rollout will take place over 2024–25, with full replacement expected to be complete by 1 July 2025.

Enhance the National edeposit service in partnership with National and State Libraries Australasia.

The National edeposit (NED) service is managed by the National Library on behalf of Australia’s state, territory and national libraries. The NED service provides for the deposit, management, storage, preservation, discovery and delivery of published electronic material across Australia. A total of 16,593 titles were deposited (excluding individual serial issues) with a total number of 77,586 items added (including serial issues) in 2023–24.

Enhancements to the NED service in 2023–24 focused on building the national collection and providing member libraries with an innovative, integrated and efficient service through collection management improvements, and included the addition of ephemera content (generally small publications that convey topical and timely information about places, people, events or moments in time, such as elections). Over a dozen technical bug fixes and minor enhancements to the service were completed. The National Library also commenced work to improve the collection of ongoing publications, such as journals and magazines.

Promote the Community Heritage Grants scheme in partnership with other collecting institutions and the Office for the Arts.

The Community Heritage Grants (CHG) program is funded by the Australian Government and managed by the National Library of Australia with support provided by:

- the Department of Infrastructure, Transport, Regional Development, Communications and the Arts (Office for the Arts)
- the National Archives of Australia
- the National Film and Sound Archive of Australia
- the National Museum of Australia.

The 2023 CHG Grant Round results were announced in October 2023, with 51 organisations receiving grants. In 2024, the CHG program celebrated 30 years of operation, having provided over \$8.9 million in funding to over 900 organisations for more than 1,650 projects nationally. The 2024 grant round was the first to implement a dedicated application process for organisations seeking their first grant. This was supported by online question and answer (Q&A) sessions and dedicated enquiry support, with more than 70 organisations taking advantage of the individual advice offered.

Promotional materials were distributed widely through community organisations, networks and the annual Australian Museums and Galleries Association conference, as well as through local media. These featured a range of previous grant recipients over the 30-year history of the program, including the Australian Red Cross Society, Maruku Arts Organisation, Emerald and District Museum and the Bondi Surf Life Saving Club.

The 2024 round received 105 applications, with a record number of first-time applicants, including applicants from highly remote areas and First Nations organisations. There was an increase in applications received from culturally and linguistically diverse organisations. Grants will be offered to successful applicants in October 2024.

Performance measures

Table 3.13 Number of Trove Collaborative Services (TCS) partnerships that the National Library engages with annually

2023–24		2022–23		2021–22	
Result	896	Result	903	Result	874
Target	Equal to or greater than prior year results	Target	900	Target	896
Status	Partially met	Status	Met	Status	Partially met

Sources: 2023–24 Corporate Plan, p. 17; 2023–24 Portfolio Budget Statements, p. 415.

Analysis: The number of TCS partners declined slightly. There were 11 cancellations from partners throughout 2023–24, primarily due to those libraries closing or facing budgetary constraints. Four new organisations joined the service and now contribute content to Trove.

A key priority for the National Library has been the launch of the Trove Content Contributor program, which makes it free for collecting organisations to make their metadata searchable in Trove. This will contribute to the expansion and diversification of Trove Partners across cultures and build connections with community-led, volunteer-run and rural and regional collecting organisations to make their collections and data accessible through Trove. This will continue to be a focus in 2024–25, following significant interest in the program and mechanisms established to onboard these stakeholders into Trove.

Data source: Extracted from National Library systems.

Methodology: Based on number of signed-up TCS partners financially contributing to maintenance of Trove and content providers as of 30 June 2024.

Table 3.14 Qualitative evaluation using stakeholder/partner case studies or surveys

Focus group for 2023–24	Result
Content Contribution to Trove becoming free of charge; lowering the barriers to organisations having content discoverable in Trove.	Unable to be determined

Source: 2023–24 Corporate Plan, p. 17.

Analysis: In July 2023, the National Library launched the Trove Content Contributor program to reduce barriers for community-led, volunteer-run, rural and regional collecting organisations making their collections and data accessible through Trove. Reducing the financial barrier helps grow a more diverse partner community, and the National Library has received significant interest in the program, noting that delving into the service may take time for many organisations.

The National Library did not complete the qualitative evaluation of the Content Contribution to Trove program becoming free of charge. This was due to the level of ambition in establishing a comprehensive dataset resulting in it not becoming available during the reporting period.

Since the announcement to remove the fee for the content contribution package, 34 organisations have contacted the National Library about contributing to Trove. This is in addition to 153 organisations with content already in Trove that are eligible to move to this program.

Data source: Surveys.

Methodology: Based on survey results, new stakeholder/partner group selected each year.

3.6 Strategic priority five: Capability

We are an innovative organisation with strong foundations and the capability to realise our ambitions and deliver our mandate.

Strategy

The National Library harnesses financial and other resources to develop and safeguard the collection. We respect our people and the communities we work with and have a strong focus on valuing, supporting, and caring for people.

We are building an organisational capability profile for the future, reshaping and developing our workforce, and acquiring the new skills, knowledge and experience needed for a dynamic organisation with a strong digital and physical presence.

The National Library manages our heritage building responsibly and delivers long-term collection storage through building masterplan strategies. We continue to invest in physical and digital infrastructure to ensure our physical and digital capabilities are responsive, reliable, sustainable, trusted and secure.

2023–24 actions

Continue execution of the National Library's digital strategy and technology roadmap to develop, create and acquire the business capabilities required to achieve Library goals.

The National Library made sound progress against the digital strategy. The strategy was developed as an adaptive strategy that outlined how information and technology will be used to achieve business success. The adaptive nature of the strategy articulated clear priorities, but also described how the National Library would deliver in the longer term and/or if more investment was forthcoming.

Highlights include:

- the Library Management System Replacement Project was delivered on schedule in July 2023, under budget and to scope
- replacement of the web archiving infrastructure, resulting in collecting efficiencies and a reduction in maintenance efforts

- continued delivery of enhancements for NED and Trove platforms
- implementation of the first stage of the National Library Analytics Platform, delivering solutions for Trove collaboration and partnerships management
- development of the Trove Application Roadmap, leveraging the National Library's developing enterprise architecture capability
- completion of numerous prototyping experiments, demonstrating increased efficiency and effectiveness of Library workflows, as well as greater access to the collection
- increase in disaster recovery capability, with partial production load support for priority 1 and priority 2 systems now in place
- rollout of contemporary and mobile digital workplace tools for staff, resulting in a desktop fleet refresh, integrated collaboration platform implementation, and the continued shift of corporate systems to software-as-a-service cloud platforms.

The National Library developed a new Digital Strategy 2024–2027, outlining its approach to adapting to an evolving technological landscape. The strategy leverages new funding to enhance sustainability and capability. This adaptive strategy aligns with government priorities and focuses on sustainable operations and partnerships. Key initiatives include:

- a focus on collecting capability while ensuring access to collection
- developing an artificial intelligence (AI) strategy
- enhancing digital infrastructure
- improving cyber security maturity.

The strategy also prioritises the importance of transparent technology choices when employing AI, the challenge of balancing risk mitigation with innovation, and ensuring available and accessible digital library services.

Implement the new cyber security strategy to uplift cyber security maturity across all digital systems within the National Library.

Robust cyber security capabilities are essential to mitigate the growing risk of cyberattacks and align with the Australian Government's vision for a safer online environment. As cyber threats become increasingly sophisticated and widespread, the risk to our digital collections and technology operations escalates. Enhancing cyber security maturity remains a top priority.

In 2023–24, the second stage of the cyber security improvement project continued, delivering Essential Eight compliance for additional risk mitigation strategies. Cyber security policies were refined by enhancing security controls to ensure compliance, guiding technology implementations and serving as a comprehensive reference for staff training.

The National Library continues to operationalise its existing cyber security investments and embed the capacity to anticipate, protect, withstand and recover from cyber security events. The cyber risk committee continuously evaluates priority cyber security risks, demonstrating our proactive approach and ensuring timely progress in implementing mitigation strategies.

Implement the National Library's Strategic People Pathways strategy focusing on leadership development, innovation and flexible ways of working.

The National Library offered a variety of formal learning opportunities to staff throughout 2023–24. These focused on transitioning to a leadership role, leading with emotional intelligence, managing hybrid teams, procurement and contract management, unconscious bias and writing for decision-makers. A new mandatory 'NLA Essentials' suite of eLearning modules was also delivered for all staff across the National Library, focusing on a different compliance topic each month.

A monthly capability development newsletter is distributed to all staff, providing a series of curated self-directed learning resources to support a continuous learning culture, with a strong focus on leadership and innovation resources.

Develop a new Building Masterplan and refresh the Collection Storage Masterplan to enhance the life and use of the National Library's heritage listed building for the Australian community.

The National Library progressed the development of a new Building and Collection Storage Masterplan for its Parkes building, in collaboration with Guida Moseley Brown Architects. Extensive pre-design research and consultation formed a comprehensive understanding of the building history, heritage status, current usage, successes and challenges of the existing library. The design and development process also established a framework for building development for the next 10 to 15 years.

From the consultation process, a series of key themes were developed that underpin the proposed changes to the building over the next 10 years. Key themes include:

- new life in the National Library
- recognising the role of digital access and digitisation
- sustainable design
- respecting and learning from the original design intentions
- shared history and culture
- assuring accessibility
- redefining internal functioning and reshaping the Collection Storage Masterplan.

The masterplan sets out proposed optimal uses of the Parkes building and aims to provide safe and accessible spaces for National Library users and staff. The master planning project delivered concept design, draft floor plates, accommodation fit-out guidelines and an inventory of prioritised building projects.

A ten-year works program is being developed and funding sources will need to be identified for many of the more ambitious large-scale projects, with an accessible, welcoming entry to the building one of the highest priorities.

Commence planning and construction of the extension of the National Library's Hume Repository and continue planning to meet the National Library's longer-term offsite storage needs.

The National Library has been progressing with the planning and design stages of the extension project for its Hume Repository. This will deliver a modular extension at its northern end, providing an additional 18 linear kilometres of high-rise, static shelving for the storage of pre-1990, octavo-size, overseas monograph collections.

Full development application approval was received on 20 May 2024. The facility will embody energy-efficiency design principles to minimise the impact on the environment and meet the Australian Government's APS Net Zero 2030 requirements. This includes passive design with no reliance on a mechanical heating ventilation and air conditioning (HVAC) system, expansion of water catchment (including water tanks), solar options and new parking with electric vehicle charging.

Construction of the northern extension will be completed by the end of June 2025 to enable the relocation of collection material temporarily housed at the National Archives of Australia facility in Mitchell ACT before our January 2026 lease expires.

While the northern extension will alleviate the National Library's immediate offsite storage capacity risk, it does not provide for continuing growth of 2.5 linear kilometres per year. The National Library will continue planning for its longer-term collection storage needs, including scoping and designing a further extension of the Hume Repository at the southern end of the site during 2024–25.

Continue the building works program to protect the safety of the National Library's collection and preserve the National Library's heritage listed building.

The National Library has been progressing a significant building works program utilising the funding provided via the Australian Government's National Cultural Policy – National Collecting Institutions – sustainability measure. The built infrastructure program is a multi-year series of upgrade and redevelopment projects aimed at remediating and maintaining

the integrity of the iconic heritage-listed Parkes building. Projects also focus on improving building and environmental performance, maintaining heritage character and enhancing compliance with safety and building codes.

The National Library completed the following building works projects in 2023–24:

- replacement of the heritage copper roof and asbestos-containing material remediation project
- stages 1–3 of the HVAC project
- relocation of the IT server room project.

The following building works projects also progressed:

- heritage window replacement project (50 per cent complete)
- HVAC stages 4–5
- main switchboard replacement and water leak remediation
- safety and compliance projects
- strategic asset management plan and life cycle cost plan preventative maintenance projects.

The scale of building works across the Parkes building has significantly disrupted business areas, and also involved protecting and/or relocating collections and staff while the building remains operational. As a result, the National Library has put in place two temporary offsite arrangements:

- a three-year lease for offsite accommodation in Barton that started on 1 May 2024 to accommodate 60 staff
- amending the current licence to occupy with National Archives of Australia, Mitchell, to provide additional temporary collection storage capacity for 14 linear kilometres of Asian collections that needed to be relocated while HVAC works continue.

Performance measures

Table 3.15 Legal deposit items collected through the automated digital deposit system

2023–24		2022–23		2021–22	
Result	62%	Result	N/A	Result	N/A
Target	Baseline to be set	Target	N/A	Target	N/A
Status	Baseline established	Status	N/A	Status	N/A

Sources: 2023–24 Corporate Plan, p. 19; 2023–24 Portfolio Budget Statements, p. 415.

Analysis: In 2023–24, 62 per cent of Australian published titles were acquired digitally through National edeposit (NED). NED is a single cross-jurisdictional service that streamlines legal deposit obligations for publishers and creates efficiencies for deposit libraries through a reduction in manual processing of print titles. The service also provides centralised data management, preservation, storage, and access to Australian titles published in digital format.

This was a new performance measure in 2023–24. It aims to measure efficiency achieved by way of reduced manual intervention.

Data source: Extracted from National Library systems.

Methodology: Based on number of legal deposit items collected digitally through NED.

This page has intentionally been left blank.



The National Library has been dedicated to enhancing representation of, and engagement with, culturally and linguistically diverse communities throughout 2023-24.



Governance and Accountability

4.1 Role

Section 6 of the *National Library Act 1960* sets out the functions of the National Library, as follows:

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

The National Library has responsibility for collecting Australian cultural heritage materials and making them available to the Australian public. During 2023–24, the minister responsible for the National Library was the Hon Tony Burke MP, Minister for the Arts. The affairs of the National Library are conducted by the National Library Council, with the Director-General as executive officer.

4.2 Legislation

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

4.3 Organisation

The National Library's organisational and senior management structure, effective as of 30 June 2024, is set out in Figure 4.1.

4.4 Corporate governance

Our corporate governance framework and processes ensure accountability and transparency and promote quality leadership, effective people management and efficient and ethical use of our resources. Our corporate governance structure is outlined in Figure 4.2.

Figure 4.1 Organisational and senior management structure as of 30 June 2024

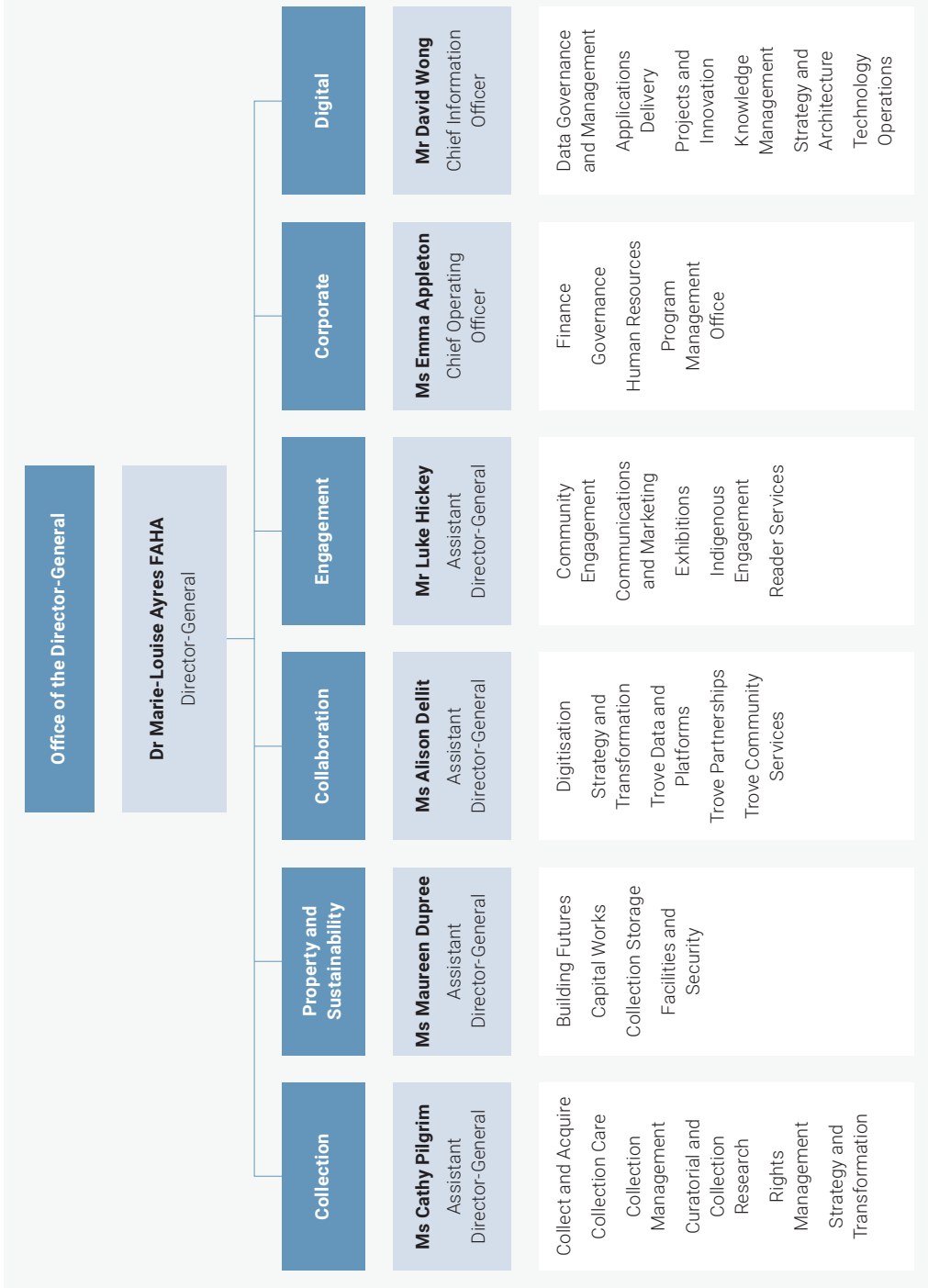
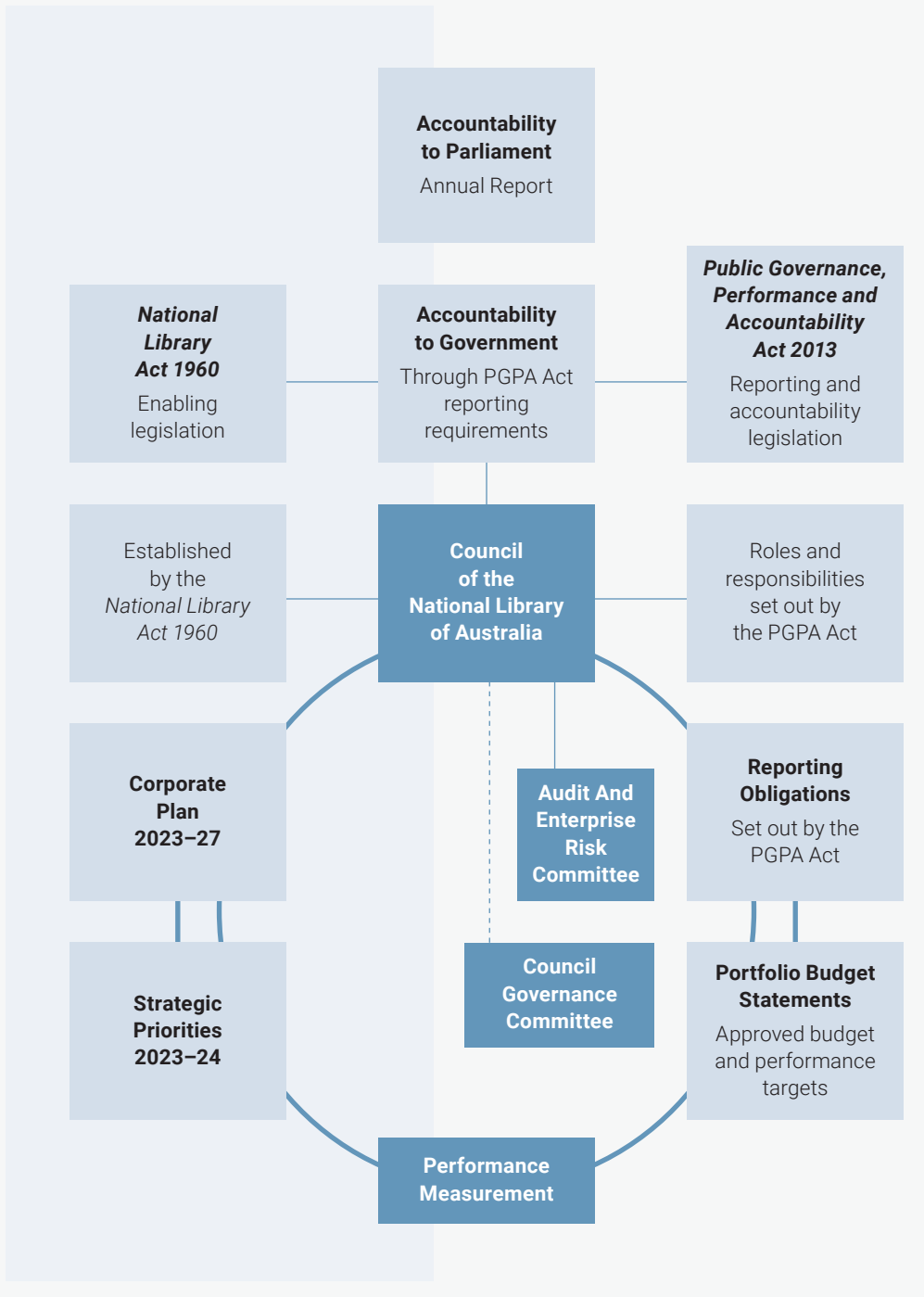


Figure 4.2 Corporate governance structure 2023–24



Council

The Council of the National Library of Australia conducts the National Library's affairs, as set out in the *National Library Act 1960*. The Council has 12 members, including the Director-General, one Senator elected by the Senate, and one member of the House of Representatives elected by the House.

The late Senator Linda White was a valued member of Council. She passed away on 29 February 2024 while in office. The Senate elected Senator Dr Jess Walsh to Council for a period of three years, effective from 25 March 2024.

There was one vacancy on Council throughout most of 2023–24 until Distinguished Professor Larissa Behrendt AO was appointed, commencing on 24 May 2024. With this appointment, Council returned to its full complement of 12 members. *Appendix A* lists Council members and their attendance at Council meetings during the reporting period.

The role of Council includes:

- being accountable for the National Library's compliance with legislative and regulatory obligations under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), the *Public Service Act 1999*, the *Work Health and Safety Act 2011* and other applicable Commonwealth legislation
- contributing to, and overseeing, the development and implementation of strategies and services in line with the obligations under the *National Library of Australia Act 1960*, and oversight of proper and efficient performance of Library functions
- overseeing the financial viability of the National Library, ensuring resource usage is appropriate and in line with expectations of a Corporate Commonwealth Entity



The Council of the National Library of Australia.

- guiding and enhancing strategies and programs developed by the National Library executive, and monitoring performance, risks and opportunities
- approving annual budget and monitoring significant commitments, including signing off annual financial statements
- establishing and maintaining appropriate systems relating to risk management and oversight of internal controls
- ensuring the National Library has an appropriate corporate governance structure; in particular, ensuring it acts legally and responsibly on all matters and that the highest ethical standards are maintained
- acting as advocates for the National Library by promoting the contribution of the National Library to the Australian community and economy.

Priorities and actions are articulated in the National Library's 2023–24 Corporate Plan. The Council has two standing committees: the Audit and Enterprise Risk Committee and the Council Governance Committee.

Audit and Enterprise Risk Committee

The Council of the National Library of Australia established an audit committee as required by section 45 of the PGPA Act and section 17 of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule). The committee is a subcommittee of the Council, established to assist the Council in discharging its responsibilities under the *National Library Act 1960* and the PGPA Act in respect of financial reporting, performance reporting, risk oversight and management, internal control and compliance with relevant laws and policies.

The functions of the Audit and Enterprise Risk Committee are to:

- review the appropriateness of the National Library's
 - financial reporting
 - performance reporting
 - system of risk oversight and management
 - system of internal control and legislative and policy compliance
- provide advice independent of National Library management
- assist the National Library and Council members to comply with their obligations under the PGPA Act and associated framework, including the Fraud Rule
- provide a forum for communication between Council members, Executive managers and the internal and external auditors of the National Library
- examine and recommend the National Library's annual financial and performance statements to Council for approval.

See *Appendix A* for details of committee members, including their qualifications, meeting attendance and remuneration.

Council Governance Committee

The Council Governance Committee is a subcommittee of the Council of the National Library of Australia established to assist the Council discharge its responsibilities under the *National Library Act 1960* and the PGPA Act. The committee provides advice to the Chair of Council in relation to the internal operations of the Council of the National Library, and framing of performance expectations and remuneration of the Director-General within the framework outlined by the Remuneration Tribunal for Principal Executive Officers.

The Council Governance Committee comprises three non-executive Council members. See *Appendix A* for details of Council Governance Committee members and meeting attendance.

Strategic planning

Strategic planning ensures that our activities and resources align with our strategic priorities and support the achievement of our purpose. Two key documents set out our goals and the approach we take to achieve them:

- the Portfolio Budget Statements, which identify our strategic direction statement and resource and budget measures, and articulate our high-level outcomes and planned performance
- the Corporate Plan, which describes our operating environment, identifies our priorities and details how we manage risk, achieve our purpose and measure our performance. This document is updated annually and endorsed by Council.

Risk management and fraud control

The National Library's Enterprise Risk Management framework was approved by Council in August 2023 and promotes continuous improvement of risk culture and practice across the National Library. The framework supports the Council, the Audit and Enterprise Risk Committee and the executive to effectively engage with emerging risks and manage identified strategic and enterprise risks, and for business areas to identify, treat and manage operational risks. The framework aligns with the PGPA Act, the Commonwealth Risk Management Policy 2023 and ISO 31000:2018, Risk management—Guidelines.

The Business Continuity Policy and Framework was last reviewed in August 2023. It outlines the National Library's approach to planning and managing business disruptions, incidents and emergencies that may occur. The National Library's Business Continuity Committee has responsibility for implementing the framework and coordinating the National Library's crisis management responses.

The National Library has zero tolerance for fraudulent behaviour and corruption. The National Library treats both suspected and actual fraud and corruption seriously. The Fraud and Corruption Control Plan was endorsed by Council in February 2024 and meets the requirements in section 10 of the PGPA Rule. The plan sets out the National Library's strategies and procedures for preventing, detecting, and responding to fraud and corruption, in addition to our comprehensive fraud and corruption risk assessment. All reasonable measures have been taken to deal appropriately with fraud and corruption, as per the Fraud and Corruption Control Plan.

Audit

The National Library's internal auditor, Synergy Group Australia, reported to the Audit and Enterprise Risk Committee on four audits in 2023–24:

- performance measures
- Treasured Voices philanthropy program
- procurement
- cyber security.

A fifth audit, focusing on the Capital Works program, commenced in June 2024. Implementation and closure of audit recommendations are reported to, and monitored by, the Audit and Enterprise Risk Committee.

Parliamentary committees and government inquiries

The National Library appeared before the National Capital and External Territories Joint Committee on 16 August 2023.

Location of major activities and facilities

The National Library of Australia operates from six buildings:

- Parkes Place West, Canberra ACT 2600 (main building and administration)
- 6 National Circuit, Barton ACT 2600 (administration)
- 44 Tralee Street, Hume ACT 2620 (repository)
- 64 Sheppard Street, Hume ACT 2620 (repository)
- National Archives of Australia, corner of Flemington Road and Sandford Street, Mitchell ACT 2911 (repository)
- Australian Embassy in Jakarta (with locally engaged staff).

The 2023–24 National Cultural Policy – National Collecting Institutions – sustainability measure provides support for several building works projects for the National Library, including a series of building services upgrades, critical safety and compliance projects and the Hume Repository extension. The scale of works across the Parkes building has led to some disruption to business areas and the need to relocate some collections and staff while the building remains operational.

Workplace relations

The Strategic People Pathway 2022–2025 (SPP) is the guiding workforce strategy for the National Library. The objective of this strategy is to develop capability to modernise our work practices, responding flexibly and innovatively to the changed and changing nature of our work, with a special focus on developing a culturally competent workforce.

The SPP is in its establishment phase, with a focus during 2023–24 on strengthening our leadership and management capability at all levels, with integrity, diversity and inclusion underpinning all actions we take at the National Library. The National Library of Australia Disability and Inclusion Action Plan 2024–2026 was finalised during the reporting period, with the plan outlining the National Library's vision for enhancing disability access and inclusion for our workforce and our onsite and online users. The Aboriginal and Torres Strait Islander Recruitment and Retention Action Plan commenced implementation and commits to action across three critical areas:

- cultural safety
- career pathways
- career development and advancement for First Nations staff.

Agency-level bargaining for a new Enterprise Agreement was conducted from January to February 2024, in line with the Public Sector Workplace Relations Policy 2023. The National Library of Australia Enterprise Agreement 2024–2027 commenced operation on 16 April 2024. Australian Public Service (APS) and Executive Level library employees received a 0.92 per cent one-off payment and a 4 per cent pay rise effective from 14 March 2024 due to a new determination under subsection 24(1) of the *Public Service Act 1999*.

The APS Employee Census surveys all National Library staff to track perceptions about leadership, workplace conditions, culture and environment. Labour hire staff were invited to participate in the survey for the first time in 2023. Also for the first time, the National Library's results were compared to other National Cultural Institutions, whereas in previous years we were compared to 'specialist' agencies. The National Library actively promotes participation in the APS Employee Census and 71 per cent of eligible staff participated in 2023. The National Library's 2023 results for four of the six indexes improved, compared to the 2022 results. The National Library has a proactive approach to employee census results, sharing them with all staff and actively consulting through a staff consultative committee. The National Library developed the 2023 Census Action Plan to respond to the census results, which aims to:

- have consistent and effective change management and communication processes
- promote and improve health and wellbeing for staff
- improve the support and knowledge of available digital tools.

Work health and safety

During the reporting period, the National Library commenced several sizable capital works projects. The nature of the construction work inherently involved higher-risk work activities that elevated the National Library's risk profile for 2023–24. The National Library maintains safety and rehabilitation management systems to ensure appropriate controls are in place and remain effective. The National Library also continues to work actively with the regulator, Comcare, to improve its work health safety and rehabilitation arrangements.

There were 132 hazard and incident reports submitted (88 hazards, 44 incidents) during 2023–24. There were three notifiable incidents in 2023–24, each relating to construction work. The incidents did not involve any injury and were reported in accordance with legislative requirements. No incidents were reported involving serious injury or illness.

The National Library monitors rehabilitation performance against a range of measures, including time off work and adjustment of duties following an injury. To date, National Library performance has met or exceeded the defined benchmarks. The National Library premium has decreased compared with 2022–23. One claim was submitted in the 2023–24 financial year.

The National Library’s premium rates for workers compensation since 2021–22 are shown in Table 4.1.

**Table 4.1 Premiums for injuries suffered 2021–22 to 2024–25
(as a percentage of wages and salaries)**

Premium rates	2021–22	2022–23	2023–24	2024–25
Premium rates for the National Library	1.06	0.82	0.65	0.6
Premium rates for all agencies combined (for comparison)	0.79	0.83	0.84	0.95
Library rates as a percentage of all agencies	134%	99%	77%	63%

Note: includes rates as amended retrospectively by Comcare.

Health and Safety Representatives and First Aid Officers are all appropriately trained and hold up-to-date qualifications.

Staff wellbeing was consistently supported throughout 2023–24. The annual onsite influenza vaccination clinic was held in April and May, with 210 staff vaccinated across four clinics. In addition, a monthly newsletter covering a range of health and wellbeing topics was circulated to all staff and the 24/7 Employee Assistance Program service for employees and their families continued to be offered.

The National Library also introduced a new health and wellbeing app that provides staff (who opt in) with a personalised human dashboard that monitors and supports their health and wellbeing across key health areas.

Statutory compliance

GOVERNMENT POLICY ORDERS AND MINISTERIAL DIRECTIONS

In accordance with paragraphs 17BE(d) and 17BE(e) of the PGPA Rule, the National Library notes it did not receive any government policy orders or ministerial directions during 2023–24.

In January 2024, the National Library received a statement of expectation from the Hon Tony Burke MP, Minister for the Arts, setting out strategic priorities for the year. The National Library responded to this letter in a statement of intent, demonstrating a commitment to these government priorities. Copies of this correspondence can be found on the National Library’s website at: www.nla.gov.au/about-us/corporate-documents/statements-expectations-and-intent.

DISPOSAL OF LIBRARY MATERIAL

In accordance with section 25 of the *National Library Act 1960*, the National Library notes that during the reporting period, it disposed of 229 volumes that had been accessioned into the collection. No items were disposed of based on their condition, 187 on the grounds of duplication and 42 on the basis that they were outside the scope of the Collection Development Policy.

The National Library also disposed of 9,586 non-accessioned items during the reporting period, which included over 6,000 unsolicited donations of material out of scope of the National Library's Collection Development Policy.

ADVERTISING AND MARKET RESEARCH

In accordance with section 311A of the *Commonwealth Electoral Act 1918*, Table 4.2 provides a summary of amounts paid by the National Library to advertising agencies, market research organisations and media advertising organisations in excess of \$15,200 (inclusive of GST) for non-recruitment and non-tender services. The National Library did not pay for the services of any polling or direct mail organisations.

Table 4.2 Library expenditure on advertising and market research 2023–24

Company	Type	Amount
Region Group	Media advertising organisation	\$21,120
Open Brand Consulting	Advertising agency	\$45,909
Nextmedia	Media advertising organisation	\$27,500
Bastion Insights	Market research organisation	\$38,885

FREEDOM OF INFORMATION

The National Library complies with the requirement in Part II of the *Freedom of Information Act 1982* to publish information to the public as part of the Information Publication Scheme. We recognise that public sector information should be treated as a national resource. The National Library publishes information in accordance with the Information Publication Scheme requirements at: www.nla.gov.au/about-us/corporate-documents/information-publication-scheme.

PUBLIC INTEREST DISCLOSURE

The National Library complies with the requirements in section 76 of the *Public Interest Disclosure Act 2013* by providing the Ombudsman with information required under that section. The National Library's Public Interest Disclosure Procedures are available at: www.nla.gov.au/about-us/corporate-documents/public-interest-disclosures.

SIGNIFICANT NON-COMPLIANCE WITH FINANCE LAW

The National Library did not have any issues of non-compliance in 2023–24 to report to the responsible minister as required under PGPA Act paragraph 19(1)(e).

ENVIRONMENTAL SUSTAINABILITY

The National Library complies with section 516A of the *Environmental Protection and Biodiversity Conservation Act 1999* (EPBC Act) and is committed to meeting the Australian Government's APS Net Zero 2030 target. Australia's environment is a vital part of our national identity, our First Nations heritage and our economy.

In 2023–24, the National Library:

- engaged a specialist consultant to review and update its environmental management system and action plan
- received development approval for the passively designed Hume Repository extension with its low carbon footprint and energy consumption
- managed the heritage values of the Parkes building under the Heritage Strategy and the Conservation Management Plan
- assessed all building works proposals against the EPBC Act, the Heritage Strategy and the Conservation Management Plan
- continued upgrades of the heating, ventilation and air conditioning system to help improve energy efficiency of the Parkes building
- minimised the amount of waste going to landfill by promoting recycling facilities within its buildings, such as commingled and cardboard/paper recycling
- eliminated single-use plastic products – such as cups, plates and cutlery – from public program and event catering, commencing 1 July 2023
- minimised paper use by increasing use of electronic records management systems and Microsoft Teams working environments and having double-sided printing as the default setting for all printers.

APS NET ZERO 2030

APS Net Zero 2030 is the government's policy for the APS to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions. As part of the Net Zero in Government Operations Strategy, corporate Commonwealth entities are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over the 2023–24 period. Results are presented based on carbon dioxide equivalent emission tonnes (t CO₂-e). Greenhouse gas emissions have been calculated in line with the APS Net Zero Emissions Reporting Framework, consistent with the whole-of-Australian Government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and amendments to data may be required in future reports.

The following caveats apply to the data in Table 4.3:

- Reporting on refrigerants is optional for 2023–24 and will be phased in over time as emissions reporting matures.
- A portion of natural gas electricity data could not be separated from the National Archives of Australia's data and has been included in National Archives of Australia's annual report. This portion related to our leased repository at the National Archives of Australia in Mitchell ACT.
- Emissions from domestic hire cars for 2023–24 may be incomplete due to a lack of robust data. The quality of data is expected to improve over time as emissions reporting matures.

Table 4.3 Greenhouse gas emissions inventory 2023–24 – location-based method

Emission source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (location-based approach)	n/a	3,409.203	272.011	3,681.214
Natural gas	243.219	n/a	61.831	305.050
Solid waste*	n/a	n/a	84.784	84.784
Refrigerants**	0.000	n/a	n/a	0.000
Fleet and other vehicles	6.896	n/a	1.702	8.598
Domestic commercial flights	n/a	n/a	40.064	40.064
Domestic hire car*	n/a	n/a	0.000	0.000
Domestic travel accommodation*	n/a	n/a	12.691	12.691
Other energy	252.004	n/a	62.104	314.108
Total t CO₂-e	502.119	3,409.203	535.186	4,446.508

Note: the table above presents emissions related to electricity usage using the location-based accounting method. t CO₂-e = Carbon Dioxide Equivalent tonnes.

* indicates emission sources collected for the first time in 2023–24. The quality of data is expected to improve over time as emissions reporting matures.

† indicates optional emission source for 2023–24 emissions reporting.

Table 4.4 Electricity greenhouse gas emissions 2023–24

Emission source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Percentage of electricity use
Location-based electricity emissions	3,409.203	272.011	3,681.214	100.00%
Market-based electricity emissions	291.732	36.016	327.748	7.15%
Total renewable electricity	–	–	–	92.85%
Mandatory renewables ¹	–	–	–	18.72%
Voluntary renewables ²	–	–	–	74.13%

Note: the table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. t CO₂-e = Carbon Dioxide Equivalent tonnes.

¹ Mandatory renewables are the portion of electricity consumed from the grid that is generated by renewable sources. This includes the renewable power percentage.

² Voluntary renewables reflect the eligible carbon credit units surrendered by the entity. This may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (ACT only).

4.5 Summary of financial performance

The National Library recorded a surplus of \$19.661 million for the 2023–24 financial year compared to a surplus of \$11.516 million in 2022–23. The surplus in 2023–24 mostly comprised an upward revaluation of collection assets of \$21.714 million, impairment reversal of collection intangibles of \$0.423 million, and depreciation and impairment on collection assets, inventory, property, plant and equipment of \$8.687 million (depreciation on collection assets of \$8.292 million and impairment of inventory, property, plant and equipment of \$0.395 million). When the amounts for the upwards revaluation, depreciation and impairment are excluded, the National Library made a surplus of \$6.211 million. The National Library does not receive appropriation funding for depreciation and impairment of collection assets. Instead, it receives an equity injection for the acquisition of collection materials. Therefore, the National Library is allowed to operate at a loss up to the value of depreciation and impairment expenses of collection assets.

Notes on the audited financial statements explain the key numbers. In particular, the commentary on variances to budget highlights specific events throughout the year that had an impact on the results.

Financial resources

The National Library receives funding from the Australian Government for operating activities and equity funding for collection acquisitions and some capital projects. The National Library also generates own-source revenue and seeks philanthropic contributions to support specific activities and projects.

Statement of comprehensive income

Total income for 2023–24 was \$96.572 million, compared to \$82.831 million in 2022–23. The increase of \$13.741 million is primarily due to additional appropriation funding from the National Cultural Policy – National Collecting Institutions – sustainability measure received from the 2023–24 Budget, and higher interest income.

Total expenditure for 2023–24 was \$99.048 million, compared to \$89.888 million in 2022–23. The increase of \$9.160 million was due to the cost of remediation of hazardous materials, including asbestos-containing material and latent conditions during the windows replacement and HVAC works, supplier costs on several projects, including the Library Management System, and employee costs from the implementation of the new Enterprise Agreement.

Statement of financial position

In 2023–24, the National Library engaged JLL Australia to perform a desktop materiality review of the tangible collection, land and buildings in accordance with the Australian Accounting Standards. The outcome of the review was an increment, including reversal of depreciation, in:

- the value of the tangible collection of \$22.137 million (2022–23 increment was \$18.573 million)
- the value of land and buildings of \$53.999 million (there was no 2022–23 increment for land and buildings).

Financial assets increased by \$0.619 million, with the increase attributable to higher receivables and cash at bank, offset by a reduction in accrued revenues. The increase in receivables relates to interest income receivable at 30 June 2024. The reduction in accrued revenue relates to Comcover insurance claims associated with the roof restoration project, which has now been completed.

Non-financial assets increased by \$90.606 million, primarily due to:

- \$60.347 million increase in land and buildings, comprising \$12.892 million in additions, and \$53.999 million in valuation increment for land and buildings less \$6.544 million in depreciation
- \$24.426 million increase in collection assets, attributable to the valuation increment of \$21.714 million, reversal of prior year impairment of \$0.423 million and additions of \$10.581 million, less depreciation allowance of \$8.292 million
- \$5.201 million increase in plant, equipment and software, comprising additions during the year of \$11.761 million less depreciation and impairment allowance of \$6.560 million.

Liabilities decreased by \$0.778 million from \$25.882 million in 2022–23 to \$25.104 million in 2023–24. The decrease was primarily due to a decrease in unearned income of \$1.406 million, attributable to winding down the grant funding for the windows replacement project, and a reduction in accrued salaries and wages of \$0.068 million at 30 June 2024. The decrease was offset by an increase in employee provisions of \$0.722 million.

This page has intentionally been left blank.



Some of the equipment used to record the many oral history interviews conducted during the year.

A person wearing a dark suit is seated at a light-colored wooden table. Their hands are clasped together in their lap. In the foreground, a professional microphone is mounted on a small tripod stand. To the left of the microphone, there is a piece of silver audio equipment, possibly a mixer or interface, with various ports and a small display. The background is softly blurred, showing the person's torso and the setting of a meeting or interview.

Financial Statements

5.1 Audited Financial Statements



INDEPENDENT AUDITOR'S REPORT

To the Minister for the Arts

Opinion

In my opinion, the financial statements of the National Library of Australia and its subsidiaries (together the Consolidated Entity) for the year ended 30 June 2024:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Consolidated Entity as at 30 June 2024 and its financial performance and cash flows for the year then ended.

The financial statements of the Consolidated Entity, which I have audited, comprise the following as at 30 June 2024 and for the year then ended:

- Statement by the Council, Director-General and Chief Financial Officer;
- Consolidated Statement of Comprehensive Income;
- Consolidated Statement of Financial Position;
- Consolidated Statement of Changes in Equity;
- Consolidated Cash Flow Statement;
- Budget Variances Commentary; and
- Notes to and forming part of the financial statements comprising material accounting information and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Consolidated Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Accountable Authority's responsibility for the financial statements

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

In preparing the financial statements, the Council is responsible for assessing the ability of the Consolidated Entity to continue as a going concern, taking into account whether the entity's operations will cease as a result of an administrative restructure or for any other reason. The Council is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

GPO Box 707, Canberra ACT 2601
38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Consolidated Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Consolidated Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Consolidated Entity to cease to continue as a going concern;
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation; and
- obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Consolidated Entity to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the Consolidated Entity audit. I remain solely responsible for my audit opinion.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Shane Svoboda
Audit Principal

Delegate of the Auditor-General

Canberra
21 August 2024

Overview

Certification

Primary financial statements

Consolidated Statement of Comprehensive Income	84
Consolidated Statement of Financial Position	85
Consolidated Statement of Changes in Equity	86
Consolidated Cash Flow Statement	87
Budget Variances Commentary	88

Overview

Notes to the financial statements

1 Financial Performance	91
Note 1.1: Expenses	91
Note 1.2: Own-Source Revenue and Gains	93
2 Financial Position	95
Note 2.1: Financial Assets	95
Note 2.2: Non-Financial Assets	97
Note 2.3: Payables	104
Note 2.4: Interest Bearing Liabilities	105
Note 2.5: Other Provisions	106
3 Funding	107
Note 3.1: Net Cash Appropriation Arrangements	107
4 People and Relationships	108
Note 4.1: Employee Provisions	108
Note 4.2: Key Management Personnel Remuneration	109
Note 4.3: Related Party Disclosures	109
Note 4.4: Supplementary Information for the Parent Entity	110
5 Managing Uncertainties	111
Note 5.1: Contingent Assets and Liabilities	111
Note 5.2: Financial Instruments	111
Note 5.3: Fair Value Measurement	113
6 Other Information	114
Note 6.1: Current/Non-current Distinction for Assets and Liabilities	114
Note 6.2: Trust Money Controlled by the Library	115
Note 6.3: Trust Money Not Controlled by the Library	117

National Library of Australia

STATEMENT BY THE COUNCIL, DIRECTOR-GENERAL AND CHIEF FINANCIAL OFFICER

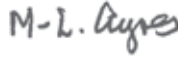
In our opinion, the attached financial statements for the year ended 30 June 2024 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013 (PGPA Act)*, and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

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

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



The Hon. Dr Brett Mason
Chair
21 August 2024



Dr Marie-Louise Ayres FAHA
Director-General
21 August 2024



Mr James Malizani FCA
Chief Financial Officer
21 August 2024

National Library of Australia
Consolidated Statement of Comprehensive Income
for the year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget 2024 \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	44,098	39,135	41,969
Suppliers	1.1B	32,591	27,186	34,663
Grants	1.1C	796	701	1,970
Depreciation and amortisation	2.2A	21,149	19,617	19,559
Impairment loss on financial instruments		1	3	-
Write-down and impairment of other assets	1.1D	395	3,228	155
Finance costs		18	18	25
Total expenses		99,048	89,888	98,341
LESS:				
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	6,892	6,774	8,206
Deposit interest	5.2B	5,995	3,139	4,693
Royalties		68	82	35
Other revenue	1.2B	5,792	10,703	4,516
Total own-source revenue		18,747	20,698	17,450
Gains				
Gains from sale of assets		7	31	-
Other gains	1.2C	1,870	1,113	700
Reversal of write-downs and impairment	1.2D	22,137	18,573	-
Total gains		24,014	19,717	700
Total own-source income		42,761	40,415	18,150
Net (cost of)/contribution by services		(56,287)	(49,473)	(80,191)
Revenue from Government	1.2E	75,948	60,989	75,948
Surplus/(Deficit)		19,661	11,516	(4,243)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net contribution by services				
Changes in asset revaluation reserve	2.2A	53,999	-	-
Total other comprehensive income		53,999	-	-
Total comprehensive income/(loss)		73,660	11,516	(4,243)

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

National Library of Australia
Consolidated Statement of Financial Position
as at 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget 2024 \$'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	8,922	16,547	1,174
Trade and other receivables	2.1B	3,875	2,364	977
Investments	2.1C	63,295	55,291	66,136
Accrued revenue	2.1D	124	1,395	3,348
Total financial assets		76,216	75,597	71,635
Non-financial assets¹				
Land	2.2A	33,875	17,000	17,000
Buildings	2.2A	291,999	248,527	261,707
Heritage and cultural	2.2A	1,153,854	1,135,322	1,115,040
Plant and equipment	2.2A	15,374	14,451	14,415
Computer software	2.2A	17,615	13,337	13,770
Collection intangibles	2.2A	82,563	76,669	83,497
Inventories	2.2B	637	600	530
Prepayments		2,321	1,726	1,742
Total non-financial assets		1,598,238	1,507,632	1,507,701
Total assets		1,674,454	1,583,229	1,579,336
LIABILITIES				
Payables				
Suppliers		5,555	5,622	4,574
Other payables	2.3A	4,570	6,021	6,664
Total payables		10,125	11,643	11,238
Interest bearing liabilities				
Leases	2.4A	2,272	2,248	3,165
Total interest bearing liabilities		2,272	2,248	3,165
Provisions				
Employee provisions	4.1A	12,656	11,934	11,717
Other provisions	2.5A	51	57	64
Total provisions		12,707	11,991	11,781
Total liabilities		25,104	25,882	26,184
Net assets		1,649,350	1,557,347	1,553,152
EQUITY				
Contributed equity		174,795	156,452	173,295
Reserves		255,268	201,269	201,269
Retained earnings		1,219,287	1,199,626	1,178,588
Total equity		1,649,350	1,557,347	1,553,152

¹ Right-of-use assets are included in Buildings and Plant and Equipment.

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

National Library of Australia
Consolidated Statement of Changes in Equity
for the year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget 2024 \$'000
CONTRIBUTED EQUITY				
Opening balance				
Balance carried forward from previous period		156,452	146,802	156,452
Transactions with owners				
Contribution by owners				
Equity injection		18,343	9,650	16,843
Total transactions with owners		18,343	9,650	16,843
Closing balance as at 30 June		174,795	156,452	173,295
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		1,199,626	1,188,110	1,182,831
Adjusted opening balance		1,199,626	1,188,110	1,182,831
Comprehensive income				
Surplus/(deficit) for the period		19,661	11,516	(4,243)
Total comprehensive income		19,661	11,516	(4,243)
Closing balance as at 30 June		1,219,287	1,199,626	1,178,588
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		201,269	201,269	201,269
Other comprehensive income		53,999	-	-
Closing balance as at 30 June		255,268	201,269	201,269
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		1,557,347	1,536,181	1,540,552
Adjusted opening balance		1,557,347	1,536,181	1,540,552
Comprehensive income				
Surplus/(deficit) for the period		19,661	11,516	(4,243)
Total comprehensive income		73,660	11,516	(4,243)
Equity injection		18,343	9,650	16,843
Transactions with owners		18,343	9,650	16,843
Total closing balance as at 30 June		1,649,350	1,557,347	1,553,152

Accounting Policy

Equity Injections

Amounts appropriated which are designated as equity injections for a year are recognised directly in contributed equity in that year.

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

National Library of Australia
Consolidated Cash Flow Statement
As at 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget 2024 \$'000
OPERATING ACTIVITIES				
Cash received				
Receipts from Government		75,948	60,989	77,898
Sales of goods and rendering of services		9,111	8,703	8,897
Interest		4,178	3,139	4,693
Net GST received		5,674	3,884	1,708
Other		4,454	9,759	2,566
Total cash received		99,365	86,474	95,762
Cash used				
Employees		43,427	38,074	41,735
Suppliers		39,755	31,556	36,482
Interest payments on lease liabilities		36	18	25
Grants paid		796	701	1,970
Total cash used		84,014	70,349	80,212
Net cash from operating activities		15,351	16,125	15,550
INVESTING ACTIVITIES				
Cash received				
Proceeds from sales of property, plant and equipment		7	31	-
Investments		149,730	194,989	170,958
Total cash received		149,737	195,020	170,958
Cash used				
Purchase of property, plant and equipment		18,975	21,296	22,292
Purchase of intangibles		13,223	8,390	10,044
Investments		157,734	181,971	170,000
Total cash used		189,932	211,657	202,336
Net cash used by investing activities		(40,195)	(16,637)	(31,378)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		18,343	9,650	16,843
Total cash received		18,343	9,650	16,843
Cash used				
Principal payments of lease liabilities		1,124	990	1,015
Total cash used		1,124	990	1,015
Net cash from financing activities		17,219	8,660	15,828
Net increase/(decrease) in cash held		(7,625)	8,148	-
Cash and cash equivalents at the beginning of the reporting period		16,547	8,399	1,174
Cash and cash equivalents at the end of the reporting period	2.1A	8,922	16,547	1,174

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

National Library of Australia
Budget Variances Commentary
for the year ended 30 June 2024

Budget Variances Commentary

A variance is considered major when the variance between budget and actual is greater than 10% and greater than 2% of the relevant category (expenses, revenue, assets, liabilities, receipts or payments). An item below this threshold will be included if considered important for the reader's understanding.

Consolidated Statement of Comprehensive Income

Explanations of major variances	Affected line items
Increase in employee benefits of \$2.1m due to an increase in Average Staffing Level (ASL) from 351 to 376 as at 30 June 2024; and enterprise agreement (EA) increase of 4%; plus a one-off lump-sum payment made in March 2024 to align remuneration to the whole-of-government EA.	Employee benefits
Increase in interest income from investments of \$1.3m due to higher interest rates.	Deposit Interest
Increase in other revenue of \$1.3m is primarily due to insurance claims for roof damage and higher grants income recognised from unearned income.	Other revenue
The increase in reversal of write-downs and impairment of \$22.1m is primarily due to the revaluation increment of \$21.7m for heritage and cultural assets as at 30 June 2024 which was recorded as a reversal of a previous revaluation decrement.	Reversal of write-downs and impairment
The increase in changes in the asset revaluation reserve of \$54.0m is due to the revaluation increment of the Library's land and buildings as at 30 June 2024.	Changes in asset revaluation reserve

Consolidated Statement of Financial Position

Explanations of major variances	Affected line items
The increase in cash and cash equivalents of \$7.7m is primarily due to the timing of the maturity of investments.	Cash and cash equivalents
The increase in land and building of \$47.2m is primarily due to the \$54.0m revaluation increment of the Library's land and buildings as at 30 June 2024.	Land and buildings
The increase in heritage and cultural assets of \$38.8m is primarily due to the revaluation increment of \$21.7m in 2023-24 and \$18.2m in 2022-23, recorded as a reversal of a previous revaluation decrement.	Heritage and cultural assets
The increase in computer software assets of \$3.8m is primarily due to major software additions during the year including Trove Metadata Management and Library Management System Replacement projects.	Computer software
The decrease in suppliers and other payables of \$1.1m is primarily due to unearned income for the Windows Replacement Project being recognised in 2023-24.	Supplier and other payables
The decrease in lease liabilities of \$0.9m is due to principal repayments in 2023-24. The Library budgets for leases to increase over time in line with indexation, however actual lease liabilities decline with principal payments until new lease agreements are entered.	Leases
Increase in employee provisions of \$0.9m due to increase in ASL from 351 to 376 as at 30 June 2024 and an enterprise agreement (EA) increase of 4% from March 2024.	Employee provisions

National Library of Australia
Budget Variances Commentary
for the year ended 30 June 2024

Consolidated Cash Flow Statement

Explanations of major variances	Affected line items
Decrease in interest received of \$0.5m due to the timing of the maturity of investments.	Interest
Increase in other revenue of \$1.9m is primarily due to insurance claims for roof damage and grants received.	Other cash received
The decrease in investments received and used by the Library was due to an increase in longer term investments made during 2023-24, resulting in lower cash inflows and outflows for investments.	Cash received – investments Cash used - investments
The increase in contributed equity of \$1.5m is due to an equity injection from 2023-24 Bill 4 Appropriation as part of the Portfolio Additional Estimates Statements.	Contributed equity

National Library of Australia

Notes to and forming part of the financial statements

for the year ended 30 June 2024

Overview

Objectives of the National Library of Australia

The National Library of Australia (the Library) is an Australian Government controlled not-for-profit entity. The Library's role is to collect documentary resources, particularly relating to Australia and the Australian people, so that the Australian community - now and in the future - can discover, learn and create new knowledge.

The Library has a single outcome: Enhanced learning, knowledge creation, enjoyment and understanding of Australian life and society by providing access to a national collection of library material. The continued existence of the Library in its present form and with its present programs is dependent on Government policy and on continuing funding by parliament for the Library's administration and programs.

Basis of Preparation

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

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015 (FRR)*; and
- b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

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

Based on continued appropriation from Government as the primary funding source of the Library, management expects to continue operations as a going concern for the foreseeable future.

Principles of Consolidation

The financial statements are those of the economic entity, comprising the Library (parent entity) and the Library's Trust Accounts. The Library's Trust Accounts comprise funds originally received by way of gifts, bequests and assignments. Eight of the nine Trust accounts have no beneficiaries with equitable interests. The Library derives benefit in the use of these Trust assets consistent with the purposes of the individual trusts and objectives of the Library and this enables the Library to meet its objectives of providing services within its functions prescribed by the *National Library Act 1960*. Details of the Trust Accounts can be found at Note 6.2. The accounts of the Library's Trust Accounts are prepared using accounting policies consistent with those of the Library. The effects of transactions and balances between entities are eliminated in full.

The Library holds one Trust account which is not included within the financial statements of the Library as this Trust has a beneficiary and is not deemed to be controlled by the Library. Details of this Trust account can be found at Note 6.3.

Accounting Estimates and Judgements

In the preparation of the financial statements, management adopts a number of estimates and judgements relating to the treatment of transactions and balances under the Accounting Standards. Individually material estimates and judgements are outlined in the notes to which they relate:

Accounting estimate/judgement	Note
Valuation of non-financial assets	2.2

New Australian Accounting Standards

No new, revised or amended standards and/or interpretations that were issued prior to the sign-off date and are applicable to the current reporting period had a material effect and are not expected to have a future material effect on the Library's financial statements.

Taxation

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

Events After the Reporting Period

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

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

1 Financial Performance

This section analyses the financial performance of the Library for the year ended 30 June 2024.

Note 1.1: Expenses

	2024	2023
	\$'000	\$'000
Note 1.1A: Employee benefits		
Wages and salaries	33,090	28,673
Superannuation:		
Defined contribution plans	3,752	3,091
Defined benefit plans	2,745	2,846
Leave and other entitlements	4,470	4,496
Other employee benefits	41	29
Total employee benefits	<u>44,098</u>	<u>39,135</u>

Accounting Policy

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

Note 1.1B: Suppliers

Goods and services supplied or rendered

Access to external databases and records	361	357
Building services	7,469	6,171
Collection preservation	139	223
Communications	194	188
Computer services and supplies	4,957	4,395
Contractors and consultants	13,543	10,487
Cost of goods sold	810	793
Freight and postage	253	265
Insurance	702	692
Magazine and newspaper subscriptions (Collection)	550	796
Non asset furniture and equipment	334	129
Non asset software	7	5
Audit fees	86	76
Other	1,114	852
Promotion of library services	438	389
Promotional publications	43	24
Stationery, printing and office machine consumables and repairs	494	439
Training	364	297
Travel and subsistence	394	329
Total goods and services supplied or rendered	<u>32,252</u>	<u>26,907</u>
Goods supplied	1,482	1,359
Services rendered	30,770	25,548
Total goods and services supplied or rendered	<u>32,252</u>	<u>26,907</u>
Other suppliers		
Workers compensation expenses	252	235
Low value leases	87	44
Total other suppliers	<u>339</u>	<u>279</u>
Total suppliers	<u>32,591</u>	<u>27,186</u>

The Library has no short-term lease commitments as at 30 June 2024 (\$'000: nil).

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

	2024	2023
	\$'000	\$'000
Note 1.1C: Grants		
Private sector:		
Non-profit organisations	372	271
Individuals	339	288
Public sector:		
State and Territory Governments	66	51
Local Governments	19	91
Total grants	<u>796</u>	<u>701</u>

Accounting Policy

Grants

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

Grant liabilities are recognised to the extent that (i) the services required to be performed by the grantee have been performed; or (ii) the grant eligibility criteria have been satisfied, but payments due have not been made. When the Government enters into an agreement to make these grants and services, but services have not been performed or criteria satisfied, this is considered a commitment.

Note 1.1D: Write-down and impairment of other assets		
Impairment of inventory	148	114
Impairment of property, plant and equipment	27	260
Impairment of intangible assets	220	-
Impairment of intangible collection assets	-	2,854
Total write-down and impairment of other assets	<u>395</u>	<u>3,228</u>

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 1.2: Own-Source Revenue and Gains

	2024	2023
	\$'000	\$'000
Note 1.2A: Revenue from contracts with customers		
Sale of goods	1,414	1,409
Rendering of services	5,478	5,365
Total revenue from contracts with customers	6,892	6,774
Disaggregation of revenue from contracts with customers		
Major product / service line:		
Publications and Bookshop sales	1,414	1,409
Trove Collaborative Services contracts	3,168	3,777
Other service revenues	1,502	1,214
Digitisation services	808	374
	6,892	6,774

Accounting Policy

Revenue from the sale of goods is recognised when control has been transferred to the buyer, usually at point of sale for books and publications.

Revenue from provision of services is recognised once performance obligations under contracts are met. The completion of performance obligations does not involve significant judgement.

The transaction price is the total amount of consideration to which the Library expects to be entitled in exchange for transferring promised goods or services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both.

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

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

	2024	2023
	\$'000	\$'000
Note 1.2B: Other revenue		
Grants and other non-reciprocal payments by other entities	3,478	3,066
Donations	1,939	1,760
Other revenue	375	5,877
Total other revenue	5,792	10,703

Note 1.2C: Other gains

Resources received free of charge ¹	1,870	1,113
Total other gains	1,870	1,113

1. This relates to tangible and intangible Australian publications collected through legal deposits and material received under the Cultural Gifts Program. One copy of everything that is published in Australia is to be given to the National Library under the legal deposit provisions of the *Copyright Act (1968)*.

Accounting Policy

Resources received free of charge

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

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

Sale of assets

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

Note 1.2D: Reversal of write-downs and impairment

Revaluation increments ¹	21,714	18,179
Reversal of impairment of intangible assets	423	394
Total reversals of previous asset write-downs and impairments	22,137	18,573

1. This relates to the revaluation increment of heritage and cultural assets as at 30 June 2024. This increment partially reverses a valuation decrement of \$165.87m in 2020-21 and has been recognised in the Statement of Comprehensive Income accordingly. Refer to Note 2.2 and Note 5.3 Fair Value Measurement.

	2024	2023
	\$'000	\$'000
Note 1.2E: Revenue from Government		
Department of Infrastructure, Transport, Regional Development, Communications and the Arts		
Corporate Commonwealth entity payment items	75,948	60,989
Total revenue from government	75,948	60,989

Accounting Policy: Revenue

Revenue from Government

Funding received or receivable from the Department of Infrastructure, Transport, Regional Development, Communications and the Arts (appropriated to the Department as a Corporate Commonwealth Entity payment item for the payment to the Library) is recognised as Revenue from Government, unless the funding is in the nature of an equity injection. Grants received from Government entities are included in Note 1.2B, Other revenue.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

2 Financial Position

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

Note 2.1: Financial Assets

	2024	2023
	\$'000	\$'000
Note 2.1A: Cash and cash equivalents		
Cash on hand or on deposit (Library funds)	8,512	15,019
Cash on hand or on deposit (Trust funds)	410	1,528
Total cash and cash equivalents	8,922	16,547

Accounting Policy:

Cash

Cash is recognised at its nominal amount. Cash and cash equivalents includes:

- a) cash on hand; and
- b) deposits in bank accounts with an original maturity of less than three months that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

Note 2.1B: Trade and other receivables

Goods and services receivables

Goods and services	320	364
Total goods and services receivables	320	364

Other receivables:

GST receivable from Australian Taxation Office	879	1,141
Interest	2,679	862
Total other receivables	3,558	2,003
Total trade and other receivables (gross)	3,878	2,367

Less expected credit loss allowance	(3)	(3)
--	------------	------------

Total trade and other receivables (net)	3,875	2,364
--	--------------	--------------

Credit terms for goods and services were within 30 days (2023: 30 days).

Accounting Policy:

Financial assets

Trade and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, and that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

	2024	2023
	\$'000	\$'000
Note 2.1C: Investments		
Fixed term deposit (Library funds)	63,295	47,452
Fixed term deposit (Trust funds)	-	7,839
Total investments	<u>63,295</u>	<u>55,291</u>

Accounting Policy:

Investments

Investments are recognised at their nominal amounts. Investments include term deposits at bank with an original maturity of three months or greater. The Library considers term deposits of three months to be primarily for investment purposes.

Note 2.1D: Accrued revenue

Accrued revenue	<u>124</u>	<u>1,395</u>
Total accrued revenue	<u>124</u>	<u>1,395</u>

Accrued revenue consists primarily of accrued sales and donations. The prior year consisted primarily of Comcover insurance claims for Library building roof repairs.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 2.2: Non-Financial Assets

Note 2.2A: Reconciliation of the opening and closing balances of property, plant and equipment and intangibles for 2024

	Land \$'000	Buildings \$'000	Heritage & cultural \$'000	Plant & Equipment \$'000	Computer Software ² \$'000	Collection intangibles \$'000	Total \$'000
As at 1 July 2023							
Gross book value	17,000	261,487	1,135,454	21,572	37,824	80,106	1,553,443
Accumulated depreciation, amortisation and impairment	-	(12,960)	(132)	(7,121)	(24,487)	(3,437)	(48,137)
Total as at 1 July 2023	17,000	248,527	1,135,322	14,451	13,337	76,669	1,505,306
Additions							
Purchase or internally developed	-	11,734	3,443	3,578	8,175	5,268	32,198
Right-of-use assets	-	1,158	-	8	-	-	1,166
Donation / gift / at no cost	-	-	1,667	-	-	203	1,870
Revaluations and impairments recognised in other comprehensive income	16,875	37,124	-	-	-	-	53,999
Impairments recognised in net cost of services ¹	-	-	-	(27)	(220)	-	(247)
Reversal of impairments recognised in net cost of services	-	-	-	-	-	423	423
Revaluations recognised in net cost of services	-	-	21,714	-	-	-	21,714
Depreciation on right-of-use assets	-	(1,053)	-	(7)	-	-	(1,060)
Depreciation and amortisation	-	(5,491)	(8,292)	(2,629)	(3,677)	-	(20,089)
Total as at 30 June 2024	33,875	291,999	1,153,854	15,374	17,615	82,563	1,595,280
Total as at 30 June 2024 represented by:							
Gross book value	33,875	296,113	1,153,854	24,490	43,674	85,577	1,637,583
Accumulated depreciation, amortisation and impairment	-	(4,114)	-	(9,116)	(26,059)	(3,014)	(42,303)
Total as at 30 June 2024	33,875	291,999	1,153,854	15,374	17,615	82,563	1,595,280
Carrying amount of right-of-use assets	-	2,311	-	5	-	-	2,316

National Library of Australia **Notes to and forming part of the financial statements** *for the year ended 30 June 2024*

Notes:

1. Intangible assets were assessed for impairment at 30 June 2024 and an impairment of \$0.22m was recognised. In respect of intangible collection assets no impairment was recognised. Tangible assets were assessed for impairment at 30 June 2024 and no buildings were impaired. \$0.03m of plant and equipment were impaired. No other indicators of impairment were found for land, buildings, heritage and cultural asset and property, plant and equipment.
 2. The carrying amount of computer software totalling \$17.62m (2023: \$13.34m) includes purchased software \$0.17m and internally generated software \$17.45m.
- The buildings (\$291.99m) and land (\$33.87m) include special purpose building, storage warehouse and Right of Use (ROU) assets, which may not be disposed of without prior Ministerial approval. No land and buildings or intangible assets are expected to be sold or disposed of within the next 12 months. However immaterial amounts of plant and equipment are expected to be disposed of as they reach their planned disposal date during the next 12 months.

Revaluations of non-financial assets

All revaluations were conducted in accordance with the revaluation policy. The effective date for all revaluations was 30 June 2024 and all were undertaken by independent valuers (refer to Note 5.3 for further details).

In 2024 there was a revaluation increment of \$54.00m for land and buildings which was recognised in other comprehensive income (2023: nil). In 2021 there was a revaluation decrement of \$165.87m for heritage and cultural assets which was recognised in the expense section of the Statement of Comprehensive Income. In 2024 there was a revaluation increment of \$21.71m for heritage and cultural assets (2023: increment of \$18.18m) which was recognised as a partial reversal of the 2021 revaluation decrement. Leasehold improvements are held at fair value.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

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

	Less than 1 year		Between 1 and 5 years		More than 5 years		Total	
	2024	2023	2024	2023	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Capital commitments								
Buildings	4,515	5,570	107	296	-	-	4,622	5,866
Heritage and cultural	1,049	-	6	-	-	-	1,055	-
Plant and equipment	2,089	2,726	119	152	-	-	2,208	2,878
Collection intangibles	-	506	-	12	-	-	-	518
Computer software	151	667	200	2,048	-	-	351	2,715
Total capital commitments	7,804	9,469	432	2,508	-	-	8,236	11,977

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Accounting Policy

Tangible Assets

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

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

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the Statement of Financial Position, except for purchases costing less than \$5,000 (GST exclusive), which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total). Purchases of library materials are capitalised regardless of amount as part of the National Collection, which is a heritage and cultural asset.

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by the Library as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

An impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Leased ROU assets continue to be measured at cost less accumulated depreciation and accumulated impairment losses after initial recognition.

Revaluations

Following initial recognition at cost, property and the National Collection are carried at fair value. It is the Library's policy to seek desktop valuation advice annually and full revaluation every five years to confirm all valuations remain current.

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

Refer to Note 5.3 Fair Value Measurement for further details.

Depreciation

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

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

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

	2024	2023
Building and building improvements	10 to 200 years	10 to 200 years
Leasehold improvements	Lease term	Lease term
Plant and equipment	1 to 43 years	1 to 43 years
Non-heritage and cultural artwork	75 years	75 years
National Collection – tangible ¹	3 to 870 years	3 to 870 years

1. From 1 July 2022 the Library recognises unbound serials (newspapers, magazines, journals and newsletters) as part of the National Collection. These items have been determined to have a useful life of 3 years to reflect the fair value of these items diminish at a faster rate compared to other collection asset types.

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Accounting Policy (continued)

Impairment

All assets were assessed for impairment at 30 June 2024. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment is made if the asset's recoverable amount is less than its carrying amount.

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

Derecognition

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

Heritage and cultural assets

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

The Library's curatorial policy can be accessed from <https://www.nla.gov.au/about-us/corporate-documents/policy-and-planning/collection-development-policy> and the preservation policies may be accessed from <https://www.nla.gov.au/about-us/corporate-documents/policy-and-planning/preservation-policy>

Intangibles

The Library's intangibles comprise purchased software and internally developed software for internal use and collection intangibles, which are heritage and cultural assets forming part of the National Collection in the form of digitised collections, archived web pages, oral history collections, electronic legal deposit material and digital photographs. The threshold for the recognition of purchased software assets is \$10,000 (GST exclusive) and for internally generated software is \$50,000 (GST exclusive). The purchase of intangible library material regardless of the amount is capitalised as part of the National Collection, which is a cultural and heritage asset. This intangible library material is not amortised as the useful life has been determined to be indefinite and useful life is subject to an annual review.

Software assets are carried at cost less accumulated amortisation and accumulated impairment loss. As at 30 June 2024, intangible heritage and cultural assets are held at cost.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the Library's software are 2 to 15 years (2023: 2 to 15 years). The intangible Library collections are not amortised as their useful lives have been determined as indefinite. The useful lives of these collections are reviewed annually to determine whether events and circumstances continue to support an indefinite useful life assessment for that collection.

All intangible assets were assessed for indications of impairment as at 30 June 2024.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Accounting Judgements and Estimates

Fair value of the National Collection

The Library obtains independent valuation advice annually of the National Collection and every five years the independent valuers undertake a full revaluation (undertaken in 2020-21). At the end of each reporting period the Library updates the assessment of fair value for the National Collection based on the advice of the most recent independent valuation if the revaluation increment or decrement is considered material to the financial statements.

Due to the quantities and diversity of the National Collection, the fair value measurement has been determined using a stratified multistage sampling approach. Multistage sampling involves subdividing larger populations into smaller, concentrated representative clusters or strata for valuation purposes. The process involves notionally stratifying the low value items into several sub-groups, with a separate sample taken from each sub-group. The aim of the stratification is to appropriately group items similar in nature and value. Stratification is necessary because of the variability of the collections as each collection has its own characteristics and requires its own sampling plan.

The valuation method adopted for the National Collection is the market approach. This approach provides an indication of value by comparing the subject asset with similar assets for which price information is available. Under this approach the first step is to consider the prices for transactions of similar assets that have occurred recently in the market. If few recent transactions have occurred, it may also be appropriate to consider the prices of identical or similar assets that are listed or offered for sale provided the relevance of this information is clearly established and critically analysed. Market based evidence was sought from a range of sources including dealers in antiquarian material, book sellers, specialist dealers and relevant sales databases.

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

These uncertainties mean that the valuation is an estimation process and that there may be significant variation year on year in the overall valuation. To address the high level of estimation uncertainty the Library engages professional qualified independent valuers to undertake desktop valuations annually and full valuations at least every five years so that their carrying amount does not differ materially from the fair value at each reporting date.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

	2024	2023
	\$'000	\$'000
Note 2.2B: Inventories		
Inventories held for sale		
Work in progress	102	90
Finished goods	<u>500</u>	<u>473</u>
Total inventories held for sale	<u>602</u>	<u>563</u>
Inventories held for distribution		
Finished goods	<u>35</u>	<u>37</u>
Total inventories held for distribution	<u>35</u>	<u>37</u>
Total inventories	<u>637</u>	<u>600</u>

Accounting Policy

Inventories

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

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

- a) raw materials and stores – purchase cost on a first-in-first-out basis; and
- b) finished goods and work-in-progress – cost of direct materials and labour plus attributable costs that can be allocated on a reasonable basis.

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

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 2.3: Payables

All supplier payables are current and settlement is usually made net 30 days (2023: 30 days).

	2024	2023
	\$'000	\$'000
Note 2.3A: Other payables		
Salaries and wages	1,099	1,165
Superannuation	190	169
Unearned income ¹	3,281	4,687
Total other payables	4,570	6,021

1. This includes deferred revenue of \$1.40m of grant funding received in 2023-24 from the portfolio department to support the Library's short-term storage solution. Refer to Note 1.2 for accounting policy on revenue recognition.

Accounting Policy

Supplier and other payables

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

Unearned revenue

The Library recognises revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the Library expects to be entitled in exchange for those goods or services. Any other receipts are recognised as unearned revenue.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 2.4: Interest Bearing Liabilities

	2024	2023
	\$'000	\$'000
Note 2.4A: Leases		
Lease liabilities	<u>2,272</u>	<u>2,248</u>
Total leases	<u>2,272</u>	<u>2,248</u>
Maturity analysis - contractual undiscounted cash flows		
Within 1 year	1,456	1,016
Between 1 - 5 years	1,005	1,275
More than 5 years	<u>-</u>	<u>-</u>
Total leases	<u>2,461</u>	<u>2,291</u>

Total cash outflow for leases for the year ended 30 June 2024 was \$1.13m (2023: \$1.01m).
The Library in its capacity as lessee has leases related to offices, storage facilities and a motor vehicle.

Accounting Policy

For all new contracts, the Library considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the Library's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the ROU asset or profit and loss depending on the nature of the reassessment or modification.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 2.5: Other Provisions

	2024 \$'000	2023 \$'000
Note 2.5A: Other provisions		
Provision for sales returns	<u>51</u>	<u>57</u>
Total other provisions	<u>51</u>	<u>57</u>
	Provision for sales returns \$'000	Total \$'000
As at 1 July 2023	57	57
Amounts reversed	<u>(6)</u>	<u>(6)</u>
Total as at 30 June 2024	<u>51</u>	<u>51</u>

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

3 Funding

This section analyses the Library's funding structure.

Note 3.1: Net Cash Appropriation Arrangements

	2024	2023
	\$'000	\$'000
Note 3.1: Net Cash Appropriation Arrangements		
Total comprehensive income/(loss) - as per the Statement of Comprehensive Income	73,660	11,516
Plus: depreciation / amortisation expenses previously funded through revenue appropriations (departmental capital budget funding and/or equity injections) ¹	8,292	8,438
Plus: depreciation of right-of-use assets ²	1,060	991
Less: lease principal repayments ²	(1,124)	(990)
Net Cash Operating Surplus / (Deficit)	81,888	19,955

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

2. The inclusion of depreciation/amortisation expenses related to ROU assets and the lease liability principal repayment amount reflects the impact of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

4 People and Relationships

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

Note 4.1: Employee Provisions

	2024	2023
	\$'000	\$'000
Note 4.1A: Employee provisions		
Leave	<u>12,656</u>	<u>11,934</u>
Total employee provisions	<u>12,656</u>	<u>11,934</u>

Accounting Policy

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of the reporting period are measured at their nominal amounts.

Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the Library's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The Library relies on a methodology developed by the Australian Government Actuary to estimate the present value of a provision for annual and long service leave. The methodology for estimating the present value of the long service leave uses probability factors for Library employees reaching unconditional entitlement and a discount factor which provides for both interest effects and salary increases, both in terms of promotional salary advancement and salary inflation. The Library management has reviewed the assessment at 30 June 2024 and consider the value is reliable. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and Redundancy

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

Superannuation

Employees of the Library are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or other superannuation funds held outside the Australian Government. The CSS and PSS are defined benefit schemes for the Australian Government. The liability for the defined benefit schemes is recognised in the financial statements of the Australian Government and will be settled by the Australian Government in due course. This liability is reported by the Department of Finance's administered schedules and notes.

The Library makes employer contributions to the employee's defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Australian Government. Employer contributions to superannuation funds nominated by the employee are made at the same rate as those of the PSSap. The Library accounts for the contributions as if they were contributions to defined contribution plans. The liability for superannuation recognised as at 30 June represents outstanding contributions.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 4.2: Key Management Personnel Remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Library, directly or indirectly. The Library has determined the key management personnel to be the Minister for the Arts, the Director-General, members of the Council of the National Library and the Library's Executive. Key management personnel remuneration is reported in the table below.

	2024	2023
	\$'000	\$'000
Short-term employee benefits	2,116	1,925
Post-employment benefits	345	308
Other long-term employee benefits	118	44
Total key management personnel remuneration expenses	2,579	2,277

The number of key management personnel included in the above table is 16 (2023: 15). A new senior executive position was created from late June 2023.

The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the Library.

Note 4.3: Related Party Disclosures

Related party relationships

The Library is an Australian Government controlled entity. Related parties to the Library include the Minister for the Arts, the Director-General, members of the Council of the National Library, the Library's Executive consisting of Library employees at the senior executive level.

Transactions with related parties

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions may include the use of library services and these transactions have not been separately disclosed in this note.

Giving consideration to relationships with related entities and transactions entered into during the reporting period by the Library, it has been determined that there are no related party transactions to be disclosed.

Controlled Entities - Library Trust Accounts

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

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 4.4: Supplementary Information for the Parent Entity

Note 4.4: Supplementary Information for the Parent Entity

	Parent	
	2024	2023
	\$'000	\$'000
Surplus/(Deficit)	<u>19,007</u>	<u>11,205</u>
Total comprehensive income/(loss)	<u>19,007</u>	<u>11,205</u>

Statement of Financial Position

	2024	2023
	\$'000	\$'000
Total current assets	69,332	68,337
Total assets	1,664,902	1,573,821
Total current liabilities	16,889	18,505
Total liabilities	25,104	25,882
Equity		
Contributed Equity	174,795	156,452
Reserves	255,268	201,269
Retained Surplus	<u>1,209,735</u>	<u>1,190,215</u>
Total Equity	<u>1,639,798</u>	<u>1,547,936</u>

The disclosures at Note 5.1 Contingent Assets and Liabilities and Note 2.2 for Contractual commitments for the acquisition of property, plant and intangible assets are those of the parent entity.

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

5 Managing Uncertainties

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

Note 5.1: Contingent Assets and Liabilities

Quantifiable contingencies

The Library has no significant quantifiable contingencies.

Unquantifiable contingencies

The Library has no significant unquantifiable contingencies.

Accounting Policy

Contingent assets and liabilities

Contingent assets and liabilities are not recognised in the statement of financial position, but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable, but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

Note 5.2: Financial Instruments

	2024	2023
	\$'000	\$'000
Note 5.2A: Categories of financial instruments		
Financial assets		
Loans and receivables		
Cash and cash equivalents	8,922	16,547
Receivables for goods and services	320	364
Interest receivable	2,679	862
Fixed term deposit with a bank	63,295	55,291
Accrued revenue	124	1,395
Total loans and receivables	75,340	74,459
Total financial assets	75,340	74,459
Financial liabilities		
Financial liabilities measured at amortised cost		
Supplier payables	5,555	5,622
Total financial liabilities measured at amortised cost	5,555	5,622
Total financial liabilities	5,555	5,622

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Accounting Policy

Financial assets

In accordance with AASB 9 Financial Instruments, the Library classifies its financial assets in the following categories:

- a) financial assets at fair value through profit and loss;
- b) financial assets at fair value through other comprehensive income; and
- c) financial assets measured at amortised cost.

The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the Library becomes party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Financial assets at amortised cost

Financial assets included in this category need to meet two criteria:

- 1. the financial asset is held in order to collect the contractual cash flows; and
- 2. the cash flows are solely payments of principal and interest on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective interest method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Financial liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial liabilities at amortised cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

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

	2024	2023
	\$'000	\$'000
Note 5.2B: Net gains and losses on financial assets		
Financial assets at amortised cost		
Interest revenue	5,995	3,139
Impairment	(1)	(3)
Net gain loans and receivables	<u>5,994</u>	<u>3,136</u>
Total net gains and losses on financial assets	<u>5,994</u>	<u>3,136</u>

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 5.3: Fair Value Measurement

Note 5.3A: Fair Value Measurement

	Fair Value measurements at the end of the reporting period	
	2024 \$'000	2023 \$'000
Non-financial assets		
Land	33,875	17,000
Buildings & Leasehold improvements	291,999	248,527
Heritage & Cultural	1,153,854	1,135,322
Plant equipment	15,374	14,451
Total non-financial assets	1,495,102	1,415,300

Accounting Policy

Recurring Level 3 fair value measurements – valuation processes

On an annual basis the Library engages professional independent valuers with appropriate skills and experience to ensure that assets held at fair value are held at current fair value. For the 30 June 2024 valuation the Library engaged the following valuers:

- Land, building and leasehold improvements: Jones Lang Lasalle Advisory Pty Ltd.
- Tangible heritage and cultural assets (i.e. National Collection): Jones Lang Lasalle Advisory Pty Ltd.

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

Transfers between fair value hierarchy levels

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

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

6 Other Information

Note 6.1: Current/Non-current Distinction for Assets and Liabilities

	2024	2023
	\$'000	\$'000
Note 6.1A: Current/non-current distinction for assets and liabilities		
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	8,922	16,547
Trade and other receivables	3,875	2,364
Investments	63,295	55,291
Accrued revenue	124	1,395
Inventories	637	600
Prepayments	1,987	1,505
Total no more than 12 months	78,840	77,702
More than 12 months		
Land	33,875	17,000
Buildings	291,999	248,527
Heritage and cultural	1,153,854	1,135,322
Plant and equipment	15,374	14,451
Computer software	17,615	13,337
Collection intangibles	82,563	76,669
Prepayments	334	221
Total more than 12 months	1,595,614	1,505,527
Total assets	1,674,454	1,583,229
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	5,555	5,622
Leases	1,393	1,003
Employee provisions	3,510	3,251
Other payables	4,570	6,021
Total no more than 12 months	15,028	15,897
More than 12 months		
Leases	879	1,245
Employee provisions	9,146	8,683
Other provisions	51	57
Other payables	-	-
Total more than 12 months	10,076	9,985
Total liabilities	25,104	25,882

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 6.2: Trust Money Controlled by the Library

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

	2024	2023
	\$'000	\$'000

Note 6.2: Trust Money Controlled by the Library

(a) The Morris West Trust Fund was funded by the author Morris West. The fund is used for the publication of material owned by the Library.

Balance carried forward from previous year	630	617
Receipts during the year	-	-
Interest received	14	16
Available for payments	644	633
Payments made	(31)	(3)
Balance carried forward to next year	613	630

(b) The General Trust Fund comprises donations received for general purposes or where no purpose is specified by the donor.

Balance carried forward from previous year	5,644	5,595
Receipts during the year	85	102
Interest received	98	142
Available for payments	5,827	5,839
Payments made	(112)	(195)
Balance carried forward to next year	5,715	5,644

(c) The Kenneth Baillieu Myer Trust is a bequest from the late Kenneth Baillieu Myer for the purposes of the Kenneth Myer Annual Oration as held by the Library and for such other purpose as may be considered appropriate by the Director-General.

Balance carried forward from previous year	77	51
Receipts during the year	26	25
Interest received	-	1
Available for payments	103	77
Payments made	(41)	-
Balance carried forward to next year	62	77

(d) The E.A. & V.I. Crome Trust is a bequest by the late E.A. Crome for the maintenance of and addition to the E.A. & V.I. Crome collection.

Balance carried forward from previous year	110	107
Receipts during the year	-	-
Interest received	2	3
Available for payments	112	110
Payments made	-	-
Balance carried forward to next year	112	110

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

	2024	2023
	\$'000	\$'000

(e) The Acquisition Trust Fund comprises donations received specifically for the acquisition of library material.

Balance carried forward from previous year	1,581	1,542
Receipts during the year	-	-
Interest received	<u>36</u>	<u>39</u>
Available for payments	<u>1,617</u>	<u>1,581</u>
Payments made	<u>-</u>	<u>-</u>
Balance carried forward to next year	<u>1,617</u>	<u>1,581</u>

(f) The H.S. Williams Trust is a bequest from the late Harold S. Williams for the maintenance of and addition to the H.S. Williams collection.

Balance carried forward from previous year	360	342
Receipts during the year	134	66
Interest received	<u>4</u>	<u>8</u>
Available for payments	<u>498</u>	<u>416</u>
Payments made	<u>(53)</u>	<u>(56)</u>
Balance carried forward to next year	<u>445</u>	<u>360</u>

(g) The Dame Mary Gilmore Trust is a bequest from the late Dame Mary Gilmore for the maintenance, preservation and protection of the Dame Mary Gilmore diaries.

Balance carried forward from previous year	22	21
Receipts during the year	-	-
Interest received	<u>-</u>	<u>1</u>
Available for payments	<u>22</u>	<u>22</u>
Payments made	<u>-</u>	<u>-</u>
Balance carried forward to next year	<u>22</u>	<u>22</u>

(h) The Ray Mathew and Eva Kollsman Trust is a bequest from the late Eva Kollsman to encourage Australian writers to work on or with the National Collection; for the acquisition and indexing of the works and papers of Australian writers as part of the National Collection; or to promote Australian writing through publications, exhibitions and public events.

Balance carried forward from previous year	941	920
Receipts during the year	-	-
Interest received	<u>21</u>	<u>23</u>
Available for payments	<u>962</u>	<u>943</u>
Payments made	<u>(41)</u>	<u>(2)</u>
Balance carried forward to next year	<u>921</u>	<u>941</u>

National Library of Australia
Notes to and forming part of the financial statements
for the year ended 30 June 2024

Note 6.3: Trust Money Not Controlled by the Library

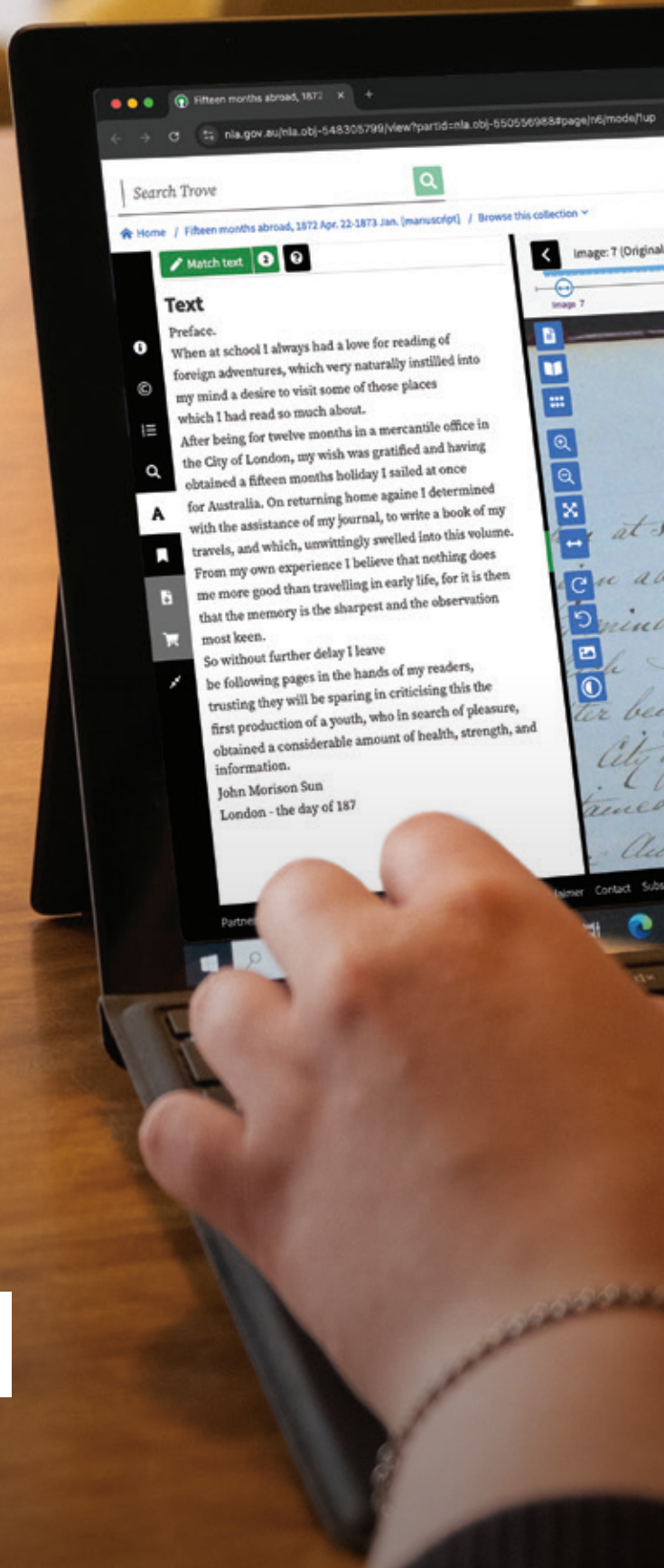
The Library has established a trust account for the receipt of a donation and due to the application of the donation, the Library does not control these funds. The fund operates under formal trust arrangements; are only able to be used in accordance with the terms of the trust and require approval by the beneficiaries of the trust in relation to expenditure of funds. These funds are not recognised in the primary financial statements.

(a) The Nora Heysen Trust Account is a specific bequest from the late Nora Heysen for the provision of scholarships for the study of aspects of the art of Hans Heysen or his contribution to the artistic culture of Australia; or to further the study of the art of Hans Heysen; or to promote and perpetuate the standing of Hans Heysen.

2024	2023
\$'000	\$'000

Note 6.3: Trust Money Not Controlled by the Library

Balance carried forward from previous year	218	213
Receipts during the year	-	-
Interest received	6	5
Available for payments	224	218
Payments made	-	-
Balance carried forward to next year	224	218



With handwritten text recognition technology, Trove users can now search within select archival records. This has been enabled by considered use of machine learning technologies.

(4)

Preface.

From school I always had a love for reading of
adventures, which very naturally instilled into
me a desire to visit some of those places
I had read so much about.
After being for twelve months in a mercantile office in
London, my wish was gratified, and having
a fifteen months' holiday I sailed at once
for Australia. On returning home again I determined,

Appendices

Appendix A:

The Council of the National Library of Australia and its committees

National Library Council

Table A.1 National Library of Australia Council members as at 30 June 2024

Name	Qualifications of the accountable authority	Experience of the accountable authority	
The Hon Dr Brett Mason Chair	BA, LLB (Hons) (ANU), MPhil (Crim) (Cambridge), PhD (Griffith)	Member Griffith University Council Former Australian ambassador to the Netherlands Former senator for Queensland Former member The Australian National University Council	
Mrs Janet Hirst Deputy Chair	BA (ANU)	Former CEO The Ian Potter Foundation; The Ian Potter Cultural Trust; and The George Alexander Foundation Former Council member Philanthropy Australia Former member Regional Australia Summit Reference Group and Steering Group; Indigenous Eye Health Advisory Board; Centre for Social Impact's Melbourne Advisory Council; Advisory Board for Melbourne Women's Fund; and Leading Learning in Education and Philanthropy Advisory Group	
Dr Marie-Louise Ayres FAHA	BA (UNE), BA (Hons) (ANU), PhD (ANU)	Chair Conference of Directors of National Libraries Member Humanities Research Centre Board, The Australian National University Non-executive Director National and State Libraries Australia; and Australian Libraries and Archives Copyright Coalition Board Member Australian Institute of Company Directors Fellow Australian Academy of Humanities	

	Position title/ position held (Executive/Non-executive)	Date of commencement	Date of cessation
	Non-executive member	Second three-year term commenced on 9 August 2021 and extended for three months commencing 9 August 2024	8 November 2024
	Non-executive member	Third three-year term commenced on 5 May 2022	4 May 2025
	Director-General and executive member	Second five-year term commenced on 2 March 2022	1 March 2027

(continued)

Table A.1 National Library of Australia Council members as at 30 June 2024 (continued)

Name	Qualifications of the accountable authority	Experience of the accountable authority	
Distinguished Professor Larissa Behrendt AO	LLB (UNSW), BJuris (UNSW), LLM (Harvard), SJD (Harvard)	Chair Cathy Freeman Foundation Trustee of the Australian Museum Member UTS Council Member NSW Literacy Board Member Metropolitan Local Aboriginal Land Council Fellow of the Academy of Social Sciences of Australia Foundation Fellow of the Australian Academy of Law	
Dr Bennie Ng	MB BS (UWA), MBA (Curtin), FRACGP, FRACMA	CEO Australian Medical Association (WA) Non-executive Director Australian Digital Health Agency Committee Member Raine Medical Research Foundation Member Musica Viva Board Member Australian Institute of Company Directors	
Mr Richard Price	BE Civil (Hons) (Melb)	Investment Committee Member Conscious Investment Management Pty Ltd Investment Committee Member AustralianSuper Pty Ltd Member Roc Partners Private Equity Advisory Board Former executive director Macquarie Capital, Macquarie Group Former chair The Song Room	
Ms Rosalie Rotolo-Hassan		Founder and Managing Director Bottega Rotolo Member Australian Institute of Company Directors Non-executive director State Opera South Australia Foundation	
Dr Shane Simpson AM	LLB (Hons) (Akl), MJur (Akl), DUniv (hc) (UNSW)	Non-executive Director Anita and Luca Belgiorno-Nettis Foundation Non-executive Director Simpson-Michel Foundation Ltd Chair NAISDA Foundation Ltd Non-executive Director University of New South Wales Foundation Ltd Patron William Fletcher Foundation Ltd; Arts Law Centre of Australia Ltd; Ensemble Offspring Ltd; and Peggy Glanville-Hicks Composers' House Ltd	

	Position title/ position held (Executive/Non-executive)	Date of commencement	Date of cessation
	Non-executive member	First three-year term commenced on 24 May 2024	23 May 2027
	Non-executive member	Second three-year term commenced on 4 April 2022	3 April 2025
	Non-executive member	Second three-year term commenced on 25 July 2022	24 July 2025
	Non-executive member	Second three-year term commenced on 4 April 2022	3 April 2025
	Non-executive member	Second three-year term commenced on 21 March 2022	20 March 2025

(continued)

Table A.1 National Library of Australia Council members as at 30 June 2024 (continued)

Name	Qualifications of the accountable authority	Experience of the accountable authority	
Mr Douglas Snedden AO	BEcon (ANU)	Non-executive Director OFX Ltd Former chair Chris O'Brien Lifehouse; and Odyssey House New South Wales Former chair Isentia Ltd	
Mr James Stevens MP	BCom (Adelaide), MIntTrade&Dev (Adelaide)	Federal Member for Sturt	
Senator Dr Jess Walsh	BA(Hons) (Melb), MA (University of Southern California), PhD (Melb)	Senator for Victoria Chair Senate Economics Legislation Committee Former member ACTU Executive Former National Vice President and Executive Member United Voice	
Senator Linda White	LLB (Melb), BCom (Melb)	Senator for Victoria Chair Chifley Research Centre Ltd Member Australian Labor Party National Executive; and Interim Governance Committee of Victorian ALP Branch Former board member Australian Centre for the Moving Image; MCG Trust; Greater Western Water; Portable Long Service Leave Authority; Statewide Superannuation Pty Ltd; and Royal Botanic Gardens, Victoria	
Ms Alice Wong	GAICD	Patron Chinese Cancer and Chronic Illness Society of Victoria Former board member Asia Society Australia Board; La Trobe Business School Advisory Board, La Trobe University; chair China Studies Research Centre Advisory Board La Trobe University; Non-executive Director Prime Value Asset Management Ltd	

	Position title/ position held (Executive/Non-executive)	Date of commencement	Date of cessation
	Non-executive member	Third three-year term commenced on 5 May 2022	4 May 2025
	Non-executive member	Elected by the House of Representatives for a three-year term on 9 February 2022	8 February 2025
	Non-executive member	Elected by the Senate for a three-year term commencing on 25 March 2024	24 March 2027
	Non-executive member	Elected by the Senate for a three-year term on 2 August 2022	Upon her death on 29 February 2024
	Non-executive member	Third three-year term commenced on 5 May 2022	4 May 2025

Table A.2 Council members' ordinary meeting attendance 2023–24

Name	August 2023	November 2023	February 2024	May 2024
The Hon Dr Brett Mason – Chair	✓	✓	✓	✓
Mrs Janet Hirst – Deputy Chair	✓	✓	✓	✓
Dr Marie-Louise Ayres FAHA	✓	✓	✓	✓
Distinguished Professor Larissa Behrendt AO				✓
Dr Bennie Ng	✓	✓	✓	✓
Mr Richard Price	✓	✓	✓	✓
Ms Rosalie Rotolo-Hassan	✓	✓	✓	✓
Dr Shane Simpson AM	✓	✓	✓	✓
Mr Douglas Snedden AO	✓	✓	✓	✓
Mr James Stevens MP	✓	✓	✓	✓
Senator Dr Jess Walsh				✓
Senator Linda White	✗			
Ms Alice Wong	✓	✓	✓	✓

Key:

✓ *Attended meeting*

✗ *Did not attend meeting*

Was not a Council member at this time

Leave of absence

Table A.3 Council members' extraordinary meeting attendance 2023–24

Name	April 2024
The Hon Dr Brett Mason – Chair	✓
Mrs Janet Hirst – Deputy Chair	✓
Dr Marie-Louise Ayres FAHA	✓
Distinguished Professor Larissa Behrendt AO	
Dr Bennie Ng	✓
Mr Richard Price	✓
Ms Rosalie Rotolo-Hassan	✓
Dr Shane Simpson AM	✓
Mr Douglas Snedden AO	✓
Mr James Stevens MP	✗
Senator Dr Jess Walsh	✓
Senator Linda White	
Ms Alice Wong	✗

Key:

✓ *Attended meeting*

✗ *Did not attend meeting*

Was not a Council member at this time

Audit and Enterprise Risk Committee

Table A.4 Audit and Enterprise Risk Committee members 2023–24

Name	Qualifications, knowledge, skills or experience	Total annual remuneration (including GST)
Mr Douglas Snedden AO – Chair	See Table A.1	See Table B.5
Ms Carol Lilley	BCom (UWA) GAICD FCA, Certified Internal Auditor; independent board director and audit committee chair and member for a number of Australian Government audit committees; former partner of PricewaterhouseCoopers; over 20 years' experience in financial statement audit, internal audit and project and risk management, with a particular focus on government	\$13,640.00
Ms Rosalie Rotolo-Hassan	See Table A.1	See Table B.5
Mr Lee Walton	BSc (Hons) CEng GAICD MIET, audit committee member for a number of Australian Government audit committees; over 35 years of public service and industry experience, including chief operating officer and chief information officer; extensive experience in corporate governance, risk management, information technology and cyber security	\$16,646.30
Ms Alice Wong	See Table A.1	See Table B.5

The Audit and Enterprise Risk Committee Charter is available at: www.nla.gov.au/content/charter-of-libraris-audit-committee

Table A.5 Audit and Enterprise Risk Committee members' meeting attendance 2023–24

Name	August 2023	November 2023	February 2024	May 2024
Mr Douglas Snedden AO – Chair	✓	✓	✓	✓
Ms Carol Lilley	✓	✓	✓	✓
Ms Rosalie Rotolo-Hassan	✓	✓	✓	✓
Mr Lee Walton	✓	✓	✓	✓
Ms Alice Wong	✓	✓	✓	✓

Key:

✓ Attended meeting

✗ Did not attend meeting

Note: Frequent Audit and Enterprise Risk Committee attendees include the following Council members: the Hon Dr Brett Mason, Mrs Janet Hirst and Dr Marie-Louise Ayres FAHA.

Council Governance Committee

Table A.6 Council Governance Committee members' meeting attendance 2023–24

Name	August 2023	November 2023	March 2024	June 2024
Dr Bennie Ng – Chair	✓	✓	✓	✓
Mrs Janet Hirst	✓	✓	✗	✓
Mr Douglas Snedden AO	✓	✓	✓	✓

Key:

✓ Attended meeting

✗ Did not attend meeting

Note: Frequent Council Governance Committee attendees include the following Council members: the Hon Dr Brett Mason and Dr Marie-Louise Ayres FAHA.

For details of qualifications, knowledge, skills and experience of the committee members, see Table A.1.

Appendix B:

Management of human resources and executive remuneration

Management of human resources

A summary of all ongoing and non-ongoing employees for the years 2023–24 and 2022–23 is provided in tables B.1, B.2, B.3 and B.4.

Table B.1 All ongoing employees 2023–24

	Male			Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	Full time	Part time	Total prefers not to answer	Full time	Part time	Total uses a different term	
ACT	130	6	136	215	58	273	0	0	0	0	0	0	0	0	0	409
Total	130	6	136	215	58	273	0	0	0	0	0	0	0	0	0	409

Table B.2 All non-ongoing employees 2023–24

	Male			Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	Full time	Part time	Total prefers not to answer	Full time	Part time	Total uses a different term	
ACT	8	6	14	7	14	21	0	0	0	1	0	1	0	0	0	36
Total	8	6	14	7	14	21	0	0	0	1	0	1	0	0	0	36

Table B.3 All ongoing employees 2022–23

	Male			Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	Full time	Part time	Total prefers not to answer	Full time	Part time	Total uses a different term	
ACT	102	3	105	158	51	209	0	0	0	0	0	0	0	0	0	314
Total	102	3	105	158	51	209	0	0	0	0	0	0	0	0	0	314

Table B.4 All non-ongoing employees 2022–23

	Male			Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total male	Full time	Part time	Total female	Full time	Part time	Total non-binary	Full time	Part time	Total prefers not to answer	Full time	Part time	Total uses a different term	
ACT	9	12	21	22	12	34	0	0	0	0	0	0	0	0	0	55
Total	9	12	21	22	12	34	0	0	0	0	0	0	0	0	0	55

Executive remuneration

A summary of remuneration for key management personnel at the National Library is provided in Table B.5.

Key management personnel include members of the National Library's Council, the Director-General and members of the National Library Executive.

Remuneration for non-executive Council members is set by the Remuneration Tribunal under the applicable Remuneration and Allowances for Holders of Part-time Public Office determination.

The Director-General's remuneration is set by the National Library's Council under the *Remuneration Tribunal Act 1973*, within the framework outlined by the Remuneration Tribunal's determination for principal executive offices. Remuneration for the National Library's other senior executive employees is set by the Director-General in accordance with the National Library's Senior Executive Service (SES) Remuneration Policy. Salary levels for SES employees are set at rates within an applicable salary band and are subject to annual review.

Senior Executive remuneration

The National Library does not employ any senior executives who are not key management personnel.

Remuneration for other highly paid staff

Not applicable during the reporting period.

Table B.5 Key management personnel remuneration 2023–24

Name	Position title	Short-term benefits		
		Base Salary ^a	Bonuses	Other benefits and allowances ^b
Dr Marie-Louise Ayres FAHA	Director-General	290,956	60,881	73,109
Ms Alison Dellit	Assistant Director-General, Collaboration	262,372	–	294
Ms Emma Appleton*	Chief Operating Officer	195,075	–	2,736
Ms Maureen Dupree	Assistant Director-General, Property and Sustainability	244,704	–	3,648
Mr Luke Hickey	Assistant Director-General, Engagement	249,921	–	3,648
Ms Cathy Pilgrim	Assistant Director-General, Collection	234,973	–	3,648
Mr David Wong	Chief Information Officer	258,691	–	3,648
The Hon Dr Brett Mason	Council Chair	47,400	–	–
Mrs Janet Hirst	Deputy Chair	35,550	–	–
Distinguished Professor Larissa Behrendt AO*	Council Member	2,468	–	–
Dr Bennie Ng	Council Member	23,710	–	–
Mr Richard Price	Council Member	23,710	–	–
Ms Rosalie Rotolo-Hassan	Council Member	23,710	–	–

	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Superannuation contributions	Long service leave ^c	Other long-term benefits		
	57,217	23,736	–	–	505,899
	38,725	10,480	–	–	311,871
	36,247	38,497	–	–	272,555
	47,536	9,814	–	–	305,702
	44,633	10,286	–	–	308,488
	47,275	13,585	–	–	299,481
	47,286	11,461	–	–	321,086
	5,214	–	–	–	52,614
	3,911	–	–	–	39,461
	380	–	–	–	2,848
	3,651	–	–	–	27,361
	2,608	–	–	–	26,318
	2,608	–	–	–	26,318

(continued)

Table B.5 Key management personnel remuneration 2023–24 (continued)

Name	Position title	Short-term benefits		
		Base Salary ^a	Bonuses	Other benefits and allowances ^b
Dr Shane Simpson AM	Council Member	23,710	–	–
Mr Douglas Snedden AO	Council Member	23,710	–	–
Ms Alice Wong	Council Member	23,710	–	–
Total^d		1,964,370	60,881	90,731

* Pro rata from date of commencement

a Base salary includes salary paid and accrued, salary paid while on annual leave and personal leave, movement in the annual leave provision and temporary performance allowance.

b Other benefits and allowances include monetary benefits such as allowances and non-monetary benefits such as car parking fringe benefits.

c Long service leave comprises the amount of leave taken in the period and the movement in the provision.

d The above key management personnel remuneration excludes two parliamentary representatives on the Council, whose remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the National Library. The remuneration information was prepared on an accrual basis as required under Resource Management Guide 138, and takes into account the movement of leave provisions. This means there is a difference between the amounts determined by the Remuneration Tribunal and the remuneration disclosed in the table.

	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Superannuation contributions	Long service leave ^c	Other long-term benefits		
	2,608	–	–	–	26,318
	2,608	–	–	–	26,318
	2,608	–	–	–	26,318
	345,115	117,859	–	–	2,578,956

Appendix C:

Bequests, partnerships and donations

Bequests

The Estate of Joyce Evans
The Estate of Alan Walter Ives
The Estate of Joan, Lady Lindsay
The Estate of Margaret Rosaleen McGovern
The Estate of Harold S Williams OBE

Partnerships

The National Library had no in-kind partnerships in 2023–24.

Significant collection material donations

Dr June Alexander
Ms Suzanne Bellamy
Adjunct Prof Verity Burgmann FASSA
Mr Ronaldo Giurgola AO
Prof Peter Henry Karmel AC CBE
Mr Allan Lees OAM
Prof Stuart Macintyre AO FAHA FASSA
Ms Grace Nolan
Mr Peter Pinne
Mr Peter Shergold AC FRSN
Ms Majorie Skill
Mr Angus Trumble FAHA
Ms Kate Webb

Hon Ken Wyatt AM
Records of the Aboriginal Artists Agency
Papers of Currency Press

Philanthropic gifts

Philanthropic support helps the National Library manage, develop, preserve, digitise and deliver its documentary heritage collections to the widest possible audience, both online and onsite.

The National Library's priority for philanthropic support is digitisation of its collections. This year, specific appeals included support for the preservation and digitisation of the National Library's Election Ephemera Collection. Generous gifts were also received in support of digitising selections from a number of collections, particularly collections relating to performing arts, regional Victorian newspapers, women leaders, visual arts and music, handwritten manuscripts, migrant diaries and First Nations material. Other philanthropic giving will support fellowships, scholarships and public lectures. Additionally, a substantial philanthropic commitment will support a new program in online lifelong learning. Donors are acknowledged at the following gift levels:

- Principal Patron – gifts of \$1,000,000 and above
- Platinum Patron – gifts of \$250,000 and above
- Gold Patron – gifts of \$100,000 and above
- Silver Patron – gifts of \$25,000 and above
- Bronze Patron – gifts of \$10,000 and above
- Patron – gifts of \$1,000 and above
- Founding Patron – founding supporters of the National Library’s Patron program
- Donor – gifts up to \$1,000.

The National Library gratefully acknowledges the generosity and support of patrons and donors.

Listed below are all National Library patrons, and donors who gave during the 2023–24 financial year. An asterisk beside a name in the list of patrons indicates those who donated during 2023–24.

PRINCIPAL PATRONS

Ms Jane Hemstrich AO*
 The Ian Potter Foundation
 The late Mrs Eva Kollsman
 Opalgate Foundation, in memory of
 Cheng King Law*
 Stokes Family
 Mr Kerry Stokes AC and
 Ms Christine Simpson Stokes AM
 Mr Ryan Kerry Stokes AO and
 Mrs Claire Stokes
 Susan and Isaac Wakil Foundation Pty Ltd
 Vincent Fairfax Family Foundation
 Estate of Mr John Gilbert
 Estate of Mr Harold S Williams OBE*

PLATINUM PATRONS

AAMI Limited
 Friends of the National Library of
 Australia Inc*
 The late Ms Nora Heysen
 John T Reid Charitable Trusts
 Dr Michael Kassler and Dr Jamie Kassler
 The Myer Foundation*
 Dr John Seymour and
 Mrs Heather Seymour AO
 Shell Development (Australia) Pty Ltd
 Sidney Myer Fund*
 TLE Electrical*
 Ms Simone Vinall
 Estate of Miss Alison E Grant Lipp
 Estate of Mr Ralf Iannuzzi
 Estate of Joan, Lady Lindsay*
 Estate of Ms Maxine Poynton Baker

One supporter gave anonymously at this level.

GOLD PATRONS

ActewAGL
 Australian Ethical Food Group*
 Dr Marie-Louise Ayres FAHA and
 Dr Russell Ayres*
 CIMIC Group Limited
 Associate Professor Noel Dan AM and
 Mrs Adrienne Dan*
 Dick and Pip Smith Foundation*
 Professor Henry Ergas AO and
 Ms Gillian Bird PSM
 Esri Australia
 Harold Mitchell Foundation
 The Hippocrates Foundation*
 The late Ms Helen James and the late
 Dr Henry James Bettison
 Kenyon Foundation*
 Macquarie Group Foundation Limited
 The late Mr Robert Maynard

Mr Kevin McCann AO and
Mrs Deidre McCann*
Mrs Pat McCann
Minerals Council of Australia
National Union of Australian University
Students and Australian Union of
Students Alumni*
Perpetual Limited*
Planet Wheeler Foundation
Professor Dimity Reed AM and
Dr Garry Joslin
The late Mrs Alison Sanchez
Ms Anne-Marie Schwirtlich AM FAHA and
Mr Stephen Yorke
Emeritus Professor Dr Robert Shanks and
Ms Josephine Shanks*
Mr Doug Snedden AO and
Ms Belinda Snedden*
Thyne Reid Foundation
Associate Professor Linnett Turner and
Associate Professor David Turner
Wanda Group
Mr Tony Wheeler AO*
Mrs Sally White OAM and
Mr Geoffrey White OAM*
Estate of Mr Alan Ives*
Estate of Dr Ann Moyal AM

SILVER PATRONS

Dr Marion Amies*
Professor Kent Anderson
Australian Jewish Historical Society
Mrs Janette Bain and the late
Mr Jim Bain AM
Dr Diana J Carroll*
Ms M Chan*
Mr Ronda Hall and Mr Peter Hall in memory
of the late Mrs Mavis Thorpe Clark
Dr Patricia Clarke OAM FAHA*
The late Ms Leah Cohen
Dr RL Cope PSM
The late Mr Victor Crittenden OAM

Mr Christopher Edge, in honour of
George Henry Bruce*
Dr NF Exon and Mrs DF Exon*
The late Mr James O Fairfax AC
Mr John B Fairfax AO and
Mrs Libby Fairfax*
Mr Tim Fairfax AC*
Ms Catherine Hope Gordon*
Gordon Darling Foundation*
Dr Ron Houghton DFC and the late
Mrs Nanette Houghton
Huawei
JIBB Foundation
Dr Rebecca Jones and Ms Sue Whyte*
Dr Ann Kent and the late Dr Bruce Kent
Emeritus Professor Joyce Kirk and
Dr Terry Kirk*
Mr David Lesnie
The late Ms Marjorie Lindenmayer
Linnaeus Estate
Lovell Chen Pty Ltd
The MacLeod Family Trust
Dr Michael Martin and
Ms Elizabeth Popovski*
Dr Thomas Mautner*
Miss Carol Moya Mills*
Mr Simon Moore
Mrs Glennis Moss and the late
Dr Kenneth Moss AM
Optus
Origin Foundation
Mrs Patricia Peck and the late
Mr Nigel Peck AM
The Pratt Foundation
Emeritus Professor Alan Robson AO and
Mrs Gwenda Robson
Rotru Investments Pty Ltd for
Mrs Eve Mahlab AO and the late
Mr Frank Mahlab
Seven Network
Thiess Pty Ltd
Ms Lyn McClure in memory of the late
Ms Della Keren Thomas

Wesfarmers Limited
Estate of Joyce Evans*

*Nine supporters gave anonymously at
this level.*

BRONZE PATRONS

The late Dr John Bennett AO
Besen Family Foundation
The late Mr Marc Besen AC and the late
Mrs Eva Besen AO
Mrs Alison J Bloomfield
The Hon Justice Thomas Bradley KC*
Dr Desmond Bright and Dr Ruth Bright AM
The Calvert-Jones Foundation
Mr Ian Campbell
Ms Lyndsey Cattermole AM
Ms Kristal Claasz
Copyright Agency Limited
Ms Christine Courtenay AM and the late
Mr Bryce Courtenay AM
Dr Joanne Daly and Dr Michael Adena*
The Lord Ebury and the late Lady Ebury
Embassy of Israel in Australia
F and J Ryan Foundation
Mr James Ferguson
The Hon Martin Ferguson AM
The late Lieutenant Colonel MA Fletcher JP
Mr Philip Flood AO and Mrs Carole Flood*
Ms JL Fullerton AO*
GHD Pty Ltd
The late Sir James Gobbo AC CVO
Mrs Jillian Goggs and Mr Stephen Goggs*
Mrs Rosanna Hindmarsh OAM*
Mrs Claudia Hyles OAM*
Ms Margaret Jackson AC
Ms Marilyn Jessop*
Ms Irene Kaspar and Mr Peter Boege*
Mr Frank Lewincamp PSM and
Ms Barbara Lewincamp*
Liberty Financial
Mr Brian Long and Ms Cathy Long

M-Power
Manors Gate Group Pty Ltd
The Hon Dr Brett Mason*
Mrs Janet McDonald AO and
Mr Donald McDonald AC
Mr Peter McGovern AM
The late Mr Bruce Miller
Ms Penelope Moyes in memory of Judy
Moyes and Peter Moyes
The late Dame Elisabeth Murdoch AC DBE
Mrs Sarah Myer and the late
Mr Baillieu Myer AC
Mrs Maria Myers AC
Mr Eitan Neishlos
Professor Colin Nettelbeck FAHA and
Mrs Carol Nettelbeck
Ms Sandra Nixon*
Mr John Oliver and Mrs Elizabeth Oliver*
Ms Meg Paul
Dr Fiona Powell*
Mrs Pamela Ray*
Ms Dianne Redwood and the late
Mr Denis Foot*
Professor Janice Reid AC FASSA
Mrs Diana Ritch and the late Mr Jack Ritch*
The late Mr David Roche AM
The late Dr Maxine Rochester
Ms Kay Rodda*
Ms Carol Schwartz AO
The late Mrs Caroline Simpson
The late Mr Robin VF Smith
The Hon Mr James Spigelman AC KC*
Mr Howard Tanner AM
Ms Deborah Thomas
Mr Robert Thomas AO*
Trawalla Foundation
Ms Tricia Waller
Mr Patrick Walters*
Ms Alexandra Wedutenko*
The WeirAnderson Foundation
Mrs Joy Wheatley and the late
Mr Norman Wheatley*
Wong Family

Zimmermann International Pty Ltd
Estate of Miss Margaret Rosaleen McGovern*

*Six supporters gave anonymously at
this level.*

PATRONS

Ms Jill Adams*
Ake Ake Fund
Alexander Fax Booksellers
Mr Scott Alison
Dr Michael Alpers AO CSM and
Dr Deborah Lehmann AO*
Ms Cynthia Anderson
Mrs Margaret Anderson and
Mr Bernard Hughes
Mrs Sue Andrews
Arkajon Communications Pty Ltd
Ashurst
Asia Bookroom
The late Ms Margaret Baggott and the late
Ms Doreen Goodman
Ms Kate Baillieu*
Mr Simon Banks
Ms Lucy Bantermalis
Barry Lawrence Ruderman Antique
Maps Inc
Mr Rhett Bartlett
Mr Sam Bartone and
Mrs Elisabetta Bartone
Mrs Nina Bassat AM and Mr Robert Bassat
Dr David Bedford
The Hon Dr Annabelle Bennett AO SC and
Dr David Bennett AC KC
Ms Baiba Berzins
Dr Udai Bhati and Mrs Shanta Bhati*
Mrs Phoebe Bischoff OAM
Ms K Blackburn and Mr S Clugston*
Professor Geoffrey Blainey AC and
Mrs Ann Blainey
The Hon Neal Blewett AC*
Book Lore

Dr Emily Booker and Mr Richard Spencer*
Dr Max Bourke AM and
Ms Margaret Bourke
Mr Charles Bowden*
Box Hill Historical Society*
Mr Penleigh Boyd and Ms Robyn Boyd
Mr Kevin Bradley PSM*
Mr Peter Bradley*
Ms Sarah Brasch*
Dr Judith Brett AM*
Mr Charles Bright and Mrs Primrose Bright
Mr Geoffrey Briot
Dr Elizabeth Brouwer and Dr Michael Young
Mr HM Brown and Ms JE Brown*
Mr Nicholas Brown
The late Dr Robert Brown
Professor Mairéad Browne FALIA and
Dr David Browne*
Dr Geoffrey Burkhardt FACE and
Mrs Janet Burkhardt*
Ms Eve Buscombe and Ms Dawn
Richardson in memory of William and
Royal Buscombe*
Ms Judy Butlin*
Caiger Family
Dr Geoffrey Cains and Mrs Sarah Cains
The late Mrs Josephine Calaby
Mrs Elaine Camage and the late
Mr Graeme Camage
Mr Alan Cameron AO*
Mrs Jennifer Cameron AM and
Mr Barry Cameron
Mrs Judith Campbell and
Mr Brian Campbell*
The Reverend Edmund Campion
Canberra Friends of Dili Inc.
Mrs Joanna Capon OAM and the late
Dr Edmund Capon AM OBE
Mr Matt Carkeet*
Mr Michael Carlton
Carmelite Monastery Melbourne
Professor David Carment AM*
Dr John Carmody

Carthew Family Charity Trust*
 Mr Ronald Casey and
 Ms Catherine Archbold*
 Dr Warwick Cathro and Ms Diana Dack*
 Mrs Susan Chessell and
 Mr David Chessell*
 Mr Ben Churcher*
 Dr Peter Cochrane and Dr Suzanne Rickard
 Dr John Copland*
 Coles Danziger Foundation
 Emeritus Professor James Cotton and
 Mrs Fiona Cotton*
 CRA International
 Mr Nicholas Cowell
 Professor Emeritus Dudley Creagh and
 Mrs Helen Creagh*
 Professor Robert Cribb and
 Mrs Susan Cribb*
 Mr Malcolm Crompton
 Mrs Gloria Cumming
 Ms DK Cunningham*
 Mr Charles P Curran AC and
 Mrs Eva Curran
 Ms Perri Cutten and Mr Jo Daniell
 Professor Mahananda Dasgupta*
 Mr Brian Davidson
 Dr Barbara Dawson
 Mr Terry De Martin*
 Dr Michelle Deaker
 The Hon Mary Delahunty
 Mr Sean Dale Dengate
 Mrs Margaret Dent*
 The late Ms Lauraine Diggins OAM
 Mr Murray Doyle AAM*
 The late Dr Sophie Ducker
 Mr Ian Dudgeon and Mrs Kay Stoquart*
 Dr Annie Duncan and Mr Peter Duncan AO
 Ms Jane Edmanson OAM*
 Emeritus Professor Meredith Edwards*
 The late Hon RJ Ellicott AC KC
 The late Hon Justice Rae Else-Mitchell
 Mrs Margaret Eva
 Ms Elizabeth Evatt AC*

Faber-Castell (Australia) Pty Ltd
 Dr Suzanne Falkiner
 Family History ACT
 The late Mrs Pauline Fanning ISO MBE
 Dr Vanessa Fanning*
 Ms Eleanor Hing Fay*
 Mrs Maureen Fisher*
 Adjunct Professor Richard Fisher*
 Emeritus Professor John Fitzgerald AM*
 Mr Brian Fitzpatrick*
 Mr Richard Flanagan*
 Dr Juliet Flesch*
 Mr King Fong OAM JP
 Dr LE Foster*
 Ms Patricia Fox*
 Ms Morag Fraser AM*
 Mr Andrew Freeman FACS and
 Ms Diana Pelyk
 Friends of the Library, Launceston Inc.
 Mr Peter Fuller in memory of the late
 Ms Deborah Fuller*
 The late Ms Janet Galley OAM
 Gandel Foundation
 Mrs Helen Garner
 Gaslight Books
 Ms Jennifer Giles*
 The late Rear Admiral James Goldrick
 AO CSC RAN
 Mr IJ Gollings and Mrs SB Gollings*
 Ms Christine Goode PSM*
 Mr Andrew Gosling and Ms Alena Ceplecha
 Ms Michelle Grant*
 Griffith 8 Book Group
 Ms Linda Groom*
 Mr Robert Grozier and Mrs Karen Grozier
 Dr Grazia Gunn and the late
 Emeritus Professor Ian Donaldson
 FAHA FBA FRSE
 Mr Roger Gyles AO KC and
 Mrs Alison Gyles
 Mr Peter Hack*
 Mr Clive Haddock
 Mr Sam Hallinan and Mrs Joanne Hallinan

Mrs Isobel Hamilton
Professor Margaret Harris
Emeritus Professor Dennis Haskell AM
Mr Colin Hauff*
Mr Robert Hawes
Ms Susan K Heal*
Mr Michael Heard and Mrs Mary Heard
Mr Robert Hefner and
Ms Peggy Daroesman*
Mrs Heather Henderson AM and the late
Mr Peter Henderson AC
The late Dr Basil S Hetzel
The late Mr Robert Hill-Ling AO and the late
Mrs Rosemary Hill-Ling OAM
Ms Sarah HillHill Thalys Architecture +
Urban Projects Pty Ltd*
Ms Meredith Hinchliffe AM*
Mrs Janet Hirst*
Mrs VM Hooker AM and Mr MB Hooker*
Ms Peggy Horn
Ms Gillian Hoysted*
The late Mrs Margaret Hughes
Hughes-Warrington Family
Hughston Group
Emeritus Professor Andrea Hull AO
Mr Gary Humphries AO*
Ms Elizabeth Hurst*
Dr Anthea Hyslop
Dr Peter Ingle and Mrs Rosemary Ingle
Inside History
Mrs Christine Jeffrey and Mr Don Jeffrey*
Mrs Belinda Jessup*
Mr David MH John*
The Hon Dr Gary Johns
Dr JV Johnson CSC OAM AAM
Professor Nicholas Jose and
Dr Claire Roberts
Mr Christopher Joyce*
Ms Antonia Kasunic and
Mr Nicholas Craft*
Ms Joan Kennedy*
Professor Rosanne Kennedy*
Mr Gary Kent*

The late Dr James Kerr AM
Mr Anthony Ketley and
Mrs Rosemary Ketley*
Mr Robert Kirby and Mrs Mem Kirby OAM*
Professor Wallace Kirsop*
KPMG
The late Dame Leonie Kramer AC OBE
The Hon Justice Francois Kunc
Ms Anne Latreille
Dr Elizabeth Lawson and Dr Robert Dingley
Mr Julian Leeser MP and
Ms Joanna Davidson
Mr Andrew Ligertwood and
Mrs Virginia Ligertwood
Mrs Penelope Lilley and the late
Dr Frederick Lilley
Mr John Lines OAM and the late
Ms Margaret Lines*
Adjunct Professor Carol Liston AO*
Ms Robin Love
Dr Mary Lush*
Dr Jan Lyall PSM and Mr Ken Lyall
The late Mr Michael Lynch and the late
Ms Liz Lynch*
Mr Gregor Macaulay and Ms Ali Cromie*
Professor Charles Campbell Macknight
and Mrs Lorraine Macknight
Mr John Maffey OAM*
Professor Emerita Susan Magarey AM and
Professor Susan Sheridan*
Ms Roslyn Maguire
Mrs Dorothy Judith Mahony*
Mrs Helen Mainka in memory of the late
Mr Bruce Mainka*
Ms Janet Manuell SC
The late Mr Robert B Mark*
Ms Pamela Marriott*
Mr David Marr*
The late Ms Kathleen Marshall
RG Marston and MG Marston
Mr Julian Martyn and Ms Linda Sproul
Sir Anthony Mason AC KBE GBM
Ms Evelyn Mason

Ms Sue Mathews
 Dr Louise Mayo AM and Mr Bruce Calder
 Ms Robyn Elizabeth McAdam*
 Dr Conor McCarthy*
 Dr Wendy McCarthy AO*
 Mr Tim McCormick and
 Ms Vivienne Sharpe*
 Ms Christine McCracken*
 Dr Ken McCracken and
 Mrs Gillian McCracken*
 Mr David McDonald*
 Miss Jan McDonald
 Mrs Vacharin McFadden and
 Mr Robert McFadden*
 Ms Jann McFarlane*
 Mr Douglas McGuffog
 The Hon Jeannette McHugh and
 The Hon Mr Michael McHugh AC KC*
 The late Captain Paul McKay
 Ms Fiona McLeod AO SC
 Mr Ronald McLeod AM*
 Mr Simon McMillan*
 Mr Peter McMullin AM, in memory of the
 late Mr Neil McLean
 Dr Stephen McNamara*
 Mr Chris Michalis
 The late Dr Alison Adele Millerd
 Ms Claire Moore
 Dr Louise Moran*
 Ms Jane Morley*
 Mr Stuart Morris
 Professor Ingrid Moses AO*
 Mr Paul J Munro*
 National Foundation for Australian Women
 Ms Jane Needham SC
 The late Hon Jocelyn Newman AO
 Ms Marion Newman*
 Ms Elizabeth Nelson and Dr Stephen Holt*
 Dr Bennie Ng*
 The late Professor Brian O’Keeffe AO
 Paperchain Bookstore
 Mr Andrew Phelan AM and
 Mrs Monica Phelan*

Ms Eve Phillips*
 The late Mrs PP Pickering
 Ms Cathy Pilgrim and Mr Steven Anderson*
 Mrs MC Pollard*
 Mr Chester Porter KC and Mrs Jean Porter
 Mr Joel Poskitt*
 Lady Potter AC CMRI
 Mr Richard Price
 Mrs Anne Prins*
 Dr Rapin Quinn and Dr Peter Quinn*
 Ms Frances Rand and the late
 Ms Barbara Farelly
 Professor Shirley Randell AO*
 Ms Pamela Ray*
 The late Mr WF (Bill) Refshauge
 Professor Anthony Reid
 The Hon Margaret Reid AO*
 Mr Ian Renard AM and Mrs Diana Renard*
 Professor Craig Reynolds FAHA
 The late Mrs E Richardson OAM
 Professor Matthew Ricketson and
 Ms Gillian Callister
 Mr Kenneth Riordan*
 Mr Ian Rischbieth*
 Ms Valerie Rivers
 Ms Rhyll Rivett*
 Ms Jill Roberts*
 Mx Jane Robertson*
 The late Mr G Robinson and the late
 Mrs B Robinson
 Mr Geoffrey Robinson and Ms Julie Burdis
 Mrs Pamela Robinson and
 Mr NJ Robinson*
 The late Professor Emerita Jill Roe AO
 Professor Michael Roe
 Ms Penny Rogers*
 Rome Family
 Ms Christine Ronalds AO SC
 Mr Alan Rose AO and Mrs Helen Rose*
 Ms Rosalie Rotolo-Hassan*
 Royal Military College Classes of 1966,
 1967 and 1968
 Mr Graeme Russell*

Mr William Rutledge and
Mrs Julia Rutledge*
Mrs Ann Ryan
Mrs Frances Ryckmans*
Mr Bob Santamaria
The Hon Justice Joseph Santamaria
Ms Phillipa Saraceno
Mr Henry Saxby in memory of the late
Dr H Maurice Saxby AM
Ms Pat Scott, in memory of the late
Mr Arthur Scott*
Dr Nick Seddon*
Mr WS Semple
Ms Tonia Shand AM
The Reverend G Shaw and Mrs J Shaw*
Mr Stephen Shelmerdine AM and
Mrs Kate Shelmerdine
Mr Tony Shepherd AO
Mr Wayne Sheridan*
Mrs Florine Simon*
Ms Jane Simpson*
Dr Marian Simpson and Mr Colin Simpson*
Mrs Mary Simpson OAM and
Mr Antony Simpson
Mr Lawrence Smith*
Ms Melissa Smith
Ms Wendy Smith*
Ms Jane Smyth and Mr Rick Smyth*
Dr David Solomon AM*
Mr Ezekiel Solomon AM
Mr David Spratt
Mr Paul Stanton
Mrs Helene Stead*
Associate Professor Bruce Steele AM
Ms E Stone
Mr Arnis Stonis and Ms Deborah McMillan*
Mr Anthony Stratford*
Dr Jennifer Strauss AM*
Ms Mary Stutters*
Mr Stephen Styles*
Susanne Dahn Giving Fund*
Ms Kaaren Sutcliffe and Mr Andrew Sutcliffe
Mr Doug Sutherland AM

Mr Robin Syme AM and
Mrs Rosemary Syme*
The late Jack Taylor and the late Jess Taylor
The late Ms Felicity Teague and the late
Peter Druce
Mr Grahame Thom*
Mr Arnold Thomas
Mrs Angela Thorn and the late
Mr Bill Thorn
Associate Professor Gerald Thurnwald AM*
Dr Bernadette Tobin AO and
Mr Terence Tobin KC
Ms Daniela Torsh*
Mr Paul Tracey*
Mrs Geraldine Triffitt*
Professor Trent Twomey
Dr Hugh Tyndale-Biscoe AM*
Mr John Uhrig AC and Mrs Shirley Uhrig
Mr Charles Ulm and Dr Jacqui Strecker*
Mrs Valda Ulm and the late Mr John Ulm
The late Ms Elaine van Kempen
The late Mr Frank van Straten AM
Mr John Vines*
The late Mr Gerald Walsh MA
Mr Richard Wardman*
Ms Lucille Warth
Dr Jill Waterhouse*
Mr Sam Weiss and Mrs Judy Weiss
The late Mr Lou Westende OAM
Ms Helen White and Mr Bob Richardson
The late Ms Linda White
Dr Peter White
Ms Wendy Whitham*
Dr Brendan Whyte and Mrs Suthida Whyte
Mr Doug Wickens and Mrs Betty Wickens
Dr IS Wilkey*
Emeritus Professor David Williams AM
Ms Helen Rodda Williams AC*
Mrs Lyn Williams AM
Ms B Willoughby-Thomas*
Ms Peta Winzar
Ms Susan Wishart
In memory of the late Mr John Withell

Dr Susan-Mary Withycombe, in
memory of the late Reverend Canon
Dr Robert Withycombe*

Mr Greg Wood and Mrs Marie Wood
Dr Malcolm Wood and Ms Ruth Wood
Dr Peter Wyllie Johnston
Dr Linda Young*
Estate of HC Coombs
Estate of the late Ms Helen Woodger

*One hundred and fifteen supporters gave
anonymously at this level.*

FOUNDING PATRONS

Dr Marion Amies*
Mrs Phoebe Bischoff OAM
The late Mrs Josephine Calaby
Dr RL Cope PSM
The late Mr Victor Crittenden OAM
The late Ms Lauraine Diggins OAM
The late Lady Ebury
Mr Andrew Freeman FACS and
Ms Diana Pelyk
Ms JL Fullerton AO*
Griffith 8 Book Group
Mrs Claudia Hyles OAM*
Emeritus Professor Joyce Kirk and
Dr Terry Kirk*
Dr Jan Lyall PSM
Mrs Vacharin McFadden and
Mr Robert McFadden*
Mr Peter McGovern AM
Mrs Glennis Moss and the late
Dr Kenneth Moss AM
Mr John Oliver and Mrs Libby Oliver*
The late Mrs PP Pickering
Emeritus Professor Alan Robson AO and
Mrs Gwenda Robson
Ms Kay Rodda*
Rotru Investments Pty Ltd for
Mrs Eve Mahlab AO and the late
Mr Frank Mahlab

Mrs Angela Thorn and the late Mr Bill Thorn
Mrs Valda Ulm and the late Mr John Ulm
Ms Lucille Warth

DONORS 2023–24

Ms Margaret Abbey PSM
Mrs Heather Abbott and
Mr Christopher Abbott
Mrs Jenny Adams
Mrs Glenys Aird
Mr Toshinori Akagi
Mr Bruce Alexander
Mr Thomas Alford
Dr Cynthia Allen
Mr Des Allen
Mr Douglas Allen
Emeritus Professor Murray Allen
Mr Peter Allen
Mr David Anderson
Mr Tom Anderson
Emeritus Professor Dr Warwick Anderson AO
Ms Kirsten Anker
Mr Chris Ansted and Ms Angelika Dunker
Ms Kerry Apted
Ms Judith Archer
Associate Professor Michelle Arrow
Mr Greg Ash
Mr David Ashmore
Mrs Debra Askew
Mr Brent Atherton
Ms Pam Atkinson
Associate Professor Bernard Attard
Dr Christine Aus
Mr Martin Baggott
Mr Christopher Bailey
Mrs Anna-Rosa Baker and Mr Steven Baker
Miss Janice Baker
Mr Chris Ballantyne
Ms Sheryl Ballesty
Ms Neheda Barakat
Mr Anthony Barker
Mrs Barbara Barnes

Ms Patricia Barnes
Mr Chris Barry
Ms Jann Barry
Mr Brendan Bateman
Ms Kaye Baudinette
Ms Helen Beattie
Mrs Pam Behncke
Gillian Bellas
Mr Ronald Bennett
Mr Greg Bepper
Mrs Kathleen Berg
Mr Michael Bernard
Miss Judith Bibo
Mrs Marjorie Bird
Professor Trevor Bird
Mr Keith Blackburn and Ms Noela Blight
Ms Sherrie Blackman
Mr David Blayney
Mrs Diane Blishen
Mr Ronald Blum
Ms Kathleen Bogsanyi
Mr Andrew Boleyn
Mrs Anna Booth
Mr Mick Bourke
Ms Sue Boyce
Mrs Shayne Boyd
Ms Sandra Brelsford
Mr Paul Brennan
Ms Phillipa Brennan
Mr John Brickhill
Ms Evelina Brighty
Mrs Vicki Brown OAM
Ms Kaye Browne
Ms Lesley Bryant
Mrs Helen Buckmaster
Mr Mark Burford
Mrs Sharon Burke and Mr Doug Burke
Ms Nancye Burkevics
Mr Robert Burns
Mrs Julie Burr
Mrs Janice Butterworth
Ms Roslyn Buzza
Mr Russell Byard

Ms Pauline Bygraves
Dr Mark Calabretta
Mr Rex Callaghan
Mr Paul Callinan
Dr Mary Elizabeth Calwell
Mrs June V Cameron
The Hon Joseph Campbell
Dr Sean Carmody
Mr John Carnaby
Mrs Joan Carney
Ms Kerin Carr
Mrs Sylvia Carr and Mr Brian Carr
Mr Nic Carroll
Mr Ben Carson
Castlemaine Pioneers &
Old Residents Association
Ms Helen Catchatoor
Mr David Chamberlain
Mr Christopher Chardon
Mrs Joanne Chicco
Ms Janet Chisholm
Dr Brian Clancy
Ms Tracey Clancy
Professor Graeme Clark AC and
Mrs Margaret Clark
Ms Lesley Clarke
Mrs Pamela Clifford
Mr Rob Clifton-Steele
Mrs Linda Cockerall
Mrs Robyn Coghlan
Mrs Penny Comans
Mrs Mary Conheady
Mr Barry Conn
Ms Natalie Cooke
Dr Stephen Corbett
Ms Laine Courville
Mrs Lynne Cowen
Ms Kerin Cox
Ms Kirstin Cox
Mr Michael Craft
Ms Ann Crewe
Dr Barbara-Lee Crickmore
Ms Judith Croft

Ms Catherine Crompton	Mr Mark Edmunds and
Mr Bill Crowle	Mrs Cheryl Edmunds
Mr Daniel Crute	Dr Anthony Edwards
Ms Jennie Cumming	Mr James Edwards
Mrs Stephanie Cummings	Mr William Egan
Ms Lynne Curran	Dr Hayden Elderfield
Professor Emerita Ann Curthoys AM	Emerita Professor Ann Elias
Mr Lex Cuskelly	Ms Susan Ellicott
Mr Geoffrey Danks and Mrs Nanette Danks	Mrs Julia Ermert
Ms Louise Darcy	Mrs Denise Ewin
Professor Kate Darian-Smith	Ms Beverley Fairley
Dr Les Davies	Mr Benjamin Farr
Dr Christopher Davis and Mrs Mary Davis	Mr Robert Farrell
Dr Michael Davis and Mrs Roslyn Davis	Ms Melissa Ferguson
Mr Ralph Davis	Ms Elizabeth Field
Mr Terry Dawson	Mr Peter Field
Mr Rene de Koning	Ms Virginia Field
Dr Marie de Lepervanche	Mr Rick Finlay
Mrs Robyn Dean and Mr Phillip Dean	Dr Elizabeth Fisher
Miss Susan Dean	Mr PJ Fisher and Mrs SD Fisher
Mrs Rhyl Dearden	Ms Gaye Fitzpatrick
Mr Tony Dell and Mrs Kate Dell	Mr Julian Fleetwood
Ms Alison Dellit	Ms Lynn Fletcher
Mr Brian Dever	Mrs Carolyn Floyd
Mrs Mavis Dingwall	Mrs Heather Fogarty
Mr Richard Dodsworth	Dr Margaret Folkard OAM
Mrs Kerry Donaghy	Professor Emeritus Richard Fotheringham
Mr Tiem Dong	Mr Jeff Francis
Mr John Donlevy	Mrs Doris Frank
Mrs Rosalind Dorsman	Mrs Linda Freasier
Dr Gordon Douglas	Dr Pamela Freeman
Mr Robert Dow	Peter Freeman
Ms Kay Dowling	Professor Robert Freestone
Mr Phil Drew	Mrs Margaret Frodsham
Mr Thanh Du	Emeritus Professor Geoff Gallop AC
Mrs Marie Duncan	Dr Maree Ganley
Miss Robyn A Duncan	Mr Neil Gardiner
Mrs Linda Dunn	Dr Helen Gardner
Associate Professor Kim Durban	Mrs Kathryn Garfath
Dr John Dwyer KC	Ms Dianne Garner
Mrs Lynette Dyne	Mrs Desley Garnett
Ms Rosemary Early	Ms Janifer Gatenby
Ms Merridy Eastman	Mrs Milena Gates and Mr Michael Gates

Mr William Gibson
Miss Barbara Gilby
Mr Graham Giles
Ms Judith Gilloway
Mrs Gayle Ginnane
Ms Jillian Goodge
Mrs Adele Gordon and Mr Leigh Gordon AO
Dr Elena Govor
Mr Brendan Grainger
Mr Ian Granland
Mr Colin Graves
Ms Marguerite Gray
Mrs Dallas Griffin
Mr John Grigg
Ms Karen Groeneveld and
 Mr Peter Groeneveld
Mr Alberto Guterres
Mr Alan Haintz
Ms Karen Hammond
Mrs Claire Hancock
Mr Myles Hannan
Mr Roger Hartigan
Mr Gregory Harvey
Mr Geoffrey Hasemer
Dr Rebecca Hausler
Mr Paul Heath
Ms Robyn Heggen
Mr Bruce Heiser and Mrs Kathryn Heiser
Ms Meg Herbert
The Rt Hon Sir William Heseltine AC GCVO
Mr Robert Heston
Ms Angela Heymans
Mr Luke Hickey
Ms Marion Hicks
Mr Anthony Hill and Mrs Gillian Hill
Ms Wendy Hill
Mrs Joan Hinscliff
Mr Anthony Hirst
Ms Lynda Hirst
Mrs Karen Hitchen
Ms Madeleine Hobbs
Mr Wayne Hodges
Mr Michael Hodgson

Mr Michael Homsey
Mr Clinton Horley
Mr Richard Horobin
Mr John Howe
Mr Marcus Hughes
Mr Nick Hughes
Professor Terence Hull
Mr Paul Hunt
Mr Brendan Hunter
Mr Martin Ince
Mr Mark Ingles
Mr Ron Inglis
Mr Stephen Ingman
Mr Lawrence Jackson
Ms Robina Jaffray
Mr Brian Jenkins
Dr Victoria Jennings
Mrs Maxine Johnson
Mr Greg Jones
Mr Robert Joynt
Ms Sandra Kanck
Ms Jennifer Katauskas
Mr Gary Kellar
Mr Graham Kelly and Mrs Christine Kelly
Mr Ian Kendall
Mr David Kennemore and
 Mrs Rosemary Kennemore
Mrs Therese Kercher
Ms M Ketley
Dr Roderick Kidd
Ms Helen Kierce
Dr Martha Kinsman
Associate Professor Rebecca Kippen
Mr Peter Kirby
Ms Dale Kitchen
Miss Samantha Knowles
Mrs Bev Koellner
Mr Michael Kooymans and Mrs Jamie
 Kooymans
Ku-ring-gai Historical Society
Ms Sandra Lake
Mrs Myra Landis
Mrs Anne Lane and Mr Colin Lane

Ms Patricia Lane
 Professor John Langmore
 Mrs Noreen Le Mottee
 Mr Stewart Learmonth
 Mrs Bobbie Leonard
 Dr Deborah Lewis
 Ms R Lewis
 Dr Elizabeth Lhuede
 Don Limn
 Mr Wei-Hao Lin
 Ms Lynne List
 Little Red Apple Publishing Pty Ltd
 Ms Kate Littlejohn
 Mr Seth Lockwood
 Ms Merran Loewenthal
 Mr Andrew Long
 Mrs Elizabeth Love
 Helen Lucas
 Ms Margie Lundy
 Dr Terry Lustig
 Mr Duncan MacAuslan
 Mrs Lynette MacBain
 Mr John MacDonald
 Mrs Anne Mackay
 Mr Iain MacKay
 Mr Rod Mackenzie
 Mr Peter Madsen
 Mr Michael Maguire
 Dr Graham Mahony and Ms Muriel Mahony
 Mr Sam Malouf
 Mr Anthony Maple
 Mrs Tanya Mark
 Mr Ken Marks
 Mrs Kerrie Martin
 Dr Keith Masnick
 Mr Darryl Massie
 Miss Amy Mathers
 Mr Jason McAulay
 Dr John McCann
 Mrs June McClusky
 Mr James McCourt
 Ms Elisabeth McDonald
 Dr Peter McDonald
 Ms Judith McGarry
 Dr Leah McKenzie
 Mr Andrew McMullin
 Ms Helen McSkimming
 Mr Paul McWaters
 Mr Peter Meggs
 Ms Jeanette Meighen
 Mrs Marianne Messer
 Mrs Susan Meyer
 Mr Perry Middlemiss
 Mrs Dorothy Milburn
 Mr Bernard Milford
 Ms Christine Miller
 Dr Joe Miller
 Mrs Sue Mills
 Ms Deborah Milsom
 Mr David Milston
 Dr Chad Mitcham
 Mrs Mary Mitchell
 Ms Barbara Mobbs
 Dr Nicole Moffatt
 Mr Peter Moore
 Mr Patrick Morgan
 Mr Wayne Morris
 Dr Barry Moscrop
 Mrs Janet Mullins
 Mr Steven Munchenberg
 Adjunct Professor Doug Munro
 Mr Paul Munro
 Mr Cormac Murphy
 Mr Neil Murray
 Ms Ella Muscat
 Mrs Betty Myers
 Mr Claude Neumann
 Ms Megan Neumann
 Ms Judith Neville
 Mr Ian Newbery and Ms Joan Newbery
 Emeritus Professor Nerida Newbigin
 Mr Chris Newman
 Ms Gael Newton AM and Mr Paul Costigan
 Dr Janice Newton
 Dr Deborah Neyle
 Mrs Katharine Nix

Mrs Beverley Norris	Ms Denise Probert
Mr Graham Norton	Mr Ross Prout
Ms Mary Novello	Mr Peter Pryn
NSW Australian Football History Society Inc	Professor Emerita Marian Quartly
Mrs Kellie Oates	Mr Peter Quick
Ms Jennifer O'Brien	Mrs Judith Quinn
Ms Carmel ODay	Mr Colin Randall
Ms Anne O'Donovan AO	Mr Peter Reed
Dr Timothy O'Hearn	Dr Michelle Renshaw
Ms Julie O'Keefe	Ms Cheryl Richards
Ms Vivienne O'Neill	Ms Helen Richards
Ms Lecki Ord	Ms Racheal Richardson
Ms Judy Oswin	Mr John Ridley
Mr Gavin Otto	Mr Michael Ridley and Mrs Irene Kearsey
Ms Kristin Otto	Mr James Riley
Mr Lindsay Oxlad	Mrs Jennifer Robertson
Dr Fiona Pacey	Mrs Helen Robinson
Mr Neville Paine	Mr Keith Robinson
Mr Jim Palmer	Ms Alison Roe
Dr M Park and Mr G Imashev	Ms Stephanie Roe
Mrs Margaret Parkes	Mr Richard Roebuck
Mr Christopher Parsons	Ms Trudie Rogers
Mr Anton Pavic	Mrs Linda Rossiter
Mr Keith Payne	Mr Ian Royce
Mr Andrew Peake	Mr Peter Rubinstein
Ms Margaret Pender and Ms Di Chalmers	Mrs Dianne Ruffles
Ms Yvonne Perkins	Mr Warwick Russell
Peter Freeman Pty Ltd	Mr Lee Ruth
Mr Michael Petrescu	Mr David Samuelsdorff
Emeritus Professor Stefan Petrow	Ms Jane Sandilands
Ms K Pettit	Ms Mabel Sansom
Ms Narissa Phelps	Mrs Kate Santleben
Mr Peter Phillips	Ms Lynda Santolin
Mr Jeffrey Pitt	Ms Rosalie Savage
Dr Trudy Pomerantz	Emeritus Professor Marian Sawyer AO
Mr William Porter	Ms Kerry Scambler
Mr Bradley Powe	Dr Fiona Scotney
Mr Kenneth Powell	Mr George Seabrook
Mr Brendan Power	Mrs Mary Seefried AM
Mrs Carole Preece	Mrs Beverley Sharp
Associate Professor Garrett Prestage	Mrs Linda Shave
Ms Pauline Preston	Ms Christina Shaw
Ms Julie Priestley	Mrs Catherine Shepherd

Dr Andrea Shoebridge
Mr Jim Simmers
Ms Nanette Simmons
Ms Barbara Singer
Mr Peter Single
Mr Edward Smith
Ms Eloise Stanley
Mr Lawrence Stark
Mrs Mary-Lou Stephens
Mr Doug Stevens
Mr Peter Stevenson
Ms Hope Stewart
Mr Wayne E Stiefvater
Ms Robyn Stockfeld
Dr Robert James Stove
Dr Lachlan Strahan
Emeritus Professor Shurlee Swain
 AM FASSA FAHA
Dr Dominique Sweeney
Ms Helen Swift
Dr Sue Taffe
Mr Peter Taft
Professor K Taylor and Mrs M Taylor
Mr Ken Temperley
Ms Felicity Tepper
Ms Louise Thibou
Mr Ian Thom and Mrs Valerie Thom
Ms Linda Thomas
Mrs Pam Thompson
Mrs Susan Thornton
Dr Sonia Tidemann
Mr Chris Tiffin and Ms Deborah Turnbull
Mr John Torpey
Ms Abbey Turrell
Emerita Professor Anne Twomey
Mrs Dale Upton
Ms Jo Vallentine
Ms Susan Varga
Mr Michael Venn
Ms Faye Volo
Mr John Wadsley and Mrs Denise Wadsley
Mr Matthew Walker
Mr Kevin Wallace

Mrs Christine Walshe
Mr David Walster
Dr Richard Walton
Mr Jiaming Wang
Mrs Leonie Waplington
Mr David Wardle
Ms Christine Warne
Dr Denis Warne
Dr Roland Warner
Mr David Watkins
Mr Mark Watson
Mr Garry Webb
Mrs Marianne Webb
Mr Ross Webster
Dr Mary Welsh
Mrs Katherine West
Ms Rosalie Whalen
Ms Murrelia Wheatley
Mr Paul Wheeler
Mrs Fiona White
Mr Neil White
Mr Richard White OAM JP and
 Mrs Christine White
Mr Leonard Whyte and Ms Sue Terry
Mr John Wigan and Mrs Pauline Wigan
Dr Janet Hadley Williams and
 Emeritus Professor Ian Williams
Mr Ross Williamson
Mr David Williamson and Kristen Williamson
Mr Dietrich Willing
Mr Peter G Willis
Ms Michelle Wilson
Mr Neil Wilson
Mrs Susie Wilson-Brown
Ms Joanne Winfield
Mrs Robyn Witt
Ms Vicki Woods
Ms Susan Wyndham
Mrs Jennifer Young
Mrs PA Zerbe

Three hundred and twelve supporters gave anonymously in 2023–24.

Appendix D:

Grants, fellowships and scholarship programs

Community Heritage Grants

The Community Heritage Grants (CHG) program operates on a calendar-year basis, with applications opening in March and closing in June each year. In 2023, the National Library received 114 applications and awarded 59 grants totalling \$459,987. The 2024 round attracted 105 applications and grants will be offered in October 2024. These grants assist community-based organisations to preserve and manage nationally significant cultural heritage collections. Financial support and assistance for this partnership program were received from:

- the Department of Infrastructure, Transport, Regional Development, Communications and the Arts
- the National Library of Australia
- the National Archives of Australia
- the National Film and Sound Archive of Australia
- the National Museum of Australia.

The National Library manages the CHG on behalf of program partners.

Fellowships and scholarships

During the reporting period, a total of 23 fellowships, scholarships and grants were awarded, with the National Library operating the following programs.

NATIONAL LIBRARY OF AUSTRALIA FELLOWSHIPS

In 2023–24, a total of 9 fellowships were awarded, including 6 funded and 3 honorary fellowships.

National Library of Australia Fellowships funded by the Stokes Family were awarded to Dr Melanie Duckworth, Dr Nicholas Ferns and Ms Susan Wyndham.

National Library of Australia Fellowships in Japan Studies, funded by the Harold S Williams Trust, were awarded to Professor Robin Gerster and Dr Jessica O’Leary.

A **National Library of Australia Fellowship**, funded by the Ray Mathew and Eva Kollsman Trust for research in Australian literature, was awarded to Dr Bernadette Brennan.

National Library of Australia Honorary Fellowships, supported by the National Library, were awarded to Dr Burcu Cevik-Compiegne, Dr Caren Florance and Dr David McDonald.

CREATIVE ARTS FELLOWSHIPS

Creative Arts Fellowships support writers and artists to spend four weeks in the National Library developing an artistic concept, artwork or body of work inspired or informed by the collections.

The **Creative Arts Fellowship**, funded by the Friends of the National Library Inc, supports a residency for a creative practitioner or artist working in any genre, except writing, to develop work using the National Library’s collections. The 2024 fellowship was awarded to Ms Celia Craig.

The **National Library of Australia Creative Arts Fellowship for Australian Writing**, funded through the Ray Mathew and Eva Kollsman Trust, supports a residency for a creative writer to research the National Library’s collections. The 2024 fellowship was awarded to Dr Jo Langdon.

The **National Folk Fellowship**, funded jointly by the National Library and the National Folk Festival, supports a residency for research in the National Library’s Oral History and Folklore Collection to develop a performance at the festival. The 2024 fellowship was awarded to Mr John Shortis.

NATIONAL LIBRARY SCHOLARSHIPS

National Library Scholarships support younger scholars, and a scholar from rural or regional Australia undertaking postgraduate research, who require special access to the National Library’s collections. Six scholarships were awarded.

A **Professor Robert and Josephine Shanks Scholarship**, funded by Professor Robert Shanks and Josephine Shanks, was awarded to Mr Scott McCarthy.

A **Seymour Summer Scholarship** for biographical research, funded by Dr John Seymour and Mrs Heather Seymour AO, was awarded to Ms Zoe Smith.

A **National Library of Australia Scholarship**, funded by a generous donor, was awarded to Ms Jorien van Beukering.

A **National Library of Australia First Nations Scholarship**, funded by the National Library's End of Year Appeal, was awarded to Ms Jacinta Mackay.

The **Mr Doug Snedden AO and Ms Belinda Snedden Scholarships**, funded by Mr Doug Snedden AO and Ms Belinda Snedden, were awarded to Mr Tande Wang and Ms Jia Jia Wong.

ASIA STUDY GRANTS

Asia Study Grants support scholars to undertake research using the National Library's Asian Collections for up to four weeks. Five grants were awarded in 2024.

Asia Study Grants supported by the Harold S Williams Trust were awarded to Ms Rafiqa Qurrata Ayun and Dr Anita Dewi.

Asia Study Grants supported by the Opalgate Foundation were awarded to Ms Suprawee Asanasak, Associate Professor Shih-Wen Chen and Associate Professor Olivia Khoo.

STAFF TRAVELLING FELLOWSHIPS

No staff travelling fellowships were awarded during 2023–24.

Appendix E:

Notable acquisitions

Australian publications, including legal deposit

The National Library's notable Australian publication acquisitions during 2023–24 included:

- **First Nations titles** – acquisitions from First Nations authors include the published script for *Blaque Showgirls* by Nakkiah Lui, *Bidhi Galing: Big Rain* by Anita Heiss, *Praiseworthy* by Alexis Wright, *She is the earth: A verse novel* by Ali Cobby Eckermann, and *Right Story, Wrong Story: Adventures in Indigenous Thinking* by Tyson Yunkaporta. These acquisitions reflect the National Library's focus on giving voice to Indigenous stories and perspectives.
- **How to Win Friends and Conquer the Human Race: An AI's Guide to Being Your Best Self** – this is the first known book authored by artificial intelligence technology (ChatGPT) to be added to the National Library's collection, through the National edeposit service. An experiment by Neural Nexus Press to explore the possibilities and boundaries of this technology.
- **Historic South Australian broadsides** – published in London in 1834, *New Colony of South Australia* announces the foundation meeting for the colony of South Australia in response to the South Australia Act before British Parliament. It offers a rare insight into how interest in the new colony was reflected in London. *By Order of the Colonization Commissioner ...*, published in London a year later, documents the next steps in the formation of South Australia and illustrates the practical applications of the colony, its organisation and land allotment.

Australiana: material by Australians and about Australians

The National Library's notable Australiana-themed acquisitions during 2023–24 included:

- Sixty-three oral history interviews with distinguished Australians through the **Eminent Australians stream**. These include: the Hon Debra Mortimer, Chief Justice, Federal Court of Australia; Leo Sayer, singer and songwriter; Antony Green, psephologist and commentator; Margaret Pomeranz AM, film critic and producer; Frances Adamson AC, Governor of South Australia; Joe Brumm, animator and creator of *Bluey*; and Clementine Ford, feminist writer and columnist.

- **Papers of Peter Goldsworthy** (b. 1951) – Goldsworthy is a renowned Australian writer, composer and medical practitioner, whose papers comprise an impressive body of literary work from the 1980s onwards. This includes his 1989 novel *Maestro*, a text widely studied in schools and universities around Australia.
- **Notebook (1890) and papers of Louisa Lawson** (1848–1920) – Lawson, an influential Australian feminist, suffragist and writer, founded *The Dawn* in 1888. This first-of-its-kind monthly journal created by women for women was edited, authored and managed by Lawson until 1905. This notebook contains a collection of Lawson’s short prose, phrases and sketches.
- **Papers of Carol Jerrems (1949–1980)** – Jerrems was an Australian photographer whose work emerged in the 1970s, when photography began to regain acceptance as an art form. Her autobiographical image-making of the human subject documented the revolutionary spirit of countercultures, including First Nations Australians, disaffected youth and the emergent feminist movement of Melbourne in the 1970s.

Increasing and improving representation of Indigenous Australia

The National Library’s notable First Nations–related acquisitions during 2023–24 included:

- ***Christmas at Old Roper River Mission*** (1995–1996) – this artwork by Ginger Riley Munduwalawala (1936–2002) represents a significant moment of cross-cultural engagement. Commissioned by the Anglican Christ Church Cathedral in Darwin, it potently communicates a story of religious and spiritual syncretism.
- The **Referendum on an Aboriginal and Torres Strait Islander Voice ephemera collection** – includes letters, flyers, shirts, caps, pins, booklets, buttons and bunting, posters and corflutes produced across all states and territories, and reflecting the diversity of Australian perspectives and opinions expressed ahead of the national vote in 2023.
- **Artworks by ‘Butcher’ Joe Nangan OAM (1900–1989)** – this collection follows a Western artistic style and recorded a vast body of cultural knowledge and activity depicting Nyikina men, women and children living on Country in Western Australia.
- **Records of the Aboriginal Artists Agency (AAA)** – AAA was established in 1976 by the Australian Government through the Australian Council for the Arts. The organisational archive comprises reports, correspondence, flyers, grant and copyright records, photographs and audio material, and exhibition, festival and tour materials. These records document AAA’s activities in representing Aboriginal and Torres Strait Islander creators, striving for a presence in the wider Australian arts scene.

Increasing and improving representation of culturally and linguistically diverse communities

The National Library's notable culturally and linguistically diverse acquisitions during 2023–24 included:

- Eighteen oral history interviews for the **Indian Diaspora in Australia collecting project**. Interviewees included a diverse cross-section of Australians with Indian heritage, such as: Peter Varghese AO, Chancellor University of Queensland, retired diplomat and public servant; Anupam (Anu) Sharma, Indian film director, actor, producer and author; Umesh Chandra OAM, owner of *Brisbane Indian Times* and Australian Indian Radio; Vijaya Visvanathan Thomas, South Indian (Carnatic) music practitioner, teacher and performer; Menaka Visvanathan Thomas writer, teacher and performer; and Alan Maurice, founder of Trikone, an organisation that provides support to LGBTQ+ people from Southeast Asia.
- **Papers of Elizabeth Chong (陳月意)** (b. 1931) – Chong is a Chinese-born Australian celebrity chef, teacher, author and media personality. Her papers comprise photographs, ephemera relating to *The Heritage of Chinese Cooking* (1993), press cuttings, taped *Good Morning Australia* appearances, fan mail, and speeches relating to her role as Australia Day Ambassador.
- **Photographs of Vanuatu Walnut Farmers by Darren Clark** – Australian photographer, Clark, shows Vanuatu workers living and working at Duxton Nuts in Leeton, NSW. This collection documents the lives and work of Pacific labourers employed in Australia, highlighting an important aspect of Australia's relationship with the Pacific region.
- Interview with **Fatima Yousufi** (by Anisa Puri), an Afghan migrant and professional soccer player. As captain of the Afghanistan Women's National Football Team, Yousufi was part of the evacuation of athletes when the Taliban took back control of Afghanistan in 2021.

Perspectives and stories of rural and regional communities

The National Library's notable rural and regional-themed acquisitions during 2023–24 included:

- **1936 Ventes Totales d'Australasie poster (1937) by Mr Henri Wattinne** – this poster showcases detailed comparisons of Australian and New Zealand wool production and exports with the rest of the world.
- **Hardy's 'Oomoo' and other first class Adelaide Wines poster (c. 1880)** – this is a rare colonial Australian wine poster. The name 'Oomoo' was taken from the local First Nations word for 'good', separating Australia's unique heritage from competitors in the European market.

- **Photographs of people and rural communities by Andrew Chapman** (b. 1954) – this collection by Australian photojournalist, Chapman, documents the advent of female shearers in the Australian wool industry.
- **Papers of Albert Oliver Badman** (1885–1977) – Badman was a politician and wheat developer from South Australia. These papers document his farm life and business records including his first, second and third prizes for wheat growing. His parliamentary materials include a diary and photographs of an 18-day tour to Central Australia and Hermannsburg Mission in April/May 1935.

Active citizenship and representative democracy

The National Library's notable citizenship and democracy-themed acquisitions during 2023–24 included:

- **Papers of the Hon Ken Wyatt AM** (b. 1952) – Wyatt was Australia's first Indigenous member of the House of Representatives (2010–2022) and first Indigenous member to hold a ministerial position, as the Assistant Minister for Health (2015–2017). Wyatt held a significant role in the early process of responding to the Uluru Statement from the Heart and launched the co-design process for the Indigenous Voice to Parliament.
- **Papers of Eve Mahlab AO** (b. 1937) – Mahlab is an influential Australian lawyer, businessperson and successful advocate for women's advancement in society and the workplace. Her papers reflect her achievements in business leadership, lobbying and philanthropy, and as co-founder of the Australian Women Donors Network (now known as Australians Investing in Women).
- **Papers of Angus Trumble FAHA** (1964–2022) – this collection comprises correspondence, diaries, speeches, photographs and research materials relating to Trumble's career as an Australian scholar, art curator, gallery director, speaker and writer. He worked with a range of cultural institutions and regularly contributed to arts publishing worldwide.
- **Photographs of New Australia colony, Paraguay (1985)** – the New Australian Movement's utopian socialist colony is reflected in this series of 95 portraits of the sole surviving members of the original colony and their descendants.
- **Papers of Kate Webb** (1943–2007) – a New Zealand-born Australian war correspondent for United Press International and Agence France-Presse, Webb had a reputation for fearless reporting through the Vietnam War, in Cambodia and in global war-torn hotspots. The collection comprises correspondence and documents from her time in Vietnam, Cambodia and Afghanistan.

Involvement and contribution to science and technology

The National Library's notable science and technology-themed acquisitions during 2023–24 included:

- Seventeen oral history interviews for the **Women in the Space Industry** project. These interviews showcase the contribution and experiences of women working in engineering, law, medicine and exploration, such as: Meganne Christian, reservist astronaut, European Space Agency; Professor Tracy Smart AO, Military and Aerospace Medicine, Australian National University; Kerrie Dougherty OAM, space historian, curator and writer; Professor Dr Cindy Ong, School of Earth and Planetary Sciences, Curtin University; and Dr Cassandra Steer, Deputy Director, Australian National University Institute for Space.
- **Main camp at Yardiana South Australia 1877** – this drawing by an unknown artist shows the main camp during construction of Australia's East–West telegraph line (1875–1877) and early communication infrastructure in Australia. Afghan cameleers, First Nations Australians and Europeans are depicted drying clothes and cooking over campfires, with the Gawler Ranges in the background.
- **Australia's response to the rise of electric vehicles by Dave Tacon** (b. 1976) – this collection of photographs by Melbourne-based photographer, director, producer and writer, Tacon, depicts the rollout and usage of electric vehicles and charging stations across Australia.

Australians' relationship with the environment

The National Library's notable environment-themed acquisitions during 2023–24 included:

- Interview with Dr Brad Norman AM (by Marg Carroll) for the **Wildlife Conservationists in Australia oral history project** – a marine biologist, Norman has played a significant role advocating for the conservation of endangered whale sharks. He founded ECOCEAN, Australia's leading non-government whale shark research organisation, and the longest-running citizen science program on whale shark photo identification worldwide.
- **Records of Climate Action Network Australia (CANA)** – CANA is the peak body for community sector organisations working on climate change in Australia and was founded by Anna Reynolds in 1998. This digital collection documents the founding of this small non-government organisation under the auspices of the Australian Conservation Foundation.
- **Tree Stories (1999) by Peter Solness** – this collection comprises photographs of Australians alongside trees of particular historic, national and personal significance, including Dr G Yunupingu, Judith Wright, Les Murray, Tim Winton, Michael Leunig, Elisabeth Jolley, Bob Brown and Jack Munday.

Overseas collecting

The National Library's notable overseas acquisitions during 2023–24 included:

- **Nova et Exacta Asiae Geographica Descriptio, Amsterdam, 1608** – this landmark wall map was created by two of the great Dutch mapmakers at the dawn of the Dutch Golden Age, Willem Janszoon Blaeu and Hessel Gerritsz. From a sequence of the world's four continents, Blaeu's first state map of Asia set the standard that influenced European mapmakers and Dutch explorers of the Asia-Pacific during the 17th century.
- **Indonesian Election 2024 ephemera** – this collection comprises 75 items that reflect a range of candidates, parties and materials produced by the Indonesian election commission. This includes vision and mission statement books for the three most prominent candidates, posters, ballot papers and unique campaign paraphernalia that speak to Indonesia's context.
- Digital archival database **Pandemics, Society and Public Health, 1517–1925** – charting the history of pandemics over five centuries, this database concentrates on four diseases that have left a particularly significant mark on British history: plague, cholera, smallpox and influenza. This collection of over 450 documents and 79,000 images is sourced from the British Library, the National Archives, University College London, and London Metropolitan Archives.

Appendix F:

Trove Strategic Advisory Committee

External members:

- Jane Miller, Chair, Victoria University (commenced May 2023, elected Chair April 2024)
- Laurie Atkinson, Law Library of Victoria (commenced November 2019, Chair until April 2024)
- Jennifer Carmody, ACT Legislative Assembly Library (commenced May 2023)
- Cassandra Gorton, Monash Health (commenced May 2023)
- Nicole Hunt, Townsville City Libraries (commenced May 2023)
- Hero Macdonald, Deakin University Library (commenced February 2022)
- Lisa McIntosh, The University of Sydney (commenced May 2023)
- Anna Raunik, State Library of Queensland (reappointed for a second term May 2023)
- Geoff Stempel, State Library of South Australia (commenced February 2022)

National Library of Australia members:

- Dr Marie-Louise Ayres FAHA, Director-General
- Alison Dellit, Assistant Director-General, Collaboration (ex-officio)

Appendix G:

Corrections

The following errors appeared in our 2022–23 annual report.

Performance measures

The number of digital visits to the National Library listed in Table 2.4 was incorrect.

The number of digital visits for 2022–23 was reported as 21,723,110. This was the correct number for website visits but did not include 1,261,854 other digital visits as described under Methodology on the page. The correct total is 22,984,964.

As printed on page 27:

Table 2.4 Number of digital visits to the National Library

2022–23		2021–22		2020–21	
Result	21,723,110 22,984,964	Result	22,644,472	Result	N/A
Target	27,000,000	Target	27,000,000	Target Status	N/A
Status	Not met	Status	Not met		N/A

Sources: 2022–23 Corporate Plan, p. 11; 2022–23 Portfolio Budget Statements, p. 408.

APS Net Zero 2030

The Scope 1 and Scope 3 Natural gas figures listed in Table 3.1 were incorrect due to a data entry error which led to a formula miscalculation. Correct data is shown below.

As printed on page 57:

Table 3.1 Greenhouse gas emissions inventory 2022–23

Emission Source	Scope 1 kg CO ₂ -e	Scope 2 kg CO ₂ -e	Scope 3 kg CO ₂ -e	Total kg CO ₂ -e
Electricity (location based approach)	N/A	3,340,868	274,596	3,615,463
Natural gas	4,798,474 378,659	N/A	1,219,872 96,263	6,018,346 474,923
Fleet vehicles	13,902	N/A	3,419	17,321
Domestic flights	N/A	N/A	42,459	42,459
Other energy	–	N/A	–	–
Total kg CO₂-e	4,812,376 392,562	3,340,868	1,540,346 416,737	9,693,589 4,150,166

The electricity emissions reported above are calculated using the location based approach. When applying the market based method, which accounts for activities such as Greenpower, purchased LGCs and/or being located in the ACT, the total emissions for electricity, are below:

Emission Source	Scope 1 kg CO ₂ -e	Scope 2 kg CO ₂ -e	Scope 3 kg CO ₂ -e	Total kg CO ₂ -e
Electricity (market-based approach)	N/A	272,882	36,117	308,999
Natural gas	4,798,474 378,659	N/A	1,219,872 96,263	6,018,346 474,923
Fleet vehicles	13,902	N/A	3,419	17,321
Domestic flights	N/A	N/A	42,459	42,459
Other energy	–	N/A	–	–
Total kg CO₂-e	4,812,376 392,562	272,882	1,301,867 178,258	6,387,125 843,702

Note: Table 3.1 presents emissions related to electricity usage using the location-based accounting method. CO₂-e = Carbon Dioxide Equivalent.



Dear Matilda's...

Dear Matilda's...

my favourite Tilda memory
is when Kyah Simon
scored a goal at the
WORLD CUP 2018

Dear Matilda's...

GO FOR
GOLD
mighty TILDA's
♡

Dear Matilda's...

we are more excited to
see you on the world stage than
we ever were excited to
see you on the world stage

Dear Matilda's...

good luck on the world
cup!

Dear Matilda's...

you are cool & hope
you get better soon Ken

Matilda's...

you bunch
of girls!
we outcome
you!
love you!
xxx

Dear Matilda's...

we are going to win
3-1 and win the trophy

In 2023–24, the National Library commissioned over 600 documentary photographs across Australia, including collections capturing the FIFA Women's World Cup 2023. <https://nla.gov.au/nla.obj-3265184934/view>

Dear Matilda's...
wins the world
cup
for RWTRPWA.
!!!
We love You

Dear Matilda's...
You got me
interested in
Soccer ☺

Dear Matilda's...
You inspire me
to keep improving
myself!
Go Tilly's
♥

Dear
Matilda's...



Dear Matilda's...
You inspire me
to shoot
the stars

Dear Matilda's...

Dear Matilda's...
I ♥ U
Savin Kerr!

Dear Matilda's...
Win THE
WORLD CUP!!!
☺

Dear Matilda's...
And I love a team
that never surrenders!!
Australia was so
to us with the
Can!!

Glossary and Indices

Glossary

Term	Definition
APS Net Zero 2030	APS Net Zero 2030 is the Government’s policy for the Australian Public Service (APS) to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions.
Copies Direct	A service providing copies of material from the National Library of Australia’s collections.
culturally and linguistically diverse communities	A broad and inclusive descriptor for communities with diverse language, ethnic background, nationality, dress, traditions, food, societal structures, art and religion characteristics.
Digital Classroom	An online platform delivering National Library content to teachers and students from Years 3 to 12. Modules are aligned with the Australian Curriculum.
edeposit	Provision, by publishers, of copies of electronic publications to the National Library; the National Library is entitled to copies of electronic publications under legal deposit provisions in the <i>Copyright Act 1968</i> , and also through Premier’s Circulars and other government agreements.
National Cultural Policy – National Collecting Institutions – sustainability measure	The Australian Government will provide \$535.3 million over four years from 2023–24 (and \$118.3 million per year ongoing) to support the operations and long-term financial sustainability of nine National Collecting Institutions. The National Library is one of those nine institutions.
Trove	A national discovery service implemented by the National Library in 2009, providing a single point of access to a wide range of traditional and digital content from Australian collections and global information sources.

Shortened terms

Abbreviation	Definition
APS	Australian Public Service
CEO	Chief Executive Officer
t CO ₂ -e	carbon dioxide equivalent emissions tonnes
EPBC Act	<i>Environmental Protection and Biodiversity Conservation Act 1999</i>
FOLIO	The Future of Libraries Is Open (library services platform)
GST	goods and services tax
HVAC	heating, ventilation and air-conditioning
ICIP	Indigenous Cultural and Intellectual Property
NED	National edeposit
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	Public Governance, Performance and Accountability Rule 2014
SES	Senior Executive Service
SPP	Strategic People Pathway 2022–2025
TCS	Trove Collaborative Services

Compliance index

The index below shows compliance with the requirements of Schedule 2A of the Public Governance, Performance and Accountability Rule 2014.

Section 17BE(u) requires that this table be included in the entity's annual reports.

PGPA Rule Reference	Part of Report	Page	Description	Requirement
17BB	Letter of transmittal	p. iii	Approval by accountable authority	Mandatory
17BC	All		Standard of presentation	Mandatory
17BD	All		Plain English and clear design	Mandatory
17BE	Contents	pp. iv-v		Mandatory
17BE(a)	4.2	p. 61	Details of the legislation establishing the body	Mandatory
17BE(b)(i)	4.1	p. 60	A summary of the objects and functions of the entity as set out in legislation	Mandatory
17BE(b)(ii)	3.1	p. 23	The purposes of the entity as included in the entity's corporate plan for the reporting period	Mandatory
17BE(c)	4.1	p. 60	The names of the persons holding the position of responsible Minister or responsible Ministers during the reporting period, and the titles of those responsible Ministers	Mandatory
17BE(d)	N/A		Directions given to the entity by the Minister under an Act or instrument during the reporting period	If applicable, mandatory
17BE(e)	4.4	p. 70	Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory

PGPA Rule Reference	Part of Report	Page	Description	Requirement
17BE(f)	N/A		Particulars of non-compliance with: (a) a direction given to the entity by the Minister under an Act or instrument during the reporting period; or (b) a government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(g)	3	pp. 21-57	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule	Mandatory
17BE(h), 17BE(i)	N/A		A statement of significant issues reported to the Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with finance law and action taken to remedy non-compliance	If applicable, mandatory
17BE(j)	Appendix A	pp. 120-127	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period	Mandatory
17BE(k)	4.3	pp. 61-62	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	Mandatory
17BE(ka)	Appendix B	pp. 130-132	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location	Mandatory
17BE(l)	4.4	p. 68	Outline of the location (whether or not in Australia) of major activities or facilities of the entity	Mandatory

PGPA Rule Reference	Part of Report	Page	Description	Requirement
17BE(m)	4.4	pp. 61-73	Information relating to the main corporate governance practices used by the entity during the reporting period	Mandatory
17BE(n), 17BE(o)	N/A		For transactions with a related Commonwealth entity or related company where the value of the transaction, or if there is more than one transaction, the aggregate of those transactions, is more than \$10,000 (inclusive of GST): (a) the decision-making process undertaken by the accountable authority to approve the entity paying for a good or service from, or providing a grant to, the related Commonwealth entity or related company; and (b) the value of the transaction, or if there is more than one transaction, the number of transactions and the aggregate of value of the transactions	If applicable, mandatory
17BE(p)	3.6	p. 68	Any significant activities and changes that affected the operation or structure of the entity during the reporting period	If applicable, mandatory
17BE(q)	N/A		Particulars of judicial decisions or decisions of administrative tribunals that may have a significant effect on the operations of the entity	If applicable, mandatory
17BE(r)	N/A		Particulars of any reports on the entity given by: (a) the Auditor-General (other than a report under section 43 of the Act); or (b) a Parliamentary Committee; or (c) the Commonwealth Ombudsman; or (d) the Office of the Australian Information Commissioner	If applicable, mandatory

PGPA Rule Reference	Part of Report	Page	Description	Requirement
17BE(s)	N/A		An explanation of information not obtained from a subsidiary of the entity and the effect of not having the information on the annual report	If applicable, mandatory
17BE(t)	N/A		Details of any indemnity that applied during the reporting period to the accountable authority, any member of the accountable authority or officer of the entity against a liability (including premiums paid, or agreed to be paid, for insurance against the authority, member or officer's liability for legal costs)	If applicable, mandatory
17BE(taa)	Appendix A	pp. 128-129	The following information about the audit committee for the entity: (a) a direct electronic address of the charter determining the functions of the audit committee (b) the name of each member of the audit committee (c) the qualifications, knowledge, skills or experience of each member of the audit committee (d) information about each member's attendance at meetings of the audit committee (e) the remuneration of each member of the audit committee	Mandatory
17BE(ta)	Appendix B	pp. 133-137	Information about executive remuneration	Mandatory

The index below shows compliance with other Commonwealth statutory requirements for annual reporting which apply to the National Library of Australia.

Reference	Part of Report	Page	Statutory Requirement
Schedule 2, Part 4 of the <i>Work Health and Safety Act 2011</i>	4.4	pp. 69-70	Work health and safety
Section 516A of the <i>Environmental Protection and Biodiversity Conservation Act 1999</i>	4.4	pp. 72-74	Environmental performance and environmentally sustainable development, including APS Net Zero
Section 311A of the <i>Commonwealth Electoral Act 1918</i>	4.4	p. 71	Advertising and market research expenditure

Index

A

- abbreviations, 169
- Aboriginal and Torres Strait Islander peoples
 - see Indigenous peoples and communities
- access and usage, 17, 24, 36–38, 39–40, 45–46
 - building works impact, 12, 24, 38–39, 40
 - protests, 10
 - timeliness of response and delivery, 41–42
 - see *also* collections; research services; visitors
- accountable authority statement, 22
- acquisitions, 17, 29–31, 33–34, 157–162
 - notable acquisitions, 157–162
 - protests, 10
- advertising and market research, 71
- annual performance statement see performance
- APS Net Zero 2030, 54, 73–74, 168
- artificial intelligence (AI), 52, 157
- asbestos removal, 55, 76
- Asia Study Grants, 156
- Ask a Librarian service, 16, 39
- asset management, 75–76
- Assistant Directors-General, 62, 134–135
- Audit and Enterprise Risk Committee, 63, 65, 67, 128–129
- audits
 - financial statements, 80–81
 - internal, 67
- AustLang, 27
- Australian Bureau of Meteorology, 46
- Australian Public Service
 - APS Net Zero 2030, 54, 73–74, 168
 - employee census, 69
- Australian Research Data Commons (ARDC), 46
- Australian Web Archive, 31
- Ayres, Dr Marie-Louise (Director-General), 60, 62, 120–121, 163
 - meeting attendance, 126, 127
 - remuneration, 133, 134–135
 - review by, 12–13

B

- Beetson, Dr Alethea, 27
- Behrendt, Distinguished Professor Larissa, 11, 29, 64, 122–123, 134–135
 - Council meeting attendance, 126, 127
- bequests, 138
- Blacklight discovery platform, 32, 36
- Building and Collection Storage Masterplan, 53–54
- building works impact on services, 12, 24, 38–39, 40
- buildings, 17, 68
 - energy efficiency, 54
 - enhancements, 53–55, 68
 - valuation, 76
 - see *also* National Library building, Parkes
- Burchett, Wilfred, 19
- Burke, the Hon Tony (Minister for the Arts), 60, 70
- Business Continuity Committee, 67
- Business Continuity Policy and Framework, 67

C

- capability (digital), 51–53
 - see *also* information technology
- capability development (staff), 53, 68–69
- capital works projects, 69
- catalogue see library management system
- Chair's report, 10–11
- Chief Information Officer, 62, 134–135
- Chief Operating Officer, 62, 134–135
- Chinese–Australian family history, 39
- collaboration, 49–50
- Collection Development Policy, 71
- Collection Storage Masterplan see Building and Collection Storage Masterplan

collections, 24
 acquisitions, 17, 29–31, 33–34, 157–162
 collecting for diversity, 24, 29–30, 159
 disposal of material, 71
 Indian diaspora focus, 30, 159
 Indigenous-led collecting, 24, 25–28
 local history contributions, 45–46
 notable acquisitions, 157–162
 protests, 10
 significant material donors, 138
 storage, 17, 53–54
 valuation, 32, 76, 97–98, 102
 see also access and usage; digitisation program; library management system; Trove

Comcover claims, roof replacement project, 76

committees
 Council, 63, 64–66, 128–129
 cyber risk committee, 53
 Library, 66–67, 163

Commonwealth Electoral Act 1918, 71

Commonwealth Risk Management Policy 2023, 66

Community Heritage Grants (CHG) scheme, 48, 154

community-led collecting organisations, 49, 50

compliance index, 170–174

compliance with finance law, 72

conflicts of interest see related party disclosures

Copies Direct service, 24, 42, 168

Copyright Act 1968, 33

coronation of King Charles III, 31

corporate governance, 61–74

Corporate Plan, 24, 63, 65, 66
 see also performance

corrections, 164–165

Council, 10–11, 60, 63, 64–65
 committees, 65–66, 128–129
 financial statement, 83
 meeting attendance, 126, 127
 members, 64, 120–125
 remuneration, 134–137
 role and functions, 64–65

Council Governance Committee, 63, 66, 129

COVID pandemic, 10, 31

Creative Arts Fellowships, 155

culturally and linguistically diverse collecting, 29–30

cyber risk committee, 53

cyber security, 52–53, 67

D

Davis, Professor Glyn, 38

Deadly Dialogues program, 26–27

definitions, 168

Department of Foreign Affairs and Trade, 46

Digital Classroom program, 38, 168

Digital Strategy, 12, 51–52

digitisation program, 12, 37
 First Nations books, 18
 text recognition technology, 19, 37, 46
 Trove additions, 19, 24, 37, 41, 45–46

Director-General, 60, 62, 120–121, 163
 meeting attendance, 126, 127
 remuneration, 133, 134–135
 review by, 12–13

Disability and Inclusion Action Plan 2024–2026, 68

diversity, collecting for, 24, 29–30, 159

donors, 147–153

E

Enlighten Festival, 38

Enterprise Agreement 2024–2027, 69, 88

Enterprise Risk Management Framework, 66

environmental management, 72–74
 see also greenhouse gas emissions; heating ventilation and air conditioning (HVAC) system

Environmental Protection and Biodiversity Conservation Act 1999 (EPBC Act), 72

events, 26–27, 37–38

executive see key management personnel; senior executive

exhibitions, 37–38
 building works impact, 40

F

family history research, 26, 39

fellowships and scholarships programs, 18, 39, 154–156

finance law compliance, 72

financial performance, 75–76

financial statements, 80–117
 statement of comprehensive income,
 75–76, 84
 statement of financial position, 76, 85
First Nations Australians see Indigenous
 peoples and communities
FOLIO (The Future of Libraries Is Open) library
 management system, 32
folklore acquisitions and oral histories, 30, 31,
 155, 157, 159, 161
Fraud and Corruption Control Plan, 67
fraud control, 67
freedom of information, 71
Freedom of Information Act 1982, 71
Friends of the National Library, 16, 155
funding, 12, 52, 75–76, 107
 building works program, 54
 Community Heritage Grants program, 48
 Trove, 11, 19, 37, 41, 46
 windows replacement program, 76
 see also philanthropy

G

galleries, libraries, archives and museums
 (GLAM) sector see National Cultural
 Institutions
gifts see donors; philanthropy
glossary, 168
governance see corporate governance
government inquiries see parliamentary
 committees and government inquiries
government policy orders, 70
grants, 154–156
greenhouse gas emissions, 73–74
 see also environmental management
Grit and Gold: Tales from a Sporting Nation
 exhibition, 38
Guida Moseley Brown Architects, 53

H

hazard and incident reports, 69
hazardous materials remediation, 76
heating ventilation and air conditioning
 (HVAC) system, 54, 55, 76

heritage management see National Library
 building, Parkes
Hirst, Janet, 120–121, 126, 127, 129, 134–135
*How to Win Friends and Conquer the Human
 Race* (AI-authored book), 157
human resources see staff
Hume Repository, 54, 68

I

If Everyone Cared (Tucker), 27
independent auditor's report, 80–81
independent publishers, 32, 33, 34
Indian–Australian communities, 29–30, 159
Indigenous Cultural and Intellectual Property
 Protocols, 13, 25–26, 28
Indigenous peoples and communities
 Aboriginal and Torres Strait Islander
 Recruitment and Retention Action Plan,
 68
 collection acquisitions, 29–30, 157, 159
 engagement with, 26–27, 43–44
 First Nations language books, 18
 Indigenous-led collecting, 24, 25–28
 photography acquisitions, 29
 Referendum on an Aboriginal and Torres
 Strait Islander Voice, 24, 30–31, 158
information technology
 Blacklight discovery platform, 32, 36
 cyber security, 52–53, 67
 Digital Strategy, 12, 51–52
 FOLIO (The Future of Libraries Is Open)
 library management system, 32
 National Library Analytics Platform, 52
 text recognition technology, 19, 37, 46
 Trove software roadmap, 46
inquiries, reference and information see
 access and usage; Ask a Librarian service;
 Copies Direct service; research services
internal audit, 67

J

Johnson, Professor Vivien, 18
journals see newspapers, magazines, serials
 and journals

K

Kenneth Myer Lecture, 38
key management personnel, 62, 133
remuneration, 109, 133–137
King Charles III coronation, 31

L

legal deposit scheme
items collected, 55–56
National edeposit (NED) service, 35, 47,
56, 157
publisher awareness of, 32, 33, 34–35
legislative framework, 60–61, 63
letter of transmittal, i
library management system, 32, 36, 41, 51, 76
library material see collections
Lilley, Carol, 128, 129
local history contributions to collections,
45–46
locations (NLA buildings), 17, 68
energy efficiency, 54
enhancements, 53–55, 68
valuation, 76
see also National Library building, Parkes
Lyons, Dame Enid, 19

M

management see corporate governance;
Director-General; key management
personnel; senior executive
manuscripts, 33–34, 158, 160
maps, 162
market research, 71
Mason, the Hon Dr Brett (Chair), 10–11,
120–121, 134–135
Council meeting attendance, 126, 127
Minister for the Arts, 60, 70
ministerial directions, 70
Mitchell storage facility, 54

N

National and State Libraries Australasia, 47
National Archives of Australia storage site,
54, 55
National Capital and External Territories Joint
Committee, 67
National Cultural Institutions, 69
National Cultural Policy – National Collecting
Institutions – Sustainability Measure, 54,
68, 75, 168
National Cultural Policy (*Revive*), 19, 23
National edeposit (NED) service, 35, 47, 56, 157
National Library Act 1960, 23, 60, 61, 63, 64,
65, 66, 71
National Library building, Parkes, 17, 54–55, 68
Building and Collection Storage
Masterplan, 53–54
building works program, 12, 54–55
National Library of Australia Fellowships,
154–155
National Library Scholarships, 155–156
National Multicultural Festival, 39
National Reconciliation Week, 28
newspapers, magazines, serials and journals,
19, 33, 45, 47
Ng, Dr Bennie, 122–123, 126, 127, 129,
134–135
non-metropolitan areas see rural, regional and
remote communities
notable acquisitions, 157–162
notifiable incidents, 69

O

Office for the Arts, 48
offsite storage, 17, 54, 55, 68
online public catalogue see library
management system
oral histories and folklore acquisitions, 30, 31,
155, 157, 159, 161
organisational structure, 62

P

Papunya Literature Centre, 18
Parkes building see National Library building, Parkes
parliamentary committees and government inquiries, 67
Patrons, 139–147
performance
 accountable authority statement, 22
 financial performance, 75–76
 overview, 23–24
 snapshot of year, 16–17
 Strategic priority 1: First Nations, 25–28
 Strategic priority 2: Collect, 29–35
 Strategic priority 3: Connect, 36–44
 Strategic priority 4: Collaborate, 45–50
 Strategic priority 5: Capability, 51–56
philanthropic gifts, 138–153
philanthropy, 67, 75
photographic acquisitions, 29, 34, 159, 160, 161
picture acquisitions, 30, 158, 161
Played Strong Done Good panel, 38
Portfolio Budget Statements, 63, 66
 performance against (see performance)
portfolio membership, 60
Price, Richard, 122–123, 126, 127, 134–135
Prime Minister’s Literary Awards, 38
Public Governance, Performance and Accountability Act 2013 (PGPA Act), 61, 63, 65, 66, 72
Public Governance, Performance and Accountability Rule 2014 (PGPA Rule), 65, 70
public interest disclosure, 72
Public Interest Disclosure Act 2013, 72
public programs, 37–38, 40
Public Sector Workplace Relations Policy 2023, 69
Public Service Act 1999, 60, 69
publishing industry, 32, 33, 34–35
purpose statement, 23

R

recruitment, 12, 68
Referendum on an Aboriginal and Torres Strait Islander Voice, 24, 30–31, 158
related party disclosures, 109

remuneration, 109, 133–137
research services, 38–39
 inquiries, 16, 17, 24, 42
Revive (National Cultural Policy), 19, 23
risk management, 66
role, 60
roof replacement project, 10, 55, 76
Rotolo-Hassan, Rosalie, 122–123, 126, 127, 128, 129, 134–135
rural, regional and remote communities
 access, 16
 collection acquisitions, 159–160

S

scholarships see fellowships and scholarships programs
senior executive, 62
 remuneration, 109, 133–137
serials see newspapers, magazines, serials and journals
shortened terms, 169
Simpson, Dr Shane, 122–123, 126, 127, 136–137
snapshot of the year, 16–17
Snedden, Douglas, 124–125, 126, 127, 128, 129, 136–137
social media engagement, 17
staff
 2023 Census Action Plan, 69
 Aboriginal and Torres Strait Islander Recruitment and Retention Action Plan, 68
 APS Employee Census survey, 69
 capability development, 53, 68
 Enterprise Agreement 2024–2027, 69, 88
 recruitment, 12, 68
 remuneration, 133–137
 staff travelling fellowships, 156
 statistics, 16, 131–132
 wellbeing, 69–70
stakeholder satisfaction, 49–50
statement by accountable authority, 22
Stevens, James, 124–125, 126, 127
storage, 53–54
 Hume Repository, 54, 68
 offsite facilities, 17, 54, 55, 68
 see also National Library building, Parkes

Strategic People Pathway 2022–2025 (SPP), 68

strategic planning, 66

strategic priorities, 23

performance, Strategic priority 1:

First Nations, 25–28

performance, Strategic priority 2:

Collect, 29–35

performance, Strategic priority 3:

Connect, 36–44

performance, Strategic priority 4:

Collaborate, 45–50

performance, Strategic priority 5:

Capability, 51–56

T

Tangney, Dorothy, 19

terminology (definitions and abbreviations), 168–169

timeliness of response and delivery, 41–42

Towards a Level Playing Field: Women in

Sport panel, 38

Tracing your Mob program, 26

travelling fellowships, 156

Trove, 45–47, 49–50, 168

addition of content, 19, 24, 37, 41, 45–46

availability, 43

funding, 11, 19, 37, 41, 46

partnerships, 37, 45–46, 49

software infrastructure, 46, 47

Strategy, 12, 46

text recognition technology, 19, 37, 46

usage, 17, 39–40

Voluntroves, 45

Trove Collaborative Services (TCS), 47, 49

Trove Content Contributor program, 19, 46, 49–50

Trove Strategic Advisory Committee, 163

Trove Treasures newsletter, 46

Tucker, Margaret Lillardia, *If Everyone Cared*, 27

U

unpublished Australian material, 24, 33–34

V

Valenti, Anika, 12

valuation of collection, 32, 76, 97–98, 102

visitors, 12, 16, 17, 24, 37–39, 40

volunteer-run collecting organisations, 49, 50

volunteers, 17

Voluntroves, 45

W

Walsh, Dr Jess, 11, 64, 124–125, 126, 127

Walton, Lee, 128, 129

website

availability, 43

redesign, 36–37, 43

White, Senator Linda, 11, 64, 124–125, 126, 127

Williams, Joe, 27

window replacement project, 55, 76

Wong, Alice, 124–125, 126, 127, 128, 129, 136–137

work health and safety, 69–70

workers compensation premiums, 69–70

workplace planning, 68–69

workplace relations, 68–69

Wyatt, the Hon Ken, 30, 34, 160

