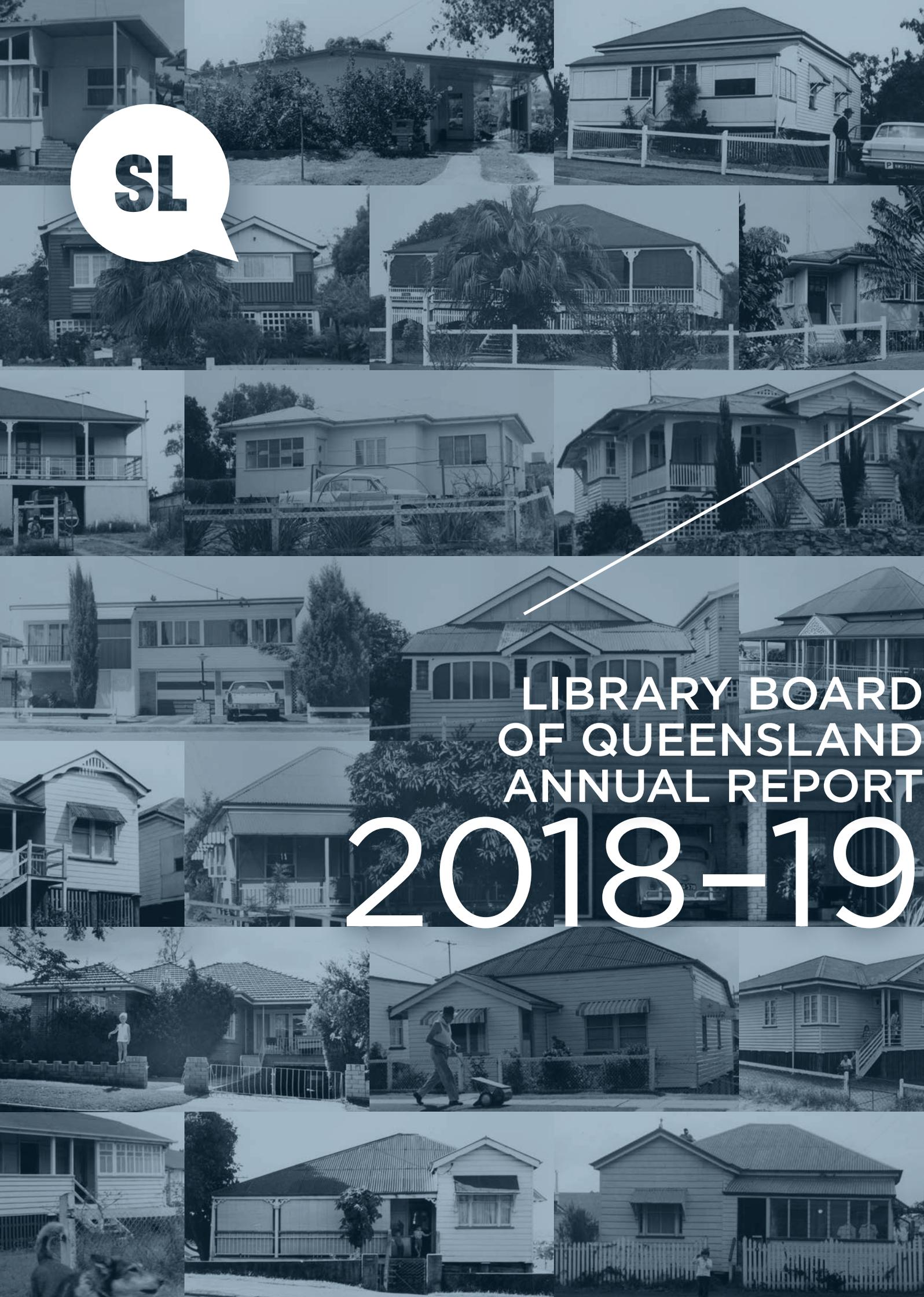




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LIBRARY BOARD  
OF QUEENSLAND  
ANNUAL REPORT

2018-19



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B.D. Morehead - MLA  
Brisbane

Dear Mr. Morehead,

Ever since I have been here I have  
been much shocked at witnessing  
the effects of opium on the niggers - nearly  
all in the district about here use it - men,  
girls & even young ones - as you can imagine  
they have no idea of moderation - I am sure  
you would be pained to see (as I can) the  
evil it is doing & now it is daily increasing -  
about Roma I hear it is quite as bad - Chinamen  
supply the drug & at immense profit, they have  
had the impudence to come to me for pay-  
ment.

Can anything be done to block the sale of this  
infernal stuff? I like the niggers & hate to see  
them the slaves of such a curse - & interest  
myself on their behalf - I feel you will not  
consider my bringing this under notice a  
trouble to you.

I am yours faithfully

W. G. Christie

P.S. We are having a grand season - over 5 ins.  
rain last month - & an inch again last night -

endorsed B.D. Morehead 19.12.1884



19 August 2019

The Honourable Leeanne Enoch MP  
Minister for Environment and the Great Barrier Reef,  
Minister for Science and Minister for the Arts  
GPO BOX 5078  
BRISBANE QLD 4001

Dear Minister

I am pleased to submit for presentation to the Parliament the Annual Report 2018–2019 and financial statements for the Library Board of Queensland.

I certify that this annual report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*, and
- the detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

A checklist outlining the annual reporting requirements can be found at page 100 of this annual report.

Yours sincerely

**Professor Andrew Griffiths**  
Chair  
Library Board of Queensland

**Left:** Photo by Tammy Law.

# State Library of Queensland

## Government's objectives for the community and key priorities

The Library Board of Queensland contributes to the achievement of the Queensland Government's objectives for the community, including:

### **Be a responsive government**

Making services easier to use by providing welcoming places for everyone, free access to a wide range of information and opportunities for the open exchange of ideas and exposure to different perspectives.

### **Creating jobs in a strong economy**

Skilling Queenslanders for work by supporting entrepreneurs to create new businesses and enabling current small businesses to transform into digital business. Providing assistance for job seekers, from lifelong learning programs, assistance with job hunting and submitting applications online.

### **Give all our children a great start**

Improving wellbeing prior to going to school through coordination of the First 5 Forever program, in partnership with local government, to help children develop language and early literacy skills.

The Library Board of Queensland also contributes to achievement of additional Queensland Government priorities, including:

### **Open Data**

Contributing data to the Queensland Government Open Data Portal to build a trusted data ecosystem that makes important and non-sensitive data open for anyone to access, use and share.

### **Partners in Government Agreement**

Contributing to the agreement for the partnership and relationship between the State and Local governments through negotiating agreements and alliances with local government to support delivery of public library services.

## About us

State Library of Queensland is the custodian of Queensland's cultural, intellectual and social achievements. Our historic and contemporary collections inform our programming, public engagement and partnerships. We are a place of experimentation, possibility and inclusion, where knowledge empowers and diversity is celebrated.

State Library is part of a vibrant network of more than 320 public libraries and Indigenous Knowledge Centres throughout Queensland.

### **2018–19 priorities:**

- Building a better online presence
- Extending our audience reach
- Engaging exhibitions
- Amplifying reading and writing
- Future-focused information and communication technology

### **State Library's services include:**

- collecting and preserving a trusted record of Queensland
- encouraging research to deepen the knowledge of Queensland past and present
- interpreting Queensland stories through exhibitions, events, discussion and debate
- developing an inclusive library service, addressing diverse needs, strengthening opportunities for the expression of ideas and fostering the appreciation of difference
- providing access to collections and services in a range of formats and channels, so they are available to all, regardless of geographical location
- recognising the unique knowledge and culture of Aboriginal and Torres Strait Islander people, and working with communities to ensure their history and culture is preserved, and
- advocating for public libraries and partnering with local government to provide Queenslanders with the opportunities to participate fully in the economic, social, political and cultural dimensions of society.

**Right:** Photo by Tammy Law.



### State Library's Vision

Inspiring possibilities through knowledge, stories and creativity

### Purpose

State Library of Queensland is governed by the Library Board of Queensland. It draws its powers from the *Libraries Act 1988*. The objective of this Act is to contribute to the cultural, social and intellectual development of all Queenslanders.

### Key objectives

- Enable access • Engage community • Build capability

### Our values

- We provide free and equitable access • We share
- We seek diverse voices • We belong to the community

State Library  
visitation



1,425,079  
ONSITE

ONLINE  
2,337,364

---

819  
public  
events

23,299  
visits to exhibition  
**WEB PAGES**

# State Library collections and services

**?200K**  
enquiries answered by staff

**5,525**

**ASK A  
LIBRARIAN**  
EXTENDED SERVICE  
REQUESTS

**87,196**  
items retrieved by staff

**1,147**

**57,061 PAGES**  
OF CONTENT DIGITISED



school  
student  
and  
teacher  
visits  
from



**24** schools

 **6.35**  
**MILLION**

views of Queensland newspapers in TROVE

**23,807**

VOLUNTEER HOURS

# Partnership with public libraries

**\$30M**  
invested in  
**PUBLIC LIBRARY**  
collections  
& services

---

**550** PUBLIC LIBRARY STAFF  
attended professional development programs

---

**82,574**  
ITEMS  
IN  
**55**  
languages



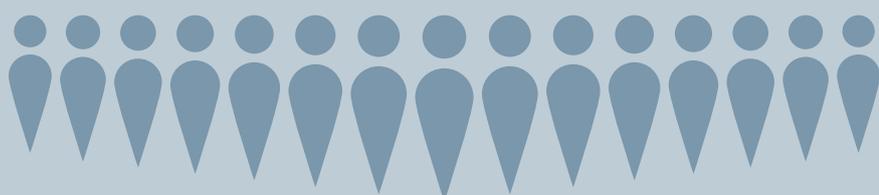
LOANED TO  
PUBLIC LIBRARIES

**1M+**  
ATTENDANCES AT  
**FIRST 5 FOREVER**  
ACTIVITIES

# Queensland public library network

STATE LIBRARY PARTNERS

**74** local  
government  
councils



EMPLOYS **1,562 STAFF** (FTE)  
with  
combined  
budget **\$263.9M**

MORE THAN

**320**  
libraries

..... INCLUDES .....

**24** Indigenous  
Knowledge  
Centres



**35,347,116**  
ITEMS BORROWED

**224,663**  
COURSES ACCESSED  
IN LYNDA.COM

WATCHING  
**25,293**  
FILMS IN KANOPY

**1,992,104**  
public library members

**MORE THAN 21M VISITS**

# Chairperson of the Library Board of Queensland



The Library Board is pleased to support State Library's important work of creating opportunities for all Queenslanders.

One of my favourite events of the year is the Queensland Memory Awards, as it embodies our aspirations and successes as a cultural institution. The fellowships and awards add extra meaning and context to our collections, contribute to the state's evolving narrative and foster research excellence in Queensland history. It also helps expand the world of possibility for members of the public.

Our national and international reputation continues to flourish within the global library sector with preparation underway to host the Next Library 2020 satellite meeting which will attract library leaders and innovators from around the world. Hosting this event will allow us to showcase the amazing work of all Australian libraries to our international colleagues. Our ongoing support and advocacy for Queensland public libraries will continue at this important sector gathering.

The State Government's decision to allocate ongoing funding to First 5 Forever provides valuable certainty for this successful State Library early literacy initiative. Pleasingly, from this financial year, all Queensland councils with a library or Indigenous Knowledge Centre service now deliver First 5 Forever programs, proving an exemplar of what can be achieved through positive local and state partnership. Much of the First 5 Forever success story lies in the ability to provide meaningful family literacy activities that are curated to the specific needs of the local community.

In March, Board colleagues and I visited Cherbourg to meet with shire councillors and staff from the local Winifred Fisher Knowledge Centre. These visits are a great way of staying connected with the evolving needs of local libraries. Cherbourg has a significantly higher population of children under five compared to the state average so the knowledge centre is a highly valued community hub. We also took the opportunity to meet with local government representatives and staff from the Noosaville, Cooroy, Coolum and Maroochydore libraries to hear success stories and challenges.

I would like to acknowledge our valued donors, whose generosity helps protect our state's unique heritage and culture, Queensland Library Foundation President Helen Brodie and Foundation councillors.

I sincerely thank the Minister for Environment and the Great Barrier Reef, Minister for Science and Minister for the Arts, the Honourable Leeanne Enoch MP, for her continuing support of State Library.

Thank you to the Library Board for their collegiate enthusiasm and commitment as well as members of the Board's sub-committee and advisory groups.

Finally, I acknowledge State Librarian and CEO Vicki McDonald, the leadership team and staff who ensure State Library continues to deliver an impressive service to the people of Queensland.

**Professor Andrew Griffiths**

Chairperson  
Library Board of Queensland

# State Librarian and CEO

Our new vision, *Inspiring possibilities through knowledge, stories and creativity*, set the tone for a year of significant achievement at State Library.

The *Home: a suburban obsession* exhibition introduces new audiences to the stories in our collections through our exhibition as well as the Corley Explorer, an interactive tool that provides access to over 61,000 images in the Frank and Eunice Corley House Photographs collection. This major exhibition demonstrates the importance of our ongoing digitisation program that not only enables crucial access to our treasures but also helps expand our collections through public engagement and awareness.

We continue to build our connection with audiences through the new Talking Ideas series which showcases exceptional international and national writers, thinkers and provocateurs. These events keep the public connected to the writing community outside the excitement of the Brisbane Writers Festival which State Library also hosts each year.

New digital signage on level one is helping promote the breadth of our South Bank and online offerings, while our information-rich website has been redesigned providing an easy-to-use, visually engaging platform for people to plan their visits, discover collection items or undertake research.

As the custodian of the state's documentary heritage, our new Strategic Plan 2019–23 and Operational Plan 2019–20 formalises a renewed focus on collecting a trusted record of Queensland through diverse stories. We are also ensuring staff and our processes are future-focused as we grow our audiences by providing them with rewarding experiences.

One such experience was the *Q ANZAC 100: Memories for a New Generation* initiative. Funded by the Queensland Government, *Q ANZAC 100* brought to life stories from the First World War through exhibitions, events, statewide workshops, schools programs and activities; creating an enduring legacy for future generations. While this project formally ends this year, our curatorial work continues with the Anzac Square Memorial Galleries in the Brisbane CBD.

*Q ANZAC 100* also underscores the amazing contribution of our valued volunteers. Throughout the year they share their enthusiasm for State Library with the public by helping with everything from library tours to online transcription. A heartfelt thank you to these wonderful ambassadors and advocates.

My sincere thanks to Professor Andrew Griffiths for his ongoing leadership and support as we continue to change and grow as one of the state's leading cultural institutions. I also acknowledge the commitment and expertise of the members of the Library Board and the Queensland Library Foundation Council — it has been a privilege to work with you.

Finally, I would like to thank the talented State Library staff for their enthusiasm during such a busy year. It takes a committed and passionate team to achieve such impressive results. We can all be proud of the work that we do today, and the legacy we leave for future generations.



## **Vicki McDonald**

State Librarian and CEO  
State Library of Queensland

# Library Board of Queensland



**Above:** (Left to right) Professor Marek Kowalkiewicz, Mr Bob Shead, Mr Malcolm McMillan, Mrs Tamara O'Shea, Ms Vicki McDonald, Professor Andrew Griffiths, Emeritus Professor Tom Cochrane AM, Dr Anita Heiss and Dr Sandra Phillips. Photo by Julia Scott Green.

The Library Board of Queensland (the Library Board), established in 1943, is the governing body of State Library of Queensland and draws its powers from the *Libraries Act 1988 (Libraries Act)*. The object of the *Libraries Act* is to contribute to the cultural, social and intellectual development of all Queenslanders.

The legislated guiding principles for achieving this are:

- (a) leadership and excellence should be demonstrated in providing library and information services
- (b) there should be responsiveness to the needs of communities in regional and outer metropolitan areas
- (c) respect for Aboriginal and Torres Strait Islander cultures should be affirmed
- (d) children and young people should be supported in their understanding and use of library and information services
- (e) diverse audiences should be developed
- (f) capabilities for lifelong learning about library and information services should be developed
- (g) opportunities should be developed for international collaboration and for cultural exports, especially to the Asia Pacific region
- (h) content relevant to Queensland should be collected, preserved, promoted and made accessible.

The functions and powers of the Library Board are listed in Appendix A.

In addition to regular meetings of the Library Board, members represented State Library at conferences, library events and other official functions throughout 2018–19.

One committee and two advisory groups advise and inform the Library Board on issues that arise within their brief. These bodies also act as important consultative mechanisms with the broader community. The members of the Library Board committee and advisory groups are listed in Appendix C.

The Library Board periodically travels outside Brisbane to stay informed about regional issues and to strengthen its relationship with local councils and the community.

Under section 7 of the *Libraries Act*, in appointing a Library Board member, regard must be given to the person's ability to contribute to the Library Board's performance and the implementation of its strategic and operational plans.

Under section 9 of the *Libraries Act*, a person is not eligible for appointment as a member if the person is not able to manage a corporation because of the *Corporations Act 2001*, Part 2D.6.

## Board members and attendance

In 2018–19 there were seven Library Board meetings. The table below outlines appointment terms and meeting attendance in 2018–19.

All current Library Board members are appointed until 28 February 2020 except for Mrs Tamara O’Shea, who is appointed until 20 May 2021. Biographies of Library Board members are detailed in Appendix B.

### Observers

The State Librarian and CEO attends all meetings of the Library Board as an observer unless excused or precluded by the Library Board as per section 15 of the *Libraries Act*.

Ms Vicki McDonald, State Librarian and CEO  
Mr Scott Martin, Executive Director, Arts Queensland, Department of Environment and Science

### Secretariat

Ms Jennifer Genrich, Manager, Office of State Librarian

	Member from:	Member to:	2018–19 meetings	
			Eligible:	Attended:
Professor Andrew Griffiths (Chairperson)	Mar 2014	Feb 2020	7	7
Emeritus Professor Tom Cochrane AM (Deputy Chairperson)	Mar 2017	Feb 2020	7	7
Professor Anita Heiss	Mar 2017	Feb 2020	7	6
Professor Marek Kowalkiewicz	Mar 2017	Feb 2020	7	6
Cr Julia Leu	Aug 2016	Feb 2020	7	2
Mr Malcolm McMillan	Mar 2017	Feb 2020	7	7
Mrs Tamara O’Shea	May 2018	May 2021	7	6
Associate Professor Sandra Phillips	Mar 2017	Feb 2020	7	5
Mr Bob Shead	Mar 2017	Feb 2020	7	7

# Queensland Library Foundation

Queensland Library Foundation supports State Library's fundraising endeavours in the philanthropic and corporate sectors.

Reel Rescue, a fundraising campaign for the preservation and digitisation of vulnerable films and videos held in State Library archives, remains a funding priority for the Foundation with \$200,745 gifted this financial year to benefit this ongoing need.

The annual Crowd Giving initiative raised funds for three State Library projects – the conservation and digitisation of the Brisbane Synagogue Marriage Register (1868–1946), a Queensland Literary Awards Writer's Fellowship and the translation of a much-loved children's classic into the Yuwi language as part of the International Year of Indigenous Languages.

A funding grant was also secured through Perpetual's 2019 IMPACT Philanthropy Application Program in support of State Library's national Aboriginal and Torres Strait Islander writing and editing program, black&write!

A generous group of donors also contributed in support of a public symposium, part of State Library's programming to highlight the United Nations International Year of Indigenous Languages.

Corporate sponsorships continue to enhance the success of the Queensland Literary Awards and Queensland Business Leaders Hall of Fame.

This year, more than \$1m was managed through the Foundation. The Queensland Library Foundation and State Library are grateful to all donors and supporters for their contribution during the past financial year.

Last year's fundraising helped support a range of projects, including:

- the prestigious John Oxley Library Fellowship awarded to Louise Martin-Chew and Matthew Wengert for *Designs-Details-Devils: A Visual History of Queensland's Government Printing Office 1862-2013*
- the John Oxley Library Community History Award, awarded to Caylie Jeffery in recognition of the project *Under the Lino*, a Brisbane-based community research project inspired by bank books and money Ms Jeffery discovered under the flooring of her 1912 Queenslander
- the new Place Making Fellowship sponsored by Sekisui House Australia and West Village. Fellowship winner Tricia King will focus on *Queensland's Ice Cream History*, exploring aspects of the original Peters Ice Cream Factory, located in the Brisbane suburb of West End
- the Queensland Business Leaders Hall of Fame Fellowship awarded to Rutian Mi for his project *The history of Chinese Business in Queensland*
- inclusion of six new inductees into the Queensland Business Leaders Hall of Fame, and related activities in partnership with QUT Business School
- bringing Palm Island Elders and their travel companions to Brisbane to participate in the *Palm Island and Our People* showcase launch
- the conservation and digitisation of photographic albums relating to the *King George the Fifth Memorial Bridge, M.R Hornibrook Collection and The Story Bridge*
- induction of recipients of the Mittelheuser Scholar-in-Residence and Student Internship Program supported by Dr Cathryn Mittelheuser AM
- four new interviews added to The James C Sourris AM Collection, which captures the voice of contemporary Australian artists. This collection was also showcased in three Portrait of an Artist free public events featuring Judy Watson, Lawrence Daws and Sebastian di Mauro.

Ongoing programs include:

- the Siganto Foundation Digital Learning Workshops for newly arrived communities at The Edge, State Library's space for creativity, ideas and experimentation
- the popular Heritage Talk series for donors which enables in-depth engagement with State Library collections and content specialists
- President's 100 Circle, a committed group of multi-year donors
- Sir Leo Hielscher Bequest Program.

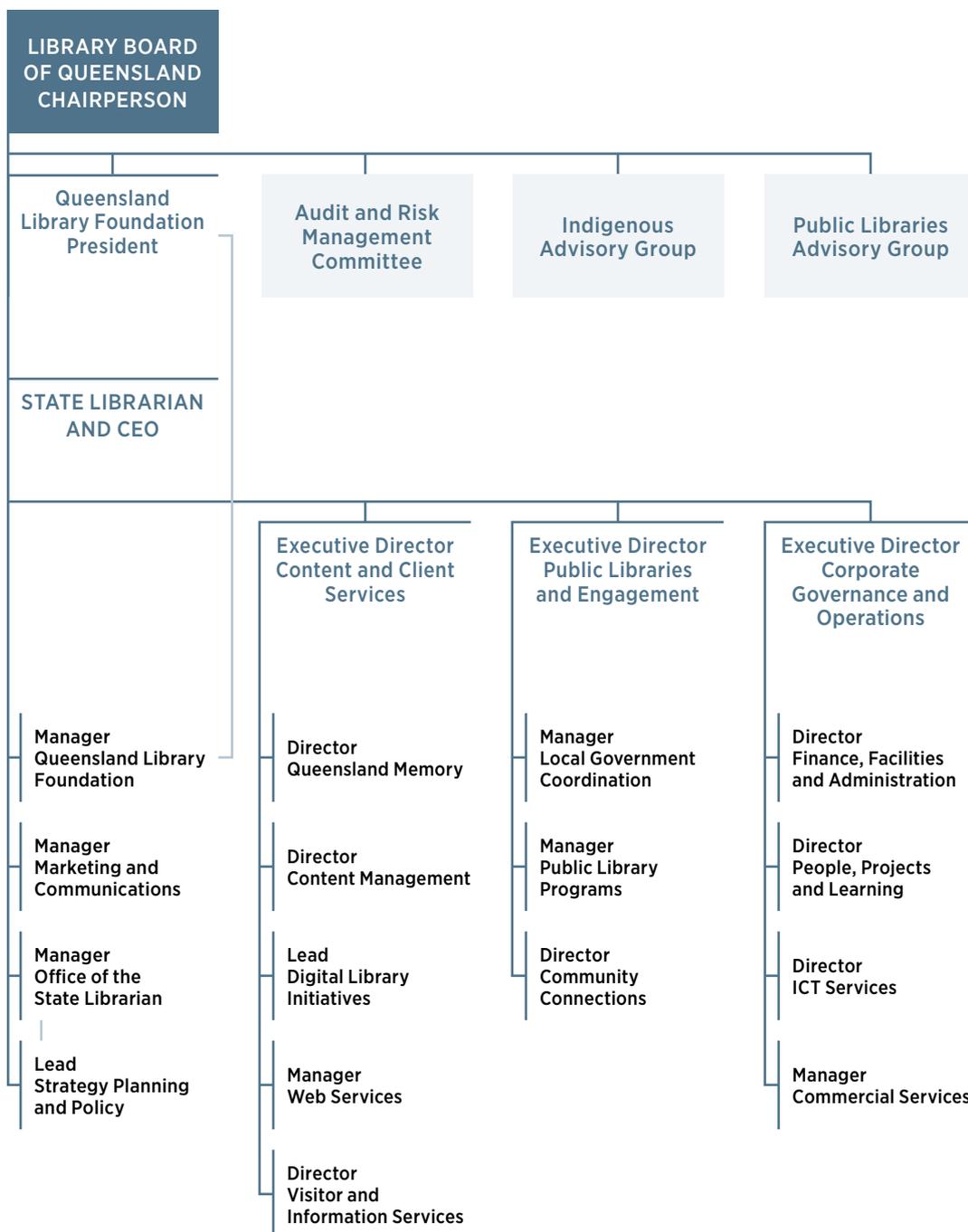
## Foundation Council members 2018–19:

Ms Helen Brodie  
(President)  
Mr Michael Hawkins  
Ms Julie Mannion  
Mr Neil Summerson AM  
Ms Courtney Talbot  
(Vice-President)  
Professor Andrew Griffiths  
(Chairperson of the Library Board of Queensland)  
Ms Vicki McDonald  
(State Librarian and CEO)

*The Foundation was established by the Library Board under the powers defined by the Libraries Act 1988. It is a not-for-profit company, Limited by Guarantee, registered under the Corporations Act 2001. Since 2002–03, the Foundation's financial statements have been consolidated into those of the parent entity, the Library Board, in accordance with Australian Accounting Standards.*

# Organisational structure

AS AT 30 JUNE 2019



**Note:** From 4 February 2019 – 30 June 2019 temporary reporting arrangements were in place:

- Director ICT Services reported to Executive Director Content and Client Services
- Director People, Projects and Learning reported to State Librarian and CEO.

# Strategic and Operational Plans

## State Library's Vision

Inspiring possibilities through knowledge, stories and creativity

### Enduring values

- We provide free and equitable access
- We share
- We seek diverse voices
- We belong to the community

## 1. Enable access

### 1.1 Increase access and interpretation of our content and services

- Implement the Content Strategy.
- Advance our priority digitisation projects.
- Increase and improve access to content for people where they are.
- Continue to release open data for transparency and creative reuse.

### 1.2 Partner with local government to enable a thriving network of public libraries and Indigenous Knowledge Centres

- Deliver professional development for public library and Indigenous Knowledge Centre staff.
- Implement the new vision for public libraries.
- Implement new Service Level Agreements with local government for the revised Public Library Grant methodology.

### 1.3 Future proof our digital library

- Showcase our collections and services through contemporary online platforms.
- Actively investigate state-of-the-art and emerging discovery platforms to enhance communities' ability to discover, access and locate content.
- Strengthen the ICT environment and our cybersecurity profile.

#### Performance indicator target

Increased use of content: 10%      Increased SLQ membership: 15%      Visits to public libraries: 22,344,000

## 2. Engage community

### 2.1 Build the state collection of Queensland's documentary culture and heritage

- a. Grow the documentary record of Queensland's heritage, including born digital, and ensure its long-term preservation.
- b. Engage with representative groups across the community to ensure our collections capture the voices and stories of Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse (CALD) backgrounds, the lesbian, gay, bisexual, transgender, intersex, and queer/questioning (LGBTIQ+) community, the disability sector, and regional communities.
- c. Support the development of connected collections throughout Queensland's Gallery, Library, Archives and Museum (GLAM) sector.

### 2.2 Engage with the community through our diverse and inclusive public programs

- a. Engage and develop audiences through the delivery of exhibitions and events that encourage curiosity, debate and discussion.
- b. Support the development of the reading and writing sector through key programs such as the black&write! Indigenous writing and editing program, and the Queensland Literary Awards.
- c. Collaborate and co-create with the community and partners through the John Oxley Library, the Australian Library of Art, kuril dhagun, The Edge, and the Asia Pacific Design Library.
- d. Engage with and deliver programs for the CALD community and people with a disability.

### 2.3 Inspire the community to use and interact with our content

- a. Lead a broad community of interest to deliver *Q ANZAC 100*.
- b. Implement the Digital Strategy.
- c. Partner with the education sector to increase engagement with our collections and services.

#### Performance indicator target

Increase in John Oxley Library collections: 5%	Onsite and online visits: 4.1million
Customer satisfaction: 95%	Increase in efficiency (onsite and online visitation/budget): 2%

## 3. Build capability

### 3.1 Enable digitally inclusive, literate communities that are skilled for the 21st century

- a. Design, deliver and promote onsite, offsite and regional access to learning opportunities.
- b. Lead the development and implementation of statewide family literacy activities such as First 5 Forever.
- c. Implement digital literacy programs to empower "all Queenslanders, no matter who or where they are, to participate in our digitally-enabled culture, society and economy".

### 3.2 Advance the growth of business innovation and skills

- a. Support new business, social enterprise and creative industries, including the Business Studio and the Fabrication Lab.
- b. Deliver the Government Research and Information Library (GRAIL) service for government agencies and implement new services.

### 3.3 Position our organisation for the future

- a. Implement the Towards 2020 Strategic Workforce Plan.
- b. Focus Queensland Library Foundation efforts on increasing endowments, President's 100 Circle donors and funding support for priority projects.
- c. Actively seek in-kind support and alternate funding options.

#### Performance indicator target

Participation in public programs: 360,000	Staff engagement with SLQ: 72%
Increase in self-generated revenue: 2%	

# Report on performance

	Note	2018-19 Target	2018-19 Actual
<b>Service standards</b>			
Customer satisfaction	1	95%	98%
Increase in efficiency	2	2.0%	2.2%
State Library onsite visits	3	1,500,000	1,425,079
State Library online visits	3	2,600,000	2,337,364
<b>Performance indicator</b>			
Increased use of content	4	10%	11%
Visits to public libraries	5	22,344,000	21,395,752
Increased State Library membership	6	15%	21%
Increase in John Oxley Library collections	7	5%	259%
Increase in self-generated revenue	8	2%	24%
Participation in public programs	9	360,000	454,740
Staff engagement	10	72%	76%

## Notes

- 1 Customer Satisfaction is the % of respondents to a rolling, year-long exit survey of onsite visitors who responded that they were 'satisfied' or 'very satisfied' when asked "How would you rate your overall satisfaction or dissatisfaction with today's visit?" The positive result of 98% in 2018-19 is attributed to high customer satisfaction with collections, services, programs and staff.
- 2 Increase in efficiency indicates change in the ratio of the government appropriation for State Library to total onsite and online visits. The result is above budget (2%) but below the estimated actual published in the Service Delivery Statement (4%). It is assessed that this result is due to the lower than expected result for the increase in total visits.
3. Targets on based on 4,100,000 onsite and online visits performance indicator from the 2018-19 State Library operational plan. Annual targets were set with reference to an aspirational target of increasing online visits by 46% over four years from 2015-16 to 2019-20, approved by the Executive Management Team (EMT) and noted by the Library Board in April 2015. The total online visits of 2,337,364 was an increase of 3.5% on 2017-18.
4. Figures report on the use of physical, digital and eresources (licensed content).
5. The figure shown is for the period 2017-18. The 2018-19 figures will not be available until September 2019.
6. In 2018-19 a total of 36,756 new members have joined State Library, which is 5.5% above the performance target. In a recent survey of new members, 69% identified use of eresources, including Lynda.com, as their primary motivation to join the library.
7. The digitisation of 57,061 photographs from the Corley collection for the *Home: a suburban obsession* exhibition during the third quarter of 2018-19 has contributed to this measure being substantially above the projected target.
8. Self-generated revenue for 2018-19 is \$7,350,294. This has exceeded the 2018-19 target by \$0.363m due to an unexpected donation of \$0.2m in June 2019.
9. The Public Program Attendance data dictionary for 2018-19 includes an additional measure for online participation which can be attributed to the above target performance. This measure represents 46% of the total attendance for the fourth quarter 2018-19.
- 10 The result for this measure is based on the percentage of State Library staff members who are predisposed to say positive things about State Library, stay working at State Library and strive to help the organisation succeed, indicating positive engagement with State Library in 2018. The positive result of 76% in 2018-19 is attributed to higher satisfaction levels by State Library staff members.

**Right:** Summer Festival.  
Photo by Joe Ruckli.





# Access

Priority digitisation projects, the redesign of our website and changes to the *Copyright Act* have all helped improve access to the rich resources of State Library this year. Our partnership with local government, which enables a thriving network of more than 320 public libraries and Indigenous Knowledge Centres, further strengthens access, delivering new ways for the public to enjoy our collections and services.

This year more than 36,000 new members joined State Library, an increase of 6,000 from the previous year. There were 116,000 onsite uses and loans of collection items to individuals and libraries across Queensland and Australia.

State Library's **Content Strategy**, which includes the **Acquisition Policy** and **Content Guidelines**, continues to drive collection initiatives that increase sharing and access to content, including online resources, while advancing our priority digitisation projects.

State Library's **Digital Strategy** places digital delivery and preservation at the forefront of the organisation's thinking and outlines our evolution from a first-generation digital library to a library that is digital by design.

**Building a Better Online Presence** project aims to build an online platform that consolidates State Library's digital/online content. The first phase of the project saw the February launch of a redesigned State Library website with a contemporary look and feel and improved user experience. In future, the new platform will include content from other State Library websites and exhibition microsites.

Recent changes to the ***Australian Copyright Act*** mean that all unpublished works now have a standard term of either life of the author plus 70 years or 70 years from creation regardless of whether they are published or not. A program is underway to increase access to content via digitisation under the changes to the Act.

In May, the National edeposit service (**NED**) went live. NED is a collaboration of the National and State Libraries Australia (NSLA) to transform the collection, management, preservation and access of digital publications, a legislative requirement of the state, territory and commonwealth governments.

State Library's existing digital publications are being migrated to the NED repository at the National Library of Australia. More than 1,000 new titles became available via State Library in the first week.

In June, State Library implemented a new way of creating and displaying Collection Guides for our archival collections, which allows for easier navigation and greater searchability. Creating **Collection Guides** via State Library's online platform has increased the ease and speed of output for these important resources.

**Left:** Conservator, Kelly Leahey preserving our collections. Photo by Leif Ekstrom.

## Priority digitisation projects included:

- 76 **hand-coloured glass magic slides** (ca 1910) featuring Queensland scenes.
- 50 glass plate negatives from the **Barnard, Lawrence and Loane Family collection**.
- 14 **black and white photographs** of buildings in the Brisbane suburb of New Farm, taken by photographer Peter Fischmann in the early 1990s.
- **the Joh tapes** on leadership featuring seven interviews with former Queensland Premier Sir Joh Bjelke-Petersen, presenter Richard Lancaster's television script and papers, a digital story on the making of the tapes and Lancaster's oral history.
- Early Queensland photographer **Harriett Brims collection** (1890–30) of more than 600 glass plate negatives.
- **Sallyanne Atkinson Collection** featuring photograph albums, transcripts of speeches, reports, plaque, certificates, scrapbook, ephemera, posters and personal papers covering Atkinson's tenure as Lord Mayor of Brisbane 1985–91.
- 5,506 scans of **The Queensland Digger**, official journal of the Returned Sailors', Soldiers' and Airmen's Imperial League of Australia, Queensland Branch, 1924–62.
- 121 scans of tea towels from the **Glenn Cooke Souvenir Textiles Collection**, which includes more than 1,500 items, mostly tea towels, depicting largely tourism-related scenes in Queensland
- The **Reel Rescue campaign** contributed to the ongoing digitisation of vulnerable films in State Library's collection of more than 4,000 films.
- **Bert Hinkler's letters** are now out of copyright, providing unprecedented access to one of Queensland's most extraordinary aviation heroes.

## Eresources

State Library continues to improve experiences for users of digital content. More than 100,000 digital photographs, maps and posters are now being delivered via the International Image Interoperability Framework Universal Viewer, as part of the implementation of digital preservation solution **Rosetta**. Viewers for audio visual materials and publications will be implemented early 2019–20.

**Lynda.com**, the online learning platform that offers courses on software, technology, business and creative skills, continues to attract strong usage with 224,663 views by library members across the state this year.

**Kanopy**, an on-demand film streaming service, was made available to Queensland public libraries, Indigenous Knowledge Centre (IKCs) and State Library members. The site streams more than 30,000 films across a range of genres including popular movies, science, health, business and arts documentaries and a selection of classic, rare and hard-to-find titles. In its first 10 months, Kanopy attracted 25,293 views.

Public Library staff were invited to trial and comment on the **National Geographic Virtual Library**, a potential new eresource that provides access to more than 100 years of the complete archive of *National Geographic* multimedia collection of books, images, maps, videos and magazines. Following this successful trial, *National Geographic* will be made accessible to Queensland public library and State Library members from July.

In January, State Library reached 20 million views of collection photos on **The Commons on Flickr**, an online community of libraries, archives and museums making public domain images free for all to use and reuse. This milestone was reached a decade after the first image was uploaded as part of a move to increase online access to State Library's collections. There are more than 3,500 photos to explore, curated into themes as varied as Bathing Beauties and Camping in Queensland.

State Library continued its contribution to Wikipedia as part of the **One Librarian One Reference campaign (#1Lib1Ref)**, which encourages Wikipedia authors from across State Library's networks to support this international initiative to add a citation to a Wikipedia entry. The ongoing **QWiki** initiative continued, with staff increasing entries relevant to Queensland with links to State Library collections in Wikipedia.

## Open data

Our **Open Data Strategy 2018–22** aims to stimulate economic activity, improve public services and increase transparency, accountability and public trust in the Queensland Government through publishing and engaging with open data sets.

The ongoing **ICT Program of Work** has enabled consolidation and rationalisation of applications and technologies in use throughout State Library, to achieve compliance with the Queensland Government Enterprise Architecture Framework.

The CitrixWeb environment was replaced with **Microsoft Remote Desktop Web Access** to enable staff to connect remotely to State Library network resources, increasing options for flexible work arrangements. Existing firewalls were upgraded to higher capacity with improved processing and reporting capabilities. The upgrade from locally hosted Exchange to Exchange Online/Office 365 is also complete.

**Right:** State Library's redesigned website provides access to a world of information. Photo by Tammy Law.

### Data sets added to the Commonwealth and Queensland Open Data portal in 2018–19

- Music Queensland: First World War — significant digitised scores
- Queensland public libraries annual statistics — 2010–11 to 2017–18
- Unstacked logs: Catalogue usage — 2018–19

### Data sets updated in 2018–19

- State Library catalogue searches — 2000–08, 2013–19 monthly data added
- State Library consultancies — 2017–18 data added
- State Library overseas travel — 2017–18 data added
- Queensland public libraries directory — 2019 data added

## Building a better online presence

### Modern facelift for State Library website

State Library is the home of great Queensland stories. With physical collections accessible onsite at South Bank, the State Library website houses the enormous digital collections as well as blogs, resources, databases, exhibition showcases and information covering everything from onsite workshops to research projects.

Following months of development, user testing and feedback, the **Building a better online presence** project met a major milestone in February with the launch of a redesigned State Library website. Its fresh clean design, clearer navigation and new features ensure website visitors enjoy an improved user experience. A distributed model of content authorship means the website contains trusted information from subject matter experts across the organisation.

Since the launch, visits to State Library's website are nine per cent higher than in the same period last year. Nearly 300 enquiries from the public have been resolved through the new online chat function. Queensland Library Foundation has seen a 54 per cent increase in donations made via the online payment form, and online enquiries for venue hire services have increased by 128 per cent year-on-year. The new homepage includes feature sections to improve visibility of interesting or timely collection items, and videos that give an engaging representation of the breadth of State Library programming.

The true value of State Library collections and resources is in their use, and the website provides a gateway to access this world of information and stories. Further developments and functionality improvements will be made as the project progresses through phase two and beyond.



## Queensland's library network

In 2018-19, the Queensland Government invested \$29.9 million in public library collections and services. The funds are managed by the Library Board, working in partnership with all councils operating public libraries and IKCs in Queensland. To ensure accountability and transparency, a Service Level Agreement (SLA) is developed with each council detailing the obligations of each party. The SLA provides councils and the Library Board with clarity around how the funds will be spent and what will be achieved during the agreement period. The SLA for public library or IKC services between local governments and the Library Board is valid from 1 July 2018 to 30 June 2021.

To build a future-focused workforce and support the **professional learning and development** of Queensland's public library and IKC staff, State Library provided more than 40 professional development workshops opportunities hosted in Brisbane, by nine regional councils and online.

First 5 Forever is a cornerstone of our partnership with local government — see page 40 for details.

Twenty-four IKCs currently operate across 12 Aboriginal and Torres Strait Islander shire councils, with State Library contributing financial support to assist with the operational costs including staffing, library collections and professional development. State Library also collaborates closely with these councils to provide guidance and assistance on programs, activities and events that could be delivered through IKCs, to sustain ongoing knowledge transfer.

The biennial **Indigenous Knowledge Centres Workshop** was held in Cairns in November. Twenty-six IKC coordinators and council staff who manage IKCs from across Queensland gathered for professional development, which covered topics such as the new vision *Realising our potential: A vision for Queensland public libraries*, International Year of Indigenous Languages 2019, First 5 Forever, grant writing/applications and accessing and utilising digital technology kits.

**Right:** Belford Larry and Ahmat Bowie explore some of the new offerings available through Poruma IKC thanks to the Fresh Start program.

Photo by Josh Kitchens.

**Below:** Participants of the 2018 IKC Coordinators' Workshop visit Yarrabah Knowledge Centre.

Photo by Christine Howes.





A session on the **Fresh Start** project, which focuses on new ways to deliver access to collections, was facilitated at the Yarrabah Knowledge Centre. The Fresh Start for IKCs project will amalgamate the IKC and Rural Libraries Queensland collections. The first phase of Fresh Start provides IKCs with a

full collection exchange and merge into the Aurora Montage catalogue. All 24 IKCs across Queensland will receive a new collection through the rollout. The first Fresh Start commenced in February at Cherbourg. It has been implemented in nine IKCs to date, and the project is expected to be completed by mid-2020.

## Fresh start

In July, the Public Libraries Advisory Group and the Library Board endorsed ***Realising our potential: A vision for Queensland public libraries.***

The vision communicates a shared and aspirational future for Queensland public libraries and IKCs and guides State Library's service offer, including the administration of grants, professional development and other statewide projects.

The vision serves several functions, including strategic and operational planning and advocacy, through four objectives: *realising our potential, deeply local outcomes, extending our reach, and future-focused workforce*; the document also details 10 additional enablers to provide a collective understanding of the future vision for public libraries and IKCs.

A range of activities have been undertaken to support the implementation of the vision. A suite of strategic resources is also being developed to support public library and IKCs to align their programs and activities with vision objectives and to support public library community engagement and advocacy activities.

State Library staff showcased the vision at the Local Government Association of Queensland Annual Conference at the Brisbane Convention and Exhibition Centre in October.

In April/May 2019, *Realising our Potential — 2019 Rural Libraries Queensland and Small Libraries Workshop* was delivered onsite with 33 library staff from 20 councils in attendance. The workshop focused on building participants' skills and capabilities, as well as providing information and program and project ideas related to the four objectives from the vision.

## Realising our potential



# Community engagement

State Library's historic and contemporary collections help us tell Queensland's unique stories. We work with diverse communities across the state to expand the documentary history of our Queensland heritage and engage audiences with public programs that encourage curiosity, debate, discussion and learning. Exhibitions such as *Home: a suburban obsession* not only help build our collection but engage the public in meaningful, interactive ways. The new Talking Ideas series also helps attract diverse audiences to State Library through engaging and thought-provoking programming.

State Library added 28,270 new items to the John Oxley Library Collection.

In response to the calling of the 2019 Federal Election, State Library made a public request for help gathering **electoral ephemera** to add to State Library's extensive collection of political material.

- Ephemeral material, including party-platform leaflets and how-to-vote flyers, was collected for the 2019 Federal Election in May. Candidate websites were archived and digital photographs of lead-up and polling day activity in the marginal electorates of Dickson and Forde were commissioned.

- State Library also acquired a collection of photographs, correspondence, campaign materials and political documents reflecting the history of former Federal Treasurer **Wayne Swan's** time in office. A substantial part of the collection relates to the 2008 global financial crisis and the implementation of a domestic stimulus package.
- The family of **Clem Jones** donated a series of political cartoons and sketches given to the former Lord Mayor of Brisbane. Most appeared to be mock-ups for publication and some original sketches from artists such as Ashton Murphy, Ian Gall, B. E. Minns, D. Richardson, Will Dyson and Norman Lindsay.

## Collection Acquisitions

### New acquisitions

- **Hugh Sawrey Collection** of correspondence, photographs, cutting books, drawings, visual diaries and notes, original artworks and personal items related to artist Hugh Sawrey.
- 31,361 born-digital images of the **Pauls milk factory**, taken by freelance documentary photographer Dean Saffron in 2017.
- Materials from **Australian Stockman's Hall of Fame** at Longreach including annotated published materials, exhibition catalogues, notes and minutes, video recordings, cassettes and compact discs.
- **National Parks in Queensland** materials from 1930–70, including correspondence, minutes and membership lists, maps, ephemera, photographs, film, negatives and slides.
- **Alexandra Park Camp** photographic albums featuring images taken by Norman Nelson between 1953 and 1964.
- Archive of photographs and slides from **Palm Island and Townsville** 1970s to 2000.
- Two of the earliest documents relating to the **Brisbane Hebrew Congregation**: the Brisbane Synagogue Marriage Register (1868–1946) and the Synagogue Building Committee Minute Book (1884–86).
- Digital photographs and biographical sketch of three generations of Queensland service during the First World War.
- **Without our consent: a Queensland story** — an oral history featuring interviews with Queenslanders affected by forced adoption practices in Australia in the 20th century.
- A relay baton used in the **Gold Coast 2018 Commonwealth Games** to complement a range of other ephemera and photographs.

Left: Queensland Literary Awards 2018. Photo by Joe Ruckli.



## Braille globe helped vision-impaired children see the world in 3D

An intricate Braille globe invented in the 1950s for vision-impaired children has been reimagined for a contemporary audience using photogrammetry and 3D-printing technologies.

It was made possible thanks to donations to Queensland Library Foundation at the 2017 Crowd Funding event.

The globe was created by Queenslander Richard Frank Tunley, known as the 'Fairy Godfather of Blind Children', who dedicated his life to improving outcomes for vision-impaired children and adults, producing Braille globes and maps.

The funding enabled State Library to create an exact replica of the globe — able to be touched as the original was intended to be experienced — using 3D capture techniques to create an SLS Nylon printed model.

The donations also funded the creation of open access resources including digital 3D models and 3D printable files, and supported conservation efforts on the original Tunley globe, which is now quite fragile.

State Library collaborated with Christie Tamas at Dittolabs to complete the scanning and photogrammetry of the globe, and Josh O'Connell at onepointsix, who helped enhance the models and ready them for printing.

State Library won the 2018 VALA Award for this project, awarded for a service that has made the most innovative use of information and communication technologies to improve its service to clients.

The 3D-printed model of the Tunley globe can be seen and touched in the John Oxley Library on level 4.

State Library published its **Aboriginal and Torres Strait Islander Collections Commitments**, giving clear direction and leadership in making Aboriginal and Torres Strait Islander content more accessible to communities in an appropriate and respectful manner.

Through a public library grant, photographs held by the **Lutheran Church** will be digitised, allowing Hope Vale and Wujal Wujal IKCs to provide access to content relevant to their history.

Aboriginal and Torres Strait Islander collecting has been a key collecting priority and acquisitions have included:

- Digital photographs and video recordings capturing the 75th Anniversary of the **Torres Strait Light Infantry Battalion**, held on Thursday Island in March 2018
- Palm Island delegation digital story and oral histories produced as part of the 2018 exhibition *Palm Island and Our People* which explores the origins of Bwgcolman, how Palm Island has evolved since it became a government reserve, how the community reflects diverse cultural identities, how it has commemorated its centenary and its hopes for the future.
- Far North and North Queensland Photographs and Slides, 1970s–2000 — taken by **Alf Wilson** of people and community events from North and Far North Queensland and include Crocodile Races Pormpuraaw, sea rangers at Mapoon Aboriginal Shire, farm at Napranum Aboriginal Shire and images from Cape York, Seisia, Kowanyama, Magnetic Island, Burdekin, Palm Island and Townsville.
- A selection of Hope Vale Indigenous Knowledge Centre weekly broadcasts called '**IKC on Broadcast**' made by Radio 4ACR 107.7 Hope Vale between June and October 2018 and featuring IKC Coordinator Shirley Costello.
- Records of the **Brisbane Indigenous Media Association**, including the 1989 Australian Broadcasting Tribunal Inquiry into the granting of a public radio broadcasting licence for 4AAA Murri Country 98.9FM.
- Archive of **themed polo shirts and jerseys** featuring Indigenous designs created by Queensland Aboriginal and Torres Strait Islander artists and communities.
- Raw footage documenting the April 2019 journey of **Gimuy Walubara Yidinji Elders** to Munich, Germany, to repatriate the remains of their Ancestral King (Mayarr Njalan) and return him to country.
- **Borobi's language kit** containing themed posters, language word signage and more. Borobi is the Yugambeh word for koala, and Borobi was the mascot for the Gold Coast 2018 Commonwealth Games.

**Left:** 3D-printed model of the Tunley globe.  
Photo by Leif Ekstrom

## Exhibitions

Exhibitions help State Library tell the story of Queensland, allowing us to showcase our vast collections in engaging, accessible ways. They also provide the opportunity for public engagement which adds new thinking and context to our history and future legacy. State Library has two exhibitions spaces, slq Gallery (level 2) and the Philip Bacon Heritage Gallery (level 4) and three showcases spaces, the kuril dhagun wall (level 1), the Talbot Family Treasures Wall (level 4) and the Australian Library of Art (level 4).

### slq Gallery

Two free exhibitions featured in the slq Gallery this year — ***Lifestyle: a sunshine state of mind*** and ***Home: a suburban obsession***.

***Home: a suburban obsession*** explores the social, historical and cultural foundations of our homes through the legacy of Queensland entrepreneurs Frank and Eunice Corley. State Library's **Frank and Eunice Corley collection** contains more than 61,000 photos of houses taken in the suburbs of south-east Queensland and as far north as Bundaberg during the 1960s and 70s. It is one of the largest digitised photographic collections held by State Library and was central to the development of the exhibition. The exhibition features an immersive virtual reality streetscape, commissioned art installations inspired by the collection, untold stories and rarely-seen photographs.

State Library worked with the Annerley Stephens History Group and the University of Queensland's Architecture Theory Criticism History Research Centre to weave together notable stories involving houses and homes featured in the Corley collection.

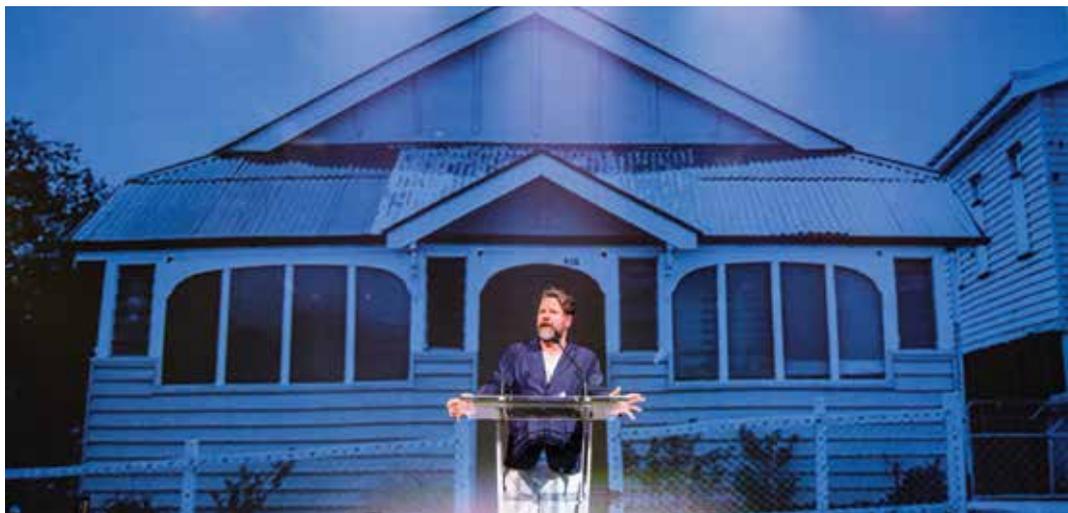
Developed as part of the *Home* exhibition, the **Corley Explorer** is an innovative and interactive online tool that explores the collection and allows visitors to search, tag and describe photos, and share stories of suburban life in Queensland. The Corley Explorer has attracted 1,042 contributors who tagged 16,724 images, and added 1,600 new stories and 1,025 new images to the stories. They have also identified the locations of 28,292 houses, 46 per cent of the Corley collection. A total of 30,657 visits to the physical exhibition were recorded by 30 June, in addition to more than 45,000 online engagements.

The ***Lifestyle: a sunshine state of mind*** exhibition, which ended in October, explored the unique ways Queenslanders have pursued meaningful and rewarding lives since the late 1800s.

The exhibition delved into the quirks of the Queensland sensibility through the themes of: wellbeing, home, expression, play, community and hope. *Lifestyle* ambassadors were enlisted to speak about what the themes meant to them.

**Left:** Comedian and design nerd Tim Ross at the launch of the *Home: a suburban obsession* exhibition in December 2018. Photo by Darren Thomas.

**Right:** A Cadillac at the launch of the *Home: a suburban obsession* exhibition. Photo by Darren Thomas.



## The couple, the Cadillac and the camera

A husband and wife who cruised the streets in a Cadillac in the 1960s and 70s, taking hundreds of thousands of photos of Queensland homes, featured in a major State Library exhibition this year.

Launched on 7 December, *Home: a suburban obsession* explores the incredible photographic legacy of Frank and Eunice Corley.

Brisbane residents Frank and Eunice are thought to have taken over a quarter of a million photographs of houses throughout south-east Queensland and as far north as Bundaberg. Most of the photos were sold to home owners as individual prints or calendars at the time.

In 1995, 67 boxes of their photographs — comprising 61,490 prints — were donated to State Library. It is one of the largest single photographic collections of Australian housing in existence.

In 2001, volunteers began the lengthy and complex process of sorting the prints; this involved translating Frank's handwritten spool identifiers to crack the photographer's organisational code.

Highlights of the exhibition included:

- rare original photographs of Queensland homes
- an interactive map allowing visitors to search for images of their homes from the 1960s or 70s
- virtual reality streetscape
- soundscape of the time
- artwork by celebrated multidisciplinary artist Ian Strange
- launch commentary from comedian and design nerd Tim Ross.



## Exhibitions (cont'd)



### Philip Bacon Heritage Gallery

The *Islands: hidden histories from Queensland Islands* and *Plantation Voices: Contemporary conversations with Australian South Sea Islanders* exhibitions helped introduce visitors to the often little-known histories of our islands and the state's Australian South Sea Islander communities.

*Islands* explored the hidden histories of Queensland's islands. From Peel Island's leprosarium to the story of Eliza Fraser and the development of tourism on Lindeman Island, *Islands* brought together some of the lesser-known stories of the state's island life.

*Plantation Voices* tracks the history of the strength and resilience of Australian South Sea Islanders whose descendants were used as cheap labour for the Australian sugar and cotton industries between 1863 and 1904.

State Library staff worked closely with members of Queensland's Australian and South Sea Islander and Greek communities to collaborate on the **Plantation Voices** and **Meet me at the Paragon** (2019–20) exhibitions respectively. These exhibitions have led to acquisitions of new collections that tell these diverse stories, increasing representation in the collection and providing greater public awareness of these perspectives.

**Above and right:** The opening of *Plantation Voices: Contemporary conversations with Australian South Sea Islanders*. Photo by Joe Ruckli.

### kuril dhagun showcases

Three showcases were displayed in **kuril dhagun** throughout the year — *Our Sporting Greats: Murri and Ailan athletes in the spotlight*, *Palm Island and Our People* and *I heard it on the radio: 25 years of 98.9FM Murri Country*.

*Palm Island and Our People* was developed with the assistance of the Bwgcolman IKC and Palm Island Aboriginal Shire Council, who were integral to the success of this showcase. A delegation of Elders and their travel companions from Palm Island were able to travel to Brisbane to attend the launch thanks to a \$13,500 travel bursary sourced through the Queensland Library Foundation.

Brisbane Indigenous Media Association and 98.9FM were key partners in delivering *I heard it on the radio* and its involvement has led State Library to expand its collections related to the history of Aboriginal and Torres Strait Islander-owned media.

### Talbot Family Treasures Wall

*Love to all, Connie* showcases the extraordinary letters and diaries of one of Queensland's most decorated First World War nurses, Sister Constance Keys. The Constance Keys Collection, which is also digitised, consists of photos, correspondence, diaries, ephemera and objects created and collected by the young Brisbane nurse. The Treasures Wall exhibit traces her remarkable five-year war service.

### Australian Library of Art

The Artists' Books Collection holds more than 1,700 titles by Australian and overseas artists. This year artists' books and prints highlighting the plight of migratory birds featured in the *Overwintering Australian Library of Art* showcase. *Asia and the Book* featured in the showcase from November to June. The showcase highlighted some of State Library's unique collections, including a 17th century Chinese block book, a 19th century palm leaf book and examples of more recent books (mostly 1940s to 1980s) whose theme or form had some relationship to the Asian book and in particular Japanese stab binding and handmade paper.





## Events



Launched in November, **Talking Ideas** is a new year-round public program of extraordinary events with exceptional international and national writers, thinkers and provocateurs who entertain, connect, and foster debate and curiosity on contemporary issues that inform our times and shape our lives. Speakers included Pulitzer Prize-winning author Andrew Sean Greer; activist, musician and writer Akala; Swedish designer Anna Rosling Rönnlund along with renowned Australian writers Bruce Pascoe, Chloe Hooper, Peter FitzSimons and Kári Gíslason. Talking Ideas collaborates with national and international partners including Australian and New Zealand writers festivals, Wheeler Centre (Melbourne), Sydney Opera House and the Centre for Ideas at University of New South Wales.

An enduring partnership between State Library and the School of Architecture at the University of Queensland, the annual **UQ Architecture Series** brings together forward-thinking global architects, designers and intellectuals who generate new knowledge, ideas and strategies within the international architecture industry. Based on a successful trial in late 2018, lunchtime lectures were added to the series providing new opportunities and increased access for professional and public discourse in contemporary architecture.

The **Grattan Institute State of Affairs lecture series** delivers compelling, thoughtful conversations about some of the biggest public policy issues facing Australia. The series is a partnership between State Library and independent think tank the Grattan Institute. Topics included Gonski 2.0 Review, hospital safety, the future direction of Queensland's cities and 2019 Federal Budget. The series is recorded and livestreamed on the State Library website and Facebook live to help increase accessibility for our online audiences.

**Game Changers**, an initiative of the Queensland Business Leaders Hall of Fame, showcases Queensland's most innovative business leaders and explores how they build ventures, reinvent themselves, inspire their teams and envision success. The free events, hosted by State Library, are a one-hour conversation and audience Q&A with Ray Weekes, Chairman of the CEO Institute. Presented by founding partners State Library, QUT Business School and the Queensland Library Foundation, Game Changers events attracted more than 2,000 onsite attendees and online views.

**Left and above:** *Talking Ideas:*  
*Akala: Natives, Race And Class In*  
*The Ruins Of The Empire.*  
Photo by Darren Thomas.

## Literary events

The **Queensland Literary Awards** (QLAs) ceremony was held at State Library in October with \$253,500 in prize money awarded in recognition of outstanding literary talent. In 2018, Brisbane writer Jackie Ryan won the Queensland Premier's Award for a work of State Significance and the University of Queensland History Award for her book *We'll Show the World: Expo 88* published by UQP. Jackie was also the recipient of one of three Queensland Writers Fellowships to develop her manuscript *Alfred Russel Wallace: Optimist and Dissenter*.

### Queensland Premier's Award for a work of State Significance

*We'll Show the World: Expo 88* (UQP) by Jackie Ryan

### Queensland Premier's Young Publishers and Writers Awards

Anna Jacobson and Bri Lee

### 2018 Queensland Writers Fellowships

Michael Gerard Bauer for *Gaps and Silence*

Laura Elvery for *Medallion*

Jackie Ryan for *Alfred Russel Wallace: Optimist and Dissenter*

### Glendower Award for an Emerging Queensland Writer

*Garrison Town* by Melanie Myers

### David Unaipon Award for an Unpublished Indigenous Writer

*The Making of Ruby Champion* by Kirstie Parker

### QUT Digital Literature Award

*Little Emperor Syndrome* by David Thomas Henry Wright, with Chris Arnold

### The University of Queensland Fiction Book Award

*Taboo* (Pan Macmillan) by Kim Scott

### The University of Queensland Non-Fiction Book Award

*Tracker* (Giramondo Publishing) by Alexis Wright

### Griffith University Children's Book Award

*The Elephant* (UQP) by Peter Carnavas

### Griffith University Young Adult Book Award

*In the Dark Spaces* (Hardie Grant Egmont) by Cally Black

### University of Southern Queensland History Book Award

*We'll Show the World: Expo 88* (UQP) by Jackie Ryan

### University of Southern Queensland Australian Short Story Collection – Steele Rudd Award

*Pulse Points* (Text Publishing) by Jennifer Down

### State Library of Queensland Poetry Collection – Judith Wright Calanthe Award

*I Love Poetry* (Giramondo Publishing) by Michael Farrell

### The Courier-Mail People's Choice Queensland Book of the Year Award

*Brisbane Houses with Gardens* (Beth Wilson) by Beth Wilson

State Library is the home of the **Brisbane Writers Festival**. The annual festival, hosted in September, offered a free and ticketed program of more than 200 national and international writers and thinkers who debated, enlightened, challenged and entertained audiences, connecting Queenslanders through the enduring power of story. The annual education program, Word Play, sold more than 9,000 tickets to 134 schools, while the main festival attracted an audience of 21,000.

The festival promoted the 2019 Queensland Literary Award shortlist, as well as previous QLA winners, including Queensland Writers Fellows Krissi Kneen and Kristina Olsson, and black&write! Fellows Sue McPherson and Jared Thomas. Sessions were held within the *Lifestyle* exhibition, including ones for children and families by Mem Fox and Alison Lester. Festival authors referenced the *Love to all*, *Connie* display in the Treasures Wall, and a white gloves session on wartime letters featured original materials in the White Gloves Room.

The **black&write! Fellowship** program brings the talents of Aboriginal and Torres Strait writers into the spotlight. Each year two Aboriginal and Torres Strait Islander writers are awarded \$10,000 in prize money and provided editorial development and publishing opportunities. The program helped 2018 Fellows, Lystra Bisschop and Nardi Simpson, develop their manuscripts. Lisa Fuller and Tania Campton-Larking were the successful 2019 Fellows.

During the inaugural **Curiosity Brisbane** program (March to April), State Library partnered with Tourism and Events Queensland to host three activations: **Shadowgram**, a public participation project in the Knowledge Walk; **Crate Expectations**, a robotic cabinet of curiosities that roamed the Cultural Centre; and **Dynamo**, an interactive installation near The Edge.

## Queensland Memory Awards



The 2019 Queensland Memory Awards were announced with a special event drawing over 200 guests from across Queensland's heritage and Galleries, Libraries, Archives and Museum (GLAM) sectors. Seven successful recipients were selected by a panel of independent judges.

- **John Oxley Library Fellowship** (\$20,000 plus 12-month residency): Louise Martin-Chew and Matthew Wengert, *'Designs-Details-Devils': A Visual History of Queensland's Government Printing Office 1862-2013*.
- **John Oxley Library Honorary Fellowship** (12-month residency): Dr Gemmia Burden, *Private lives, public knowledge: Gendered collecting and intimacies of place in Queensland c. 1842-1900*.
- **John Oxley Library Award:** Paul Lyons, in recognition of his dedication to the recording and sharing of North Queensland news and history, and his efforts to preserve Townsville news archives.
- **John Oxley Library Community History Award** (\$5,000): Caylie Jeffery, in recognition of her innovative engagement methods in documenting and sharing Queensland's cultural heritage as part of her project *Under the Lino* (after she discovered money and bankbooks from the 1940s and 1950s while renovating her 1912 Queenslander in the Brisbane suburb of Milton).
- **Place Making Fellowship** (\$10,000 plus 12-month residency): Tricia King, *Banging the Drumstick: The creative and cultural legacy of the women inside the Peters Ice Cream Factory*. The Place Making Fellowship is a partnership with Sekisui House Australia and West Village.
- **Mittelheuser Scholar in Residence** (\$15,000 plus 12-month residency): Seth Ellis, *Sound as a historical material: Developing a new way of cataloguing, describing and accessing sound in the archive*.
- **Queensland Business Leaders Hall of Fame Fellowship** (\$15,000 plus 12-month residency): Rutian Mi, *The history of Chinese business in Queensland*.

**Above:** Queensland Memory Awards ceremony.  
Image by Stephen Henry.

## The Edge

**The Edge** is State Library's space for creativity, ideas and experimentation where people of all ages are encouraged to invent, learn, create and experiment. The Applied Creativity team shares responsibility with other programming teams to activate the space and deliver workshops and events. The Edge opening hours have been extended and membership has been integrated into State Library membership to reduce complexity and enable self-service through the State Library booking system. The Fabrication Lab has been reconfigured to provide more access to maker space facilities and the process of upgrading equipment in the digital media lab will be finalised in July 2019.

Supported by the Siganto Foundation in partnership with Multicultural Development Australia, Logan TAFE and Southbank TAFE, the **Creative Community Computing Program** invites recently arrived communities to the **Digital Media Lab** where they learn how to repair a computer. Participants receive hands-on experience taking apart, breaking and fixing computer hardware and creating their own custom-built computer operating system using free software they choose and install themselves. On successful completion of the course participants can keep the computer for themselves. The program was delivered seven times with 107 participants.



**Right:** Salumu and Kelly participate in the Siganto Digital Learning Workshops. Photo by Michelle Brown.

**Far right:** The Edge Recording Studio. Photo by Tammy Law.

**The Edge Fabrication Lab** offers the community a state-of-the-art fabrication lab with access to additive and subtractive digital fabrication equipment and techniques. Several partnerships have been integral to the Lab's success including partnerships with the **Brisbane Tool Library**, which up-cycles donated tools for loan to the community; Flying Arts through delivery of training with young people and teachers as part of the **ARTIZ:INNOVATE** program; QUT and Life Tech to deliver **Cybersparks**, a digital literacy program for people with spinal injuries and mobility issues; and QMusic to deliver the **Industry Connect** program of talks and seminars pertaining to the music industry in Queensland.

This year's **Fun Palace** — inspired by a global movement that values everybody's creativity — took place in October and attracted 2,000 children and family members to 35 free workshop activities, delivered by 65 workers including staff, contractors, emerging arts facilitators, pre-service teachers and volunteers. Activities included pram parking facilitated by a performer, thermal t-shirt printing, do-it-yourself laptop repair, scratch coding, plastic recycling, augmented reality, water bomb painting, play with non-Newtonian fluid and a spare parts play space for the youngest visitors.

**The Great and Grand Rumpus**, a collaborative program with the Young People and Families team, was held over the winter school holidays and resulted in a 163 per cent increase in visitation year-on-year. The community engagement and capacity-building program consisted of a series of design, fabrication and creative workshops that contributed to an intergenerational community installation at The Edge. The design and fabrication of the Great and Grand Rumpus involved 312 community members and more than 800 hours of community engagement. The program attracted 6,676 participants, with 64 per cent of surveyed participants visiting The Edge for the first time.



The ongoing **Studio G** partnership with Autism Queensland aims to enhance the lives of young people with Autism Spectrum Disorder by focusing on and developing their strengths. Participants are supported and assisted by mentors to pursue projects such as game development, animation, short film making, photography, graphic design, music and creative writing. Studio G also supports participants to transition into paid work, internships or further education and provides an important opportunity for participants to build confidence, social skills and friendships. The Edge has been a crucial part of Studio G, supporting the program's philosophy of full inclusion within the community for people with disabilities.

In 2018, 80 per cent of students who have transitioned from Studio G are now engaged in formal study, paid work or a combination of the two, providing an excellent outcome for people on the spectrum who otherwise experience an unemployment rate of more than 60 per cent. The social aspect of the program also gives students an opportunity to mix with like-minded people with similar interests, improving their communication skills and overall sense of wellbeing.

The Studio G embodies State Library's aim to provide an inclusive space for creating, innovating, experimenting and capacity building while re-imagining how people can use libraries explore their ideas and creativity.

# Skill building

State Library's commitment to digitally inclusive, literate communities is highlighted by two programs delivered in partnership with Telstra, Deadly Digital Communities and Tech Savvy Seniors Queensland, and First 5 Forever continues to support early literacy throughout the state. The Business Studio and The Edge help to promote innovation, creativity and entrepreneurship.



**Above:** Carol Toby creates her family tree using the Family Echo software at Wujal Wujal IKC. Photo by Lauren Erickson.

The **Be Connected program** aims to increase the confidence, skills and online safety of older Australians. The program seeks to empower everyone to get online by using everyday technology to thrive in the digital world. State Library is part of the Be Connected Network along with public libraries, community groups and organisations across the country. In 2018, State Library secured a \$50,000 Be Connected Capacity Builders grant to deliver training to 500 participants. State Library will deliver learning sessions to build digital skills onsite from June through to October 2019. There is a broad range of topics on offer from learning the absolute basics, getting to know your devices, to connecting with family online, researching your family history and how to stay safe online.

**Deadly Digital Communities** is an initiative of State Library and Telstra in partnership with local councils and forms the basis of the digital inclusion program for Aboriginal and Torres Strait Islander people. The program aims to address the decline in Queensland's *Australian Digital Inclusion Index* results for Aboriginal and Torres Strait Islander communities and promote social and economic wellbeing in Queensland's remote Indigenous communities.

Deadly Digital Communities commenced in August 2017 for a staged rollout over two years. The program provides Aboriginal and Torres Strait Islander people with professional development to become technology leaders through continued regular digital training in their IKCs and public libraries.

Thirteen of the 26 initial locations have engaged with the program through either consultation, program development or delivering a calendar of digital training to their community members. Almost 500 participants have attended more than 300 training sessions, with almost 70 per cent of these sessions delivered by local technology leaders.

Five additional councils were offered the opportunity to deliver the Deadly Digital Communities program through their public libraries in late 2018, with digital training for Aboriginal and Torres Strait Islander people commencing in Redland and Charters Towers. Logan, Ipswich and Balonne programs will start from June 2019. Redland City Council Libraries have partnered with Quandamooka Yoolooburrabee Aboriginal Corporation (QYAC) to deliver their program and from March to April, 43 community members had participated in 11 digital literacy training sessions at QYAC at Dunwich.

Due to the close alignment between the Be Connected initiative and the Deadly Digital communities program, State Library has combined the best of both programs to deliver the Aboriginal and Torres Strait Islander community program **Be Connected and Deadly**. The first Be Connected and Deadly training session was delivered at the Autumn Elders and Community Gathering in kuril dhagun in April 2019. Several community groups and organisations expressed interest in the Be Connected and Deadly program and we are currently working with these groups to determine suitable training dates and topics of interest between June and October 2019.

The **Tech Savvy Seniors Queensland** program is an ongoing partnership between the Queensland Government (led by State Library) and Telstra that has delivered digital technology training to seniors through selected public library services and IKCs across Queensland since 2016.

Between 2016 and 2019, \$1,238,942 in grant funding was distributed to 48 local government library services and IKCs to deliver the program to 28,033 seniors who participated in 5,767 free training sessions.

In 2018–19, grant funding of \$291,227 (State Library — \$106,227; Telstra — \$100,000 and the Department of Communities, Disability Services and Seniors — \$85,000) enabled 21 council library services to receive up to \$15,000 towards program delivery.

Supported by the **Siganto Foundation** in partnership with Multicultural Development Australia, Logan TAFE and Southbank TAFE, the **Creative Community Computing Program** invites recently arrived refugees to the **Digital Media Lab** where they learn how to repair a computer (see page 36).

During National **Family History** Month, State Library joined various libraries, archives and genealogical societies to promote its extensive resources. A focus on Aboriginal and Torres Strait Islander family histories included monthly workshops in kuril dhagun with Kathy Frankland from Community and Personal Histories (Department of Aboriginal and Torres Strait Islander Partnerships).

The **Business Studio** provides a range of resources that assist with business planning and research, and support entrepreneurs and start-ups to turn their innovative business ideas into reality.

Five free **Lunchbox Forums** held in the Business Studio featured entrepreneurs Anna Guenther (PledgeMe), Jasmin Robertson (Roza's Gourmet), Tara Baker (Dancing with Het), Christine Makumbe (Utano Consulting) and Julie Hillier (Ministry of Handmade).

## Family literacy

**First 5 Forever** is a family literacy initiative delivered by public libraries and IKCs across Queensland, which aims to provide strong early literacy foundations for all Queensland children aged 0–5 years. Funding to support the local delivery of First 5 Forever programs is provided annually to all Queensland councils that operate a public library or IKC. The *Service Level Agreement for First 5 Forever Family Literacy Initiative* between local governments and the Library Board is valid from 1 January 2019 – 30 June 2021.

Data from participating councils in 2018 indicates that demand for early literacy support among Queensland families continues to grow, and participating libraries are increasing programming and resourcing to ensure families have the best possible access to the free initiative through their public libraries and IKCs.

**The Corner**, State Library's creative play space for children under 8, their parents and carers, encourages creative engagement with books, toys, puppets, dress ups and each other.

Over the summer holidays this space was themed to complement the *Home: a suburban obsession* exhibition (see page 28) in the slq Gallery, with the installation of Cardboard Castles designed by Jennifer Marchant and delivering programs for children and families including digital story making workshops and a community publishing hub showcasing stories made by and with children.

### First 5 Forever highlights for 2018

- 12 per cent increase in total attendances from previous year, with more than 1 million attendances across Queensland.
- More than 873,000 attendances at in-library sessions — a 10.4 per cent increase from 2017.
- More than 32,000 sessions held in public libraries across Queensland.
- Approximately 144,440 attendances at 3,711 outreach events.
- 1,839 partner organisations and agencies engaged with First 5 Forever in 2018, up 88 per cent from previous year.
- 701 participants from 66 councils attended professional development opportunities, with 11 workshops delivered in six locations across Queensland plus six webinars.
- First 5 Forever video *A great start in life starts with you* was released in March and achieved more than 63,000 targeted views in Queensland across the Facebook and Google audience networks.

Note: until 2019, First 5 Forever reporting has covered the calendar year. From June 2019 it will move to financial year reporting.

In 2019, 74 Queensland councils — every council that operates a library or IKC service — is participating in the First 5 Forever program. This covers more than 99 per cent of the state's population.



**Right and far right:** Baby Time in The Corner. Photo by Simon Woods.



## Q ANZAC 100

For the past five years State Library has led *Q ANZAC 100: Memories for a new generation*, funded by the Queensland Government, to bring the stories of the First World War to life and create a renewed legacy for future generations. This has included a program of exhibitions, events, workshops and activities across the state and online, and collecting and sharing community stories through a range of online platforms including the *Q ANZAC 100* Historypin project.

A two-day **Black Diggers** student workshop, in partnership with the Department of Education, was conducted in August for Aboriginal and Torres Strait Islander students. Their research contributed to information on the *Q ANZAC 100* Historypin hub. In August, history teachers attended a First World War White Gloves Professional Development evening “Learning and Unlearning About the Great War”. The webcast session was presented by Dr Mark Cryle. Sixty-five Year 9 students participated in a fortnightly trial of a First World War White Gloves experience highlighting the *Q ANZAC 100* collection.

To coincide with Remembrance Day 2018, marking the 100th anniversary of the armistice, 180 **soldier portraits** and collection images were projected onto the State Library façade over the course of a week. Additionally, several of the images were displayed on QPAC’s digital screens.

Armistice Day also saw more than 1,000 people attend the **Picnic for Peace** and associated events on the Maiwar Green and at State Library. The cross-precinct program showcased outcomes of *Q ANZAC 100* and other First World War initiatives including live performances by *Q ANZAC 100* Fellows Elaine Acworth, Mark Cryle and John Thompson, along with a screening of the theatre performance of **Black Diggers**, with Director Wesley Enoch.

In the same month, State Library hosted the **Long Tail of War Symposium**, which explored the aftermath of war and the stories of what happened to the soldiers and nurses who returned home, and the *Q ANZAC 100* Morning Tea for Victory, recognising the contribution of volunteers and staff to the *Q ANZAC 100* commemorations.

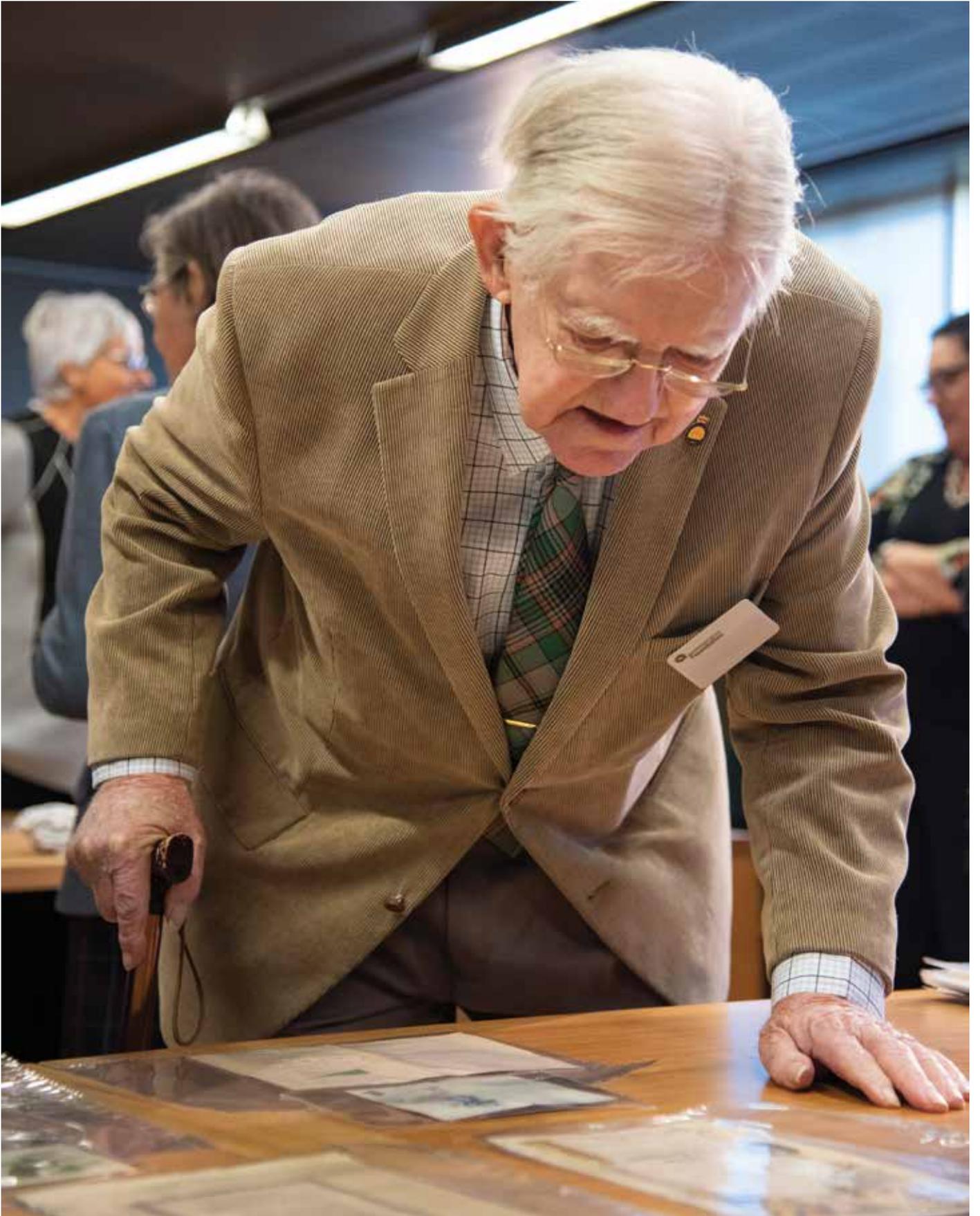
A century-old record that established Anzac Day as an event of national remembrance has been added to the prestigious **UNESCO Australian Memory of the World Register**. The minute book details the Anzac Day Commemoration Committee’s first meeting where it was agreed that Anzac Day would take place on 25 April 1916. The day was recognised with a parade through Brisbane city streets, followed by a service at the Exhibition Hall, with similar observances in towns throughout Queensland. An image of the first parade in 1916 is also part of the State Library collection.

In May the **Q ANZAC 100 Heritage Leaders** brought together 110 members of Queensland’s GLAM sector to reflect on their commemorative and cultural heritage projects. This two-day workshop developed the sector’s capability in commemorating historical events and created new understanding and connections between collecting institutions to further State Library’s goal to create connected collections across Queensland.

State Library was engaged by Brisbane City Council to undertake the curatorial work for **Anzac Square Memorial Galleries**. The restoration and redevelopment of Anzac Square is one of the three key First World War commemoration projects funded to provide a legacy to Queenslanders. The Queensland digital content in the memorial galleries will feature the First and Second World Wars, and post-war conflicts and peacekeeping initiatives. More than 2,200 high resolution digital images were sourced, selected and provided to the exhibition designers for the redeveloped galleries.

This curatorial work has strengthened State Library’s collection of post-second World War conflicts and peacekeeping initiatives. These new collection items, including commissioned digital stories, will be available in Anzac Square and via the State Library website. In 2019–20 State Library will be providing visitor services staff, schools engagement, website and marketing and communications services. This will be funded from the Department of the Premier and Cabinet.

**Right:** *Q ANZAC 100* heritage talk, May 2019. Photo by Leif Ekstrom.





### Project funding secured over the past 12 months:

- Queensland Literary Awards Writing Fellowship — \$10,000 through Crowd Giving
- Indigenous language translation kits and book launch at Mackay Regional Council Library and onsite at South Bank — \$10,000 through Crowd Giving
- Digitisation and conservation of the Brisbane Synagogue Marriage Register (1868–1946) — \$10,000 through Crowd Giving
- Secured \$7,000 from the Curavis Fund for the conservation of engineering photographic albums
- Received three-year funding (2019–2021) from the Copyright Agency in support of the Queensland Literary Awards — Judith Wright Calanthe Poetry Award
- Successful grant application with Perpetual Private resulting in \$50,000 for black&write! Editor Training
- \$10,000 from the Hocking Mackie Family Trust in support of a QLA Writers Fellowship
- \$15,000 from the Glendower Trust for the Queensland Literary Awards — *Emerging Queensland Writer — Manuscript Award*.

### General giving contributed to:

- A \$13,500 travel bursary to bring Elders and their travel companions to Brisbane for the launch of *Palm Island and Our People* centenary commemoration
- Funding of the Queensland Memory Awards — John Oxley Library Fellowship and John Oxley Community History Award
- Additional funding to Reel Rescue campaign.

### On-going annual project funding secured and evidenced for:

- James C Sourris AM — James C Sourris AM Collection development and Portrait of an Artist event series
- Dr Cathryn Mittelheuser AM — Mittelheuser Scholar in Residence and student intern program
- Siganto Digital Learning Workshops
- Mellick Family endowment for the Letty Katts Award which enabled Professor Peter Roennfeldt's Queensland Memory Awards project, *Brisbane's Albert Hall 1901–1968: celebrating memory and heritage of a major performance venue*.

Donor numbers for the President's 100 Circle were maintained.

### Sponsorship overview

- Queensland Business Leaders Hall of Fame
- Queensland Literary Awards
- Deadly Digital Communities and Tech Savvy Seniors Queensland
- Queensland Memory Awards — Place Making Fellowship.

**Left:** Sastra Deo at the Young Writers Conference, July 2018. Photo by Stephen Henry.

**State Library's Government Research and Information Library (GRAIL)** service provides a comprehensive research service for seven Queensland Government agencies including Department of the Premier and Cabinet and Queensland Treasury. Throughout the year, GRAIL staff presented more than 38 pop up libraries, information sessions and webinars for Queensland Government officers in person, regionally and online, to showcase its services to government agencies. GRAIL was again represented at The BiiG Network Conference 2018: The Future of Work in Government, a two-day conference for Queensland public servants. The team spoke to government officers from across the Queensland public service about State Library and GRAIL services. There was an enthusiastic response about the resources and what could be borrowed from State Library. Due diligence searches are available for a fee to all Queensland Government agencies. More than 305 due diligence requests were received. Searches were completed for the 2019 Queensland Reconciliation Awards, Multicultural Queensland Ambassador Program and Trade Investment Queensland Export Awards.



# Governance

## Workforce planning and performance

As at 30 June 2019, State Library's workforce consisted of 285.64 full-time equivalent staff with a permanent separation rate of 7.03 per cent.

State Library's Strategic Workforce Plan aims to develop a future workforce that is flexible, diverse, technologically adept and client-oriented.

Key strategies include:

- Development of a professional development program for librarians and library technicians.
- Quarterly seminars for all staff with supervisor responsibilities to develop skills in people management.
- Staff participation in the Courageous Conversations program focused on providing the knowledge and skills to address challenging situations and initiate and conduct appropriate conversations to effect positive outcomes.
- A Staff Survey Action Team addressing feedback received from staff in the 2018 Working for Queensland survey:
  - progress toward Rainbow Network accreditation
  - develop and share information relating to secondments and provisions relating to study and research support
  - recognition and celebration of significant days promoting diversity and inclusion
  - implementation of health and wellness initiatives
  - Senior Management Team actions addressing workload and health.
- Refresh Personal Performance Planning (PPP).
- Continued development of revised position descriptions.
- Day on the Desk program, in which people leaders spend a half day working in service areas, and support staff shadow senior leaders.
- An ongoing commitment to flexible work initiatives as a critical attraction and retention strategy.
- Development and implementation of a diversity and inclusion action plan.

State Library's on-boarding program is designed to welcome and integrate new starters into the organisation during their first three months, to prepare them to succeed at their job and to become fully engaged, productive employees.

Each staff member is required to take part in an annual PPP process, which aligns the work and development of individual staff to State Library's strategic and operational plans.

Exceptional work is recognised through staff awards, with teams or individuals nominated by their peers for bringing State Library's vision to life through actions that support key objectives and strategies. Staff are also formally recognised for long service at 10-year intervals.

State Library has a strong tradition of offering a broad range of flexible working arrangements to employees. By embedding the principle-based Flexible by Design framework, traditional approaches to flexible work are transformed to meet future needs. The framework outlines the benefits, reasons and principles behind flexible work as well as the organisational journey to achieve a healthy work/life blend.

State Library has a collaborative approach to employee relations and meets regularly with members of the Agency Consultative Committee to discuss a broad range of topics, including workplace change.

Policies and procedures are reviewed regularly, ensuring existing Queensland Government directives or guidelines are not duplicated.

State Library continues to deliver creative programs to help staff improve their wellbeing. Activities included the recruitment and training of Harassment Referral Officers and superannuation health checks. A regular newsletter promotes services available for staff, such as the employee assistance service and nutritional advice.

During 2018-19, more than 150 volunteers worked on 28 projects and activities onsite and online. Volunteer roles included behind-the-scenes projects such as transcription and front-of-house roles including exhibition attendants and performing musicians. Group Tour Guides engaged a diverse audience by delivering tours to groups of students and other visitors. Members of the public also participated as online contributors via Pitch In, which included activities such as tagging photos and transcribing text from significant historical documents.

## Our workforce

**Left:** Launch of the *Home: a suburban obsession* exhibition. Photo by Darren Thomas.

## Governance, accountability and risk

### Public sector ethics

State Library's administrative procedures and management practices are developed and conducted with regard to the ethics principles set out in the *Public Sector Ethics Act 1994* and the Code of Conduct. These principles underpin the strategic planning processes and development of the State Library of Queensland Strategic Plan 2019–23 and the accompanying Operational Plan 2019–20.

The Library Board, the State Librarian and Chief Executive Officer, and all staff are bound by the Code of Conduct for the Queensland Public Service under the *Public Sector Ethics Act 1994*. Code of Conduct training is incorporated into induction training for new staff, and all continuing staff members are required to complete annual online refresher training. Workshops and training sessions are delivered for managers and supervisors throughout the year to ensure they understand the ethics principles and how to apply them, especially in relation to human resource policies and procedures. Compulsory training in Code of Conduct, Records Management, Integrity, Copyright, Workplace Health and Safety and Aboriginal and Torres Strait Islander Cultural Capability has been rolled out to staff via blended learning — a mix of online and face-to-face delivery.

Online learning is an efficient method for delivering training in an organisation with multiple sites and a large spread of work hours as it allows staff to complete the training at a time which best fits their work schedule.

Additionally, extra sessions on integrity, ethical conduct information sessions and policy updates are delivered where applicable.

### Audit functions

State Library takes a structured approach to assessing and evaluating the effectiveness and efficiency of its financial and operational systems and activities.

Senior management develops an overarching Strategic Audit Plan and reviews it annually. This forms the basis for the annual Internal Audit Plan, designed to focus internal audit on the areas of potential operational and financial risk to State Library.

Strategic and Annual Audit Plans are reviewed and endorsed by the Audit and Risk Management Committee (ARMC — see Appendix C). In preparing these audit plans, consideration is given to:

- significant changes to the organisation, systems and activities
- new legislative requirements
- risks identified as part of the agency's risk management process
- results of assessments of internal controls, and
- previously identified issues.

In 2018–19, internal audit reports considered by the ARMC covered the following issues:

- Review of Business Continuity Planning and Disaster Preparedness and Recovery
- Public Library Grant Administration.

All audit issues raised were rated as low or medium risk. ARMC monitors implementation of recommendations.

The internal audit function is under the oversight of the ARMC. It is independent of management and the external auditors and is carried out on State Library's behalf by the Corporate Administration Agency's (CAA) Internal Audit team.

The role of the internal audit function is to:

- appraise State Library's financial administration and its effectiveness, having regard to the functions and duties imposed upon the statutory body under section 61 of the *Financial Accountability Act 2009*
- provide value-added audit services and advice to the statutory body, the ARMC and State Library's management on the effectiveness, efficiency, appropriateness, legality and probity of State Library's operations. This responsibility includes advice on measures taken to establish and maintain a reliable and effective system of internal control.

The internal audit function operates under a charter consistent with relevant audit and ethical standards and approved by the ARMC. The internal audit function has due regard to the *Financial and Performance Management Standard 2009*.

Reviews, audits and surveys are used to identify areas of improvement and address risks. All agreed recommendations by the External and Internal Audit are assigned to management for action within agreed timeframes. State Library acted on all recommendations from audits in 2018–19.

## Governance, accountability and risk (cont'd)

## Recordkeeping

## Disclosure of additional information

## Key policies informing the strategic plan

### Risk management

The ARMC also oversees risk management. A Risk Management Policy consistent with the statutory requirements of section 28 of the *Financial and Performance Management Standard 2009* and the *International Standard on Risk Management* (ISO 31000:2009) is in place at State Library.

Risk is identified at the strategic and operational levels against the following categories: collections, service delivery, reputation, governance, funding, capability and culture, contracts and agreements, information and communications technology services and business continuity.

State Library complies with the provisions of the *Public Records Act 2002* and the Queensland Government's *Records Governance Policy*. All records across the organisation are captured through Recfind V6 electronic document and record management system (eDRMS). The system has currently captured more than 98,000 electronic records. All State Library staff have received training on the eDRMS. Regular refresher sessions in recordkeeping are open to all staff, while all new staff received records training upon commencement.

State Library publishes the following information reporting requirements on the Queensland Government's Open Data website ([qld.gov.au/data](http://qld.gov.au/data)):

- Consultancies
- Overseas travel

- Our Future State: Advancing Queensland's Priorities
- Advance Queensland
- Department of Environment and Science Strategic Plan 2019-23
- *Realising our potential: A vision for Queensland public libraries*
- As a member of NSLA, State Library influences and supports NSLA's Strategic Plan 2018-20, as well as supporting the policies of the Australian

As part of this strategy a Risk Register has been established. This is reviewed annually by the ARMC and the Library Board, which also receive quarterly updates on identified risks, and actions being taken to mitigate and manage these risks. State Library also has a Risk Management Strategy for child-related duties, which aims to protect children from harm and to promote their wellbeing through the creation of child-safe service environments.

Crisis management arrangements include a detailed Business Continuity Plan, the General Security Policy, Emergency Response Procedures and Pandemic Management Plan. The Business Continuity Plan is routinely updated triennially to reflect changes in organisational needs.

The Director, Finance, Facilities and Administration is responsible for the management and disposal of all records in a variety of formats in line with Queensland State Archives' *General Retention and Disposal Schedule* for administrative documents. Information Security requirements were satisfactorily addressed.

Information about the remuneration of Library Board and committee members is available on State Library's website at [slq.qld.gov.au/about-us/corporate-information/annual-report-library-board-queensland](http://slq.qld.gov.au/about-us/corporate-information/annual-report-library-board-queensland).

- Library and Information Association (ALIA) and International Federation of Library Associations and Institutions (IFLA)
- Queensland Multicultural Policy: Our story, our future
  - Queensland: Age Friendly Communities Action Plan
  - Council of Australian Governments Closing the Gap strategy.

# Strategic Plan 2019–23

**Purpose** Founded in 1896, the State Library of Queensland is the leading reference and research library in Queensland. The State Library is responsible for collecting and preserving a comprehensive collection of Queensland’s cultural and documentary heritage, providing free access to information for all Queenslanders, and for the advancement of public libraries across the state. The object of the *Libraries Act 1988* is “to contribute to the cultural, social and intellectual development of all Queenslanders”.

**Vision** Inspiring possibilities through knowledge, stories and creativity.

Through our collections, we will promote Queensland’s stories and achievements to the world.

Collaborating with government, partners and the community, we will increase access to knowledge and learning opportunities across Queensland.

By developing a more diverse collection and providing opportunities for discussion, we will nurture active citizenship and diverse voices with alternative stories to tell.

We will harness new technologies to develop an online presence with a global impact, empowering people to access material and connect across regional and remote Queensland, the nation and beyond.

The important partnership with local government will enable a thriving statewide network of Queensland public libraries and Indigenous Knowledge Centres.

We will help to build a creative Queensland, offering more opportunities for the creation of content, new thinking, creative experimentation, and innovation.



Collect, preserve and provide access to trusted content  
 Intentionally collect a trusted record of Queensland  
 Seek diverse stories  
 Encourage and collaborate on research to deepen knowledge  
 Engage with people as seekers and creators  
 Preserve the collection for future generations

**We will measure success through:**

- the number of additions to the collection, demonstrating that we are actively collecting the record of Queensland
- the use of content, demonstrating the value of what we collect and provide access to.

## Trusted Content

Grow our audience through rewarding experiences  
 Improve access, so it's easier to find and use information  
 Focus on interactions — where clients can create and participate  
 Scale services to reach new audiences  
 Seek opportunities to promote literacy in all its forms  
 Advocate for public libraries and partner with local government to enable a thriving network of public libraries and IKCs

**We will measure success through:**

- the number of visits onsite and online, demonstrating that we are providing valuable collections, services and programs statewide
- the number of new members, demonstrating that we are reaching new audiences
- the number of visits to public libraries, demonstrating a thriving statewide network.

## Shared Experiences

A culturally diverse workforce, with different skillsets, experiences and thinking styles  
 Share, understand, and challenge our own and others' work so we continue to transform  
 Evaluate our services and share compelling stories of impact  
 Attract investment and partnerships

**We will measure success through:**

- the percentage of customers who are satisfied with our collections, services and programs, demonstrating the effectiveness of our people and processes
- the average staff cost per visit, demonstrating the efficiency of our people and processes.

## Future-Focused People and Processes

**Left:** Summer Festival.  
 Photo by Joe Ruckli

# Financial summary

This summary provides an overview of the financial performance during 2018-19 and position as at 30 June 2019 for the Library Board of Queensland (the Library Board). The Library Board's performance is reported as the Parent Entity (the Library Board only) and the Library Board and the Queensland Library Foundation (the Foundation) is reported as the Economic Entity. The Foundation is a controlled entity of the Library Board.

## Statement of Comprehensive Income

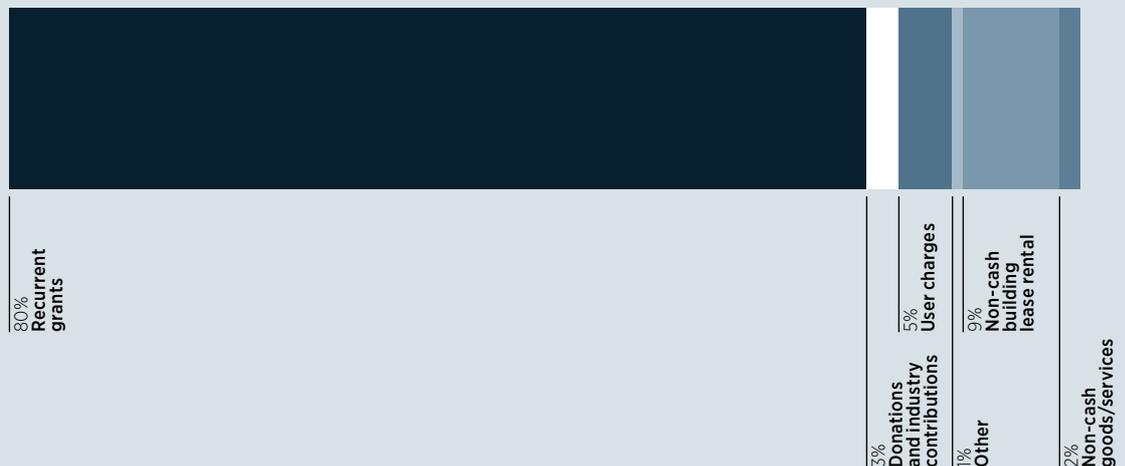
The Statement of Comprehensive Income for the Economic Entity is set out below.

Statement of Comprehensive Income	2019 \$'000	2018 \$'000
Total Income from Continuing Operations	81,187	78,499
Total Expenses from Continuing Operations	75,834	75,907
Operating Result from Continuing Operations	5,353	2,592
Increase in Asset Revaluation Reserve	(1,439)	(1,074)
<b>Total Comprehensive Income</b>	<b>3,914</b>	<b>1,518</b>

## Income

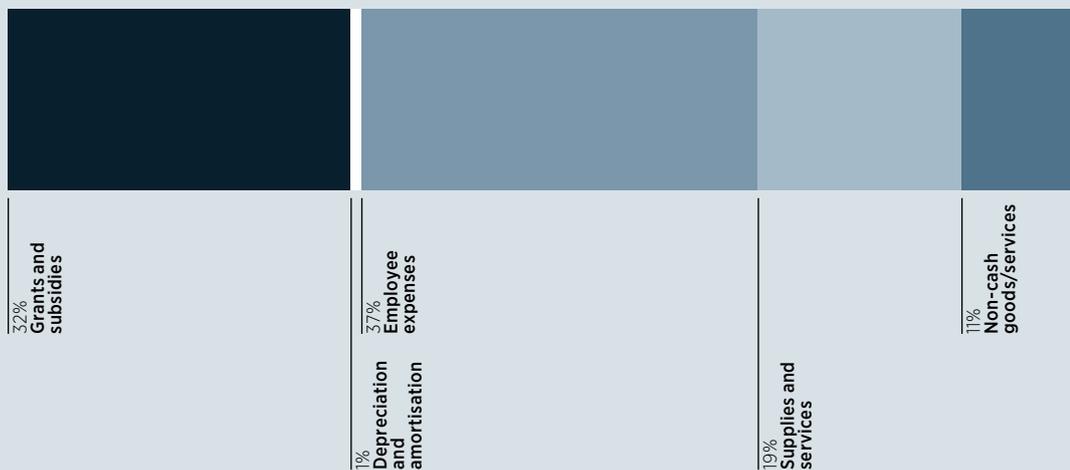
Government grants are a significant component of the Library Board's income (\$64.8m) in 2018-19 with User charges (\$4.5m), Donations and Sponsorships (\$2.4m) and Interest on funds invested (\$0.8m) comprising the total cash contribution. Other non-cash items recognised as income include the operating lease rental for the building (\$7.1m) and sponsorships, partnerships and legal deposit collection items (\$1.5m).

## Economic Entity Income 2019 \$'000s



## Expenses

Expenses for the Library Board were \$75.83m in 2018-19. The largest component is employee expenses (37%), with grants (32%), supplies and services (19%), non-cash costs (11%) and other expenses (1%) completing the total. The grants paid to public libraries includes funding for the First 5 Forever family literacy initiative.



## Economic Entity Expenses from Continuing Operations 2019 (\$m)

The Statement of Comprehensive Income from Continuing Operations shows a \$5.4m surplus for the Economic Entity. Of this, \$5m is the Library Board's operating result and \$0.4m is the Foundation's operating result.

## Operating Result from Continuing Operations

The Statement of Financial Position sets out the net assets and equity of the Library Board. As at 30 June 2019, the net assets of the Library Board economic entity was \$153.8m which is an increase of \$3.9m from 2017-18. This increase is principally the result of collection purchases and donations, and work performed by staff on digitising content from our heritage collection to create new intangible assets.

## Statement of Financial Position

Financial performance is monitored internally on a monthly basis and reported to the Library Board at its regular meetings. The Library Board's financial performance is monitored externally by the Queensland Audit Office and in 2018-19 this was through its appointment of William Buck Australia who performed the audit of the financial statements.

## Financial Governance

The Library Board's Audit and Risk Management Committee assists the Library Board in meeting its legislative responsibilities under the *Financial Accountability Act 2009*, the *Financial and Performance Management Standard 2009* and the *Libraries Act 1988*.

Assurances under the *Financial Accountability Act 2009* (FAA) and full undertakings have been given to both the Audit and Risk Management Committee and the Library Board of Queensland, including undertakings that to the best of our knowledge and belief, financial internal controls of State Library are operating efficiently, effectively and economically. The financial statements were reviewed by the Library Board's Audit and Risk Management Committee prior to presentation to and consideration by the Library Board.

LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

# Financial Statements

FOR THE YEAR ENDED 30 JUNE 2019

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**Right:** A delegate to the Pacific Libraries Network Kickoff Convening examines State Library collection materials in the White Gloves Room.  
Photo by Leif Ekstrom.



# Statements of Comprehensive Income

FOR THE YEAR ENDED 30 JUNE 2019

	Note	Economic Entity		Parent Entity	
		2019	2018	2019	2018
		\$'000	\$'000	\$'000	\$'000
<b>Income from Continuing Operations</b>					
<b>Revenue</b>					
User charges	B1	4,500	3,982	4,483	3,982
Grants and other contributions	B1	75,772	73,749	75,828	73,861
Other		915	768	750	620
<b>Total Income from Continuing Operations</b>		<b>81,187</b>	<b>78,499</b>	<b>81,061</b>	<b>78,463</b>
<b>Expenses from Continuing Operations</b>					
Employee expenses	B2	27,933	27,604	27,933	27,604
Supplies and services	B2	22,534	22,125	22,534	22,129
Grants and subsidies	B2	24,634	25,368	24,884	25,618
Depreciation and amortisation	C4	397	455	397	455
Other expenses	B2	336	355	308	340
<b>Total Expenses from Continuing Operations</b>		<b>75,834</b>	<b>75,907</b>	<b>76,056</b>	<b>76,146</b>
<b>Operating Result from Continuing Operations</b>		<b>5,353</b>	<b>2,592</b>	<b>5,005</b>	<b>2,317</b>
<b>Other Comprehensive Income</b>					
Items that will not be reclassified to Operating Result: Increase/(Decrease) in asset revaluation surplus	C7	(1,439)	(1,074)	(1,439)	(1,074)
<b>Total Other Comprehensive Income</b>		<b>(1,439)</b>	<b>(1,074)</b>	<b>(1,439)</b>	<b>(1,074)</b>
<b>Total Comprehensive Income</b>		<b>3,914</b>	<b>1,518</b>	<b>3,566</b>	<b>1,243</b>

*The accompanying notes form part of these statements.*

# Statements of Financial Position

AS AT 30 JUNE 2019

	Note	Economic Entity		Parent Entity	
		2019	2018	2019	2018
		\$'000	\$'000	\$'000	\$'000
<b>Current Assets</b>					
Cash and cash equivalents	C1	22,779	19,604	16,357	13,522
Receivables	C2	618	1,139	622	1,153
Inventories		232	193	232	193
Prepayments		786	1,250	786	1,250
<b>Total Current Assets</b>		<b>24,415</b>	<b>22,186</b>	<b>17,997</b>	<b>16,118</b>
<b>Non-Current Assets</b>					
Intangible assets	C3	11,382	9,520	11,382	9,520
Property, plant and equipment	C4	122,409	122,968	122,409	122,968
<b>Total Non-Current Assets</b>		<b>133,791</b>	<b>132,488</b>	<b>133,791</b>	<b>132,488</b>
<b>Total Assets</b>		<b>158,206</b>	<b>154,674</b>	<b>151,788</b>	<b>148,606</b>
<b>Current Liabilities</b>					
Payables	C5	1,380	1,728	1,380	1,730
Accrued employee benefits	C6	2,695	2,761	2,695	2,761
Unearned revenue		337	305	337	305
<b>Total Current Liabilities</b>		<b>4,412</b>	<b>4,794</b>	<b>4,412</b>	<b>4,796</b>
<b>Total Liabilities</b>		<b>4,412</b>	<b>4,794</b>	<b>4,412</b>	<b>4,796</b>
<b>Net Assets</b>		<b>153,794</b>	<b>149,880</b>	<b>147,376</b>	<b>143,810</b>
<b>Equity</b>					
Contributed equity		1,465	1,465	1,465	1,465
Accumulated surplus		83,763	78,410	77,345	72,340
Asset revaluation surplus	C7	68,566	70,005	68,566	70,005
<b>Total Equity</b>		<b>153,794</b>	<b>149,880</b>	<b>147,376</b>	<b>143,810</b>

The accompanying notes form part of these statements.

# Statements of Changes in Equity

FOR THE YEAR ENDED 30 JUNE 2019

	Economic Entity \$'000	Parent Entity \$'000
<b>Accumulated Surplus</b>		
<b>Balance 1 July 2017</b>	75,818	70,023
Operating Result from Continuing Operations	2,592	2,317
<b>Balance 30 June 2018</b>	<b>78,410</b>	<b>72,340</b>
Operating Result from Continuing Operations	5,353	5,005
<b>Balance 30 June 2019</b>	<b>83,763</b>	<b>77,345</b>
<b>Asset Revaluation Surplus (Note C7-2)</b>		
<b>Balance 1 July 2017</b>	71,079	71,079
<i>Total Other Comprehensive Income</i> Decrease in Asset Revaluation Surplus	(1,074)	(1,074)
<b>Balance 30 June 2018</b>	<b>70,005</b>	<b>70,005</b>
<i>Total Other Comprehensive Income</i> Decrease in Asset Revaluation Surplus	(1,439)	(1,439)
<b>Balance 30 June 2019</b>	<b>68,566</b>	<b>68,566</b>
<b>Contributed Equity</b>		
<b>Balance 1 July 2017</b>	1,465	1,465
<b>Balance 30 June 2018</b>	<b>1,465</b>	<b>1,465</b>
<b>Balance 30 June 2019</b>	<b>1,465</b>	<b>1,465</b>
<b>TOTAL</b>		
<b>Balance 1 July 2017</b>	148,362	142,567
Operating Result from Continuing Operations	2,592	2,317
<i>Total Other Comprehensive Income</i> Decrease in Asset Revaluation Surplus	(1,074)	(1,074)
<b>Balance 30 June 2018</b>	<b>149,880</b>	<b>143,810</b>
Operating Result from Continuing Operations	5,353	5,005
<i>Total Other Comprehensive Income</i> Decrease in Asset Revaluation Surplus	(1,439)	(1,439)
<b>Balance 30 June 2019</b>	<b>153,794</b>	<b>147,376</b>

The accompanying notes form part of these statements.

# Statements of Cash Flows

FOR THE YEAR ENDED 30 JUNE 2019

	Note	Economic Entity		Parent Entity	
		2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
<b>Cash flows from operating activities</b>					
<i>Inflows:</i>					
User charges		5,050	3,609	4,998	3,661
Grants and other contributions		67,180	65,154	67,286	65,388
GST collected from customers		512	474	484	440
GST input tax credits from ATO		1,445	1,379	1,444	1,379
Interest receipts		915	733	750	586
Other		2	477	2	477
<i>Outflows:</i>					
Employee expenses		(28,054)	(27,573)	(28,054)	(27,573)
Supplies and services		(14,439)	(14,368)	(14,441)	(14,416)
Grants and subsidies		(24,634)	(25,368)	(24,884)	(25,618)
GST paid to suppliers		(1,394)	(1,431)	(1,406)	(1,431)
GST remitted to ATO		(506)	(494)	(471)	(431)
Other		(318)	(330)	(289)	(315)
<b>Net cash provided by operating activities</b>	CF-1	5,759	2,262	5,419	2,147
<b>Cash flows from investing activities</b>					
<i>Outflows:</i>					
Payments for valuables		(334)	(343)	(334)	(343)
Payments for library collection		(324)	(257)	(324)	(257)
Payments for property, plant and equipment		(259)	(266)	(259)	(266)
Proceeds from disposal of property, plant and equipment		—	32	—	32
Payments for intangibles		(1,667)	(684)	(1,667)	(684)
<b>Net cash used in investing activities</b>		(2,584)	(1,518)	(2,584)	(1,518)
<b>Net increase in cash and cash equivalents</b>		3,175	744	2,835	629
<b>Cash and cash equivalents – opening balance</b>		19,604	18,860	13,522	12,893
<b>Cash and cash equivalents – closing balance</b>	C1	<b>22,779</b>	<b>19,604</b>	<b>16,357</b>	<b>13,522</b>

The accompanying notes form part of these statements.

# Notes to the Statement of Cash Flows

## CF-1 Reconciliation of operating result to net cash provided by operating activities

	Economic Entity		Parent Entity	
	2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
Operating Surplus	5,353	2,592	5,005	2,317
<i>Non-Cash items included in operating result:</i>				
Depreciation and amortisation expense	397	455	397	455
Donation of intangibles	(194)	(251)	(194)	(251)
Donation of valuables	(379)	(400)	(379)	(400)
(Gain)/Loss on disposal of assets	18	(9)	18	(9)
<i>Changes in assets and liabilities</i>				
(Increase)/decrease in GST input tax credits receivable	52	(53)	38	(52)
(Increase)/decrease in LSL reimbursement receivable	(55)	16	(55)	16
(Increase)/decrease in trade and other receivables	520	(48)	535	126
(Increase) in inventories	(39)	20	(39)	20
(Increase)/decrease in prepayments	464	(357)	464	(357)
Increase/(decrease) in accounts payable	(348)	150	(350)	106
Increase/(decrease) in unearned revenue	32	152	32	152
Increase/(decrease) in accrued employee benefits	(66)	15	(66)	15
Increase/(decrease) in GST payable	4	(20)	13	9
<b>Net cash provided by operating activities</b>	<b>5,759</b>	<b>2,262</b>	<b>5,419</b>	<b>2,147</b>

## CF-2 Non-cash investing and financing activities

Assets and liabilities received or donated/transferred by the Library Board are recognised as revenue (refer note B1-1) or expenses (refer note B2-2) as applicable.

# Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2019

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## A1 Objectives and principal activities of Library Board of Queensland

The Library Board of Queensland's (the Library Board) legislated role is to collect and preserve Queensland's cultural heritage and ensure the intellectual and historical record is preserved for the future. The Library Board oversees the activities of the State Library of Queensland (State Library).

State Library contributes to the cultural, social and intellectual development of Queenslanders. With a multidisciplinary remit, we support a broad government agenda across education, science, innovation, IT and enterprise. Our objectives are to enable access, engage community and build capability.

The Library Board is predominantly funded for the outputs it delivers by Parliamentary appropriation.

In 2018-19 it also received revenue from sources including:

- building rentals;
- library professional services;
- donations;
- research services;
- interest on invested funds;
- network and internet services;
- preservation and reproduction services;
- the Library Shop;
- ticket sales;
- venue hire.

## A2 Basis of financial statement preparation

### A2-1 General Information

This report covers the Library Board and its Controlled Entity, the Queensland Library Foundation.

The Library Board is a Queensland Government Statutory Body established under the *Libraries Act 1988 (Qld)*.

The Library Board is controlled by the State of Queensland which is the ultimate parent.

The head office and principal place of business of the agency is:

Stanley Place  
South Brisbane Qld 4101

A description of the nature of the Library Board's operations and its principal activities is included in note A1.

For information in relation to the Library Board's financial report please call the Finance Team on (07) 3842 9052, email [finance@slq.qld.gov.au](mailto:finance@slq.qld.gov.au) or visit the State Library of Queensland internet site [slq.qld.gov.au](http://slq.qld.gov.au).

### A2-2 Compliance with Prescribed Requirements

The Library Board has prepared these financial statements in compliance with section 43 of the *Financial and Performance Management Standard 2009*. The financial statements comply with Queensland Treasury's Minimum Reporting Requirements for reporting periods beginning on and after 1 July 2018.

The Library Board is a not-for-profit entity and these general purpose financial statements are prepared on an accruals basis (except for the Statements of Cash Flows which is prepared on a cash basis) in accordance with Australian Accounting Standards and interpretations applicable for not-for-profit entities.

New accounting standards early adopted and/or applied for the first time in these financial statements are outlined in Note F3.

## A2-3 Presentation

### Currency and Rounding

Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero, unless disclosure of the full amount is specifically required.

### Comparatives

Comparative information reflects the audited 2017-18 financial statements.

### Current/Non-Current Classification

Assets and liabilities are classified as either 'current' or 'non-current' in the Statements of Financial Position and associated notes.

Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the Library Board does not have an unconditional right to defer settlement to beyond 12 months after the reporting date.

All other assets and liabilities are classified as non-current.

## A2-4 Authorisation of Financial Statements for Issue

The financial statements are authorised for issue by the Chairperson of the Library Board, the State Librarian and CEO and the Executive Director, Corporate Governance and Operations at the date of signing the Management Certificate.

## A2-5 Basis of Measurement

Historical cost is used as the measurement basis in this financial report except for the following:

- Library collections which are measured at fair value; and
- Liabilities expected to be settled 12 or more months after reporting date which are measured at their present value.

### Historical Cost

Under historical cost, assets are recorded at the amount of cash or cash equivalents paid or the fair value of the consideration given to acquire assets at the time of their acquisition. Liabilities are recorded at the amount of proceeds received in exchange for the obligation or at the amounts of cash or cash equivalents expected to be paid to satisfy the liability in the normal course of business.

### Fair Value

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date under current market conditions (i.e. an exit price) regardless of whether that price is directly derived from the observable inputs or estimated using another valuation technique. Fair value is determined using one of the following three approaches:

- The *market approach* uses prices and other relevant information generated by market transactions involving identical or comparable (i.e. similar) assets, liabilities or a group of assets and liabilities, such as a business.
- The *cost approach* reflects the amount that would be required currently to replace the service capacity of an asset. This method includes the current replacement cost methodology.

Where fair value is used, the fair value approach is disclosed.

## A2-6 The Reporting Entity

In the financial statements, the term Parent Entity refers to the Library Board, the term Economic Entity refers to the Library Board together with the Queensland Library Foundation (the Foundation) as a controlled entity. In the process of consolidating into a single economic entity, all transactions between the Library Board and the Foundation have been eliminated in full.

The parent entity financial statements include all income, expenses, assets, liabilities and equity of the Library Board only.

## A3 Controlled entities

The Library Board controls the Queensland Library Foundation (the Foundation) with the Library Board being the sole member of the Foundation and having the power to appoint all members of the Foundation Council.

### Purpose and Principal Activities

The Foundation's purposes is to act as an agent of and to assist State Library in the performance of its functions as set out in section 20 of the *Libraries Act 1988 (Qld)* by:

- (1) raising funds through gifts, grants and other forms of financial assistance, property and benefits for State Library, including for buildings, infrastructure, library materials, facilities, programs and projects;
- (2) increasing public support and interest in State Library; and
- (3) building the number of financial supporters of State Library.

State Library provides all administrative support services (including salaries for staff) to the Foundation on a cost recovery basis.

The Foundation transfers funds to State Library to cover the cost of a range of approved projects. There are no significant restrictions on State Library's ability to access the Foundation's assets or settle its liabilities.

The Queensland Audit Office audits the Foundation. Total external audit fees relating to the 2018-19 financial statements are estimated to be \$6,425 (2018: \$6,300). There are no non-audit services included in this amount.

### Audited Financial Transactions and Balances

Name of Controlled Entity	Total Assets \$'000		Total Liabilities \$'000		Total Revenue \$'000		Operating Result \$'000	
	2019	2018	2019	2018	2019	2018	2019	2018
Queensland Library Foundation	6,432	6,137	14	70	1,496	1,258	350	273

## B1 Revenue

### B1-1 User Charges

	Economic Entity		Parent Entity	
	2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
The Library Shop	607	619	607	619
Building rentals	394	438	394	438
Research services	1,260	1,205	1,260	1,205
Network and internet services	249	129	249	129
Anzac Square*	320	—	320	—
First 5 Forever sales	16	167	16	167
Preservation services	34	40	34	40
Reproduction services	51	51	51	51
Ticket sales	114	63	97	63
Venue hire	1,076	899	1,076	899
Other	379	371	379	371
<b>Total</b>	<b>4,500</b>	<b>3,982</b>	<b>4,483</b>	<b>3,982</b>

\*New service in 2018-19

#### Accounting Policy — User Charges

User charges controlled by the Library Board are recognised as revenues when the revenue has been earned and can be measured reliably with a sufficient degree of certainty. This occurs when invoices for the related services are issued or when services have been provided. Accrued revenue is recognised if the revenue has been earned but not yet invoiced.

User charges are controlled by the Library Board where they can be deployed for the achievement of the Library Board's objectives.

### B1-2 Grants and Contributions

#### Accounting Policy — Grants, Contributions and Donations

Grants, contributions and donations are non-reciprocal in nature so do not require any goods or services to be provided in return. Corresponding revenue is recognised in the year in which the Library Board obtains control over the grant/contribution/donation (control is generally obtained at the time of receipt).

Contributed physical assets are recognised at their fair value.

Recurrent grants	64,664	63,490	64,664	63,487
Commonwealth grants	150	150	150	150
Queensland Library Foundation projects	—	—	1,119	973
Donations and industry contributions	2,366	1,513	1,303	655
Goods received below fair value	1,470	1,459	1,470	1,459
Operating lease rental — received below fair value	7,122	7,137	7,122	7,137
<b>Total</b>	<b>75,772</b>	<b>73,749</b>	<b>75,828</b>	<b>73,861</b>

#### Accounting Policy — Services received below fair value

Contributions of services are recognised only if the services would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as revenue and an expense.

## B2 Expenses

### B2-1 Employee Benefits Expense

#### Accounting Policy — Wages, Salaries and Recreation Leave

Wages, salaries and recreation leave due but unpaid at reporting date are recognised in the Statements of Financial Position at the current salary rates.

As the Library Board expects such liabilities to be wholly settled within 12 months of reporting date, the liabilities are recognised at undiscounted amounts.

#### Accounting Policy — Sick Leave

Prior history indicates that on average, sick leave taken each reporting period is less than the entitlement accrued. This is expected to continue in future periods. Accordingly, it is unlikely that existing accumulated entitlements will be used by employees and no liability for unused sick leave entitlements is recognised. As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

#### Accounting Policy — Long Service Leave

Under the Queensland Government's long service leave scheme, a levy is made on the Library Board to cover the cost of employees' long service leave. The levies are expensed in the period in which they are payable. Amounts paid to employees for long service leave are claimed from the scheme quarterly in arrears.

#### Accounting Policy — Superannuation

Post-employment benefits for superannuation are provided through defined contribution (accumulation) plans or the Queensland Government's QSuper defined benefit plan as determined by the employee's conditions of employment.

*Defined Contribution Plans* – Contributions are made to eligible complying superannuation funds based on the rates specified in the relevant EBA or other conditions of employment. Contributions are expensed when they are paid or become payable following completion of the employee's service each pay period.

*Defined Benefit Plan* – The liability for defined benefits is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*. The amount of contributions for defined benefit plan obligations is based upon the rates determined by the State Actuary. Contributions are paid by the Library Board at the specified rate following completion of the employee's service each pay period. The Library Board's obligations are limited to those contributions paid.

#### Accounting Policy — Workers' Compensation Premiums

The Library Board pays premiums to WorkCover Queensland in respect of its obligations for employee compensation. Workers' compensation insurance is a consequence of employing employees, but is not counted in an employee's total remuneration package. It is not an employee benefit and is recognised separately as employee related expenses. Key management personnel and remuneration disclosures are detailed in Note F1.

	Economic Entity		Parent Entity	
	2019	2018	2019	2018
	\$'000	\$'000	\$'000	\$'000
<b>Employee Benefits</b>				
Wages and salaries	20,315	20,547	20,315	20,547
Employer superannuation contributions	2,903	2,765	2,903	2,765
Long service leave levy	448	454	448	454
Annual leave expenses	2,098	1,972	2,098	1,972
<b>Employee Related Expenses</b>				
Payroll tax	1,304	1,223	1,304	1,223
Other employee expenses	865	643	865	643
<b>Total</b>	<b>27,933</b>	<b>27,604</b>	<b>27,933</b>	<b>27,604</b>
			<b>2019 No.</b>	<b>2018 No.</b>
Full-Time Equivalent Employees			287	272

## B2-2 Supplies and Services

### Accounting Policy — Operating Lease Rentals

Operating lease payments are representative of the pattern of benefits derived from the leased assets and are expensed in the periods in which they are incurred. Incentives received on entering into operating leases are recognised as liabilities. Lease payments are allocated between rental expense and reduction of the liability.

### Disclosure — Operating Leases

Operating leases are entered into as a means of acquiring access to office accommodation and fleet vehicles. Lease terms extend over a period of 5 to 10 years. The Library Board has no option to purchase the leased item at the conclusion of the lease although the lease provides for a right of renewal at which time the lease terms are renegotiated.

Operating lease rental expenses comprises the minimum lease payments payable under operating lease contracts. Lease payments are generally fixed, but with annual inflation escalation clauses on which future year rentals are determined.

	Economic Entity		Parent Entity	
	2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
Advertising and graphic design	160	98	160	98
Bookshop and merchandising	393	429	393	429
Communications	263	323	263	323
Consultants and contractors	1,449	1,210	1,449	1,210
Corporate service charges	960	975	960	975
Electronic subscriptions	1,477	1,627	1,477	1,627
Exhibits and materials	98	22	98	22
Freight and postage	419	401	419	401
Furniture and equipment	407	353	407	353
Goods provided below fair value	896	807	896	807
Operating lease rental — provided below fair value	7,122	7,137	7,122	7,137
Operating lease rentals	531	510	531	510
Information technology	989	1,001	989	1,001
Library collections	1,734	1,194	1,734	1,194
Materials and equipment	416	596	416	596
Motor vehicle costs	28	36	28	36
Printing, stationery and office supplies	191	198	191	198
Property services	2,779	3,233	2,779	3,233
Repairs and maintenance	413	235	413	235
Subscriptions and memberships	273	179	273	179
Sundries	1,227	1,247	1,227	1,251
Travel	309	314	309	314
<b>Total</b>	<b>22,534</b>	<b>22,125</b>	<b>22,534</b>	<b>22,129</b>

### Accounting Policy — Services Rendered Free of Charge or for Nominal Value

Contribution of services are recognised only if the services would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as a revenue and an expense.

Arts Queensland, through the Department of Environment and Science, own and maintain the State Library building. Rental is based on a market rental appraised by the State Valuation Service.

## B2 Expenses (cont'd)

### B2-3 Grants and Subsidies

	Economic Entity		Parent Entity	
	2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
<b>Grants and subsidies</b>				
Resources for Independent Libraries	20,369	19,780	20,369	19,780
Queensland Library Foundation subsidy	—	—	250	250
Regional Libraries Queensland equipment	165	44	165	44
Grants and subsidies paid to public libraries	4,100	5,544	4,100	5,544
<b>Total</b>	<b>24,634</b>	<b>25,368</b>	<b>24,884</b>	<b>25,618</b>

### B2-4 Other Expenses

External audit fees	50	49	43	43
Internal audit fees	60	62	60	62
Insurance premiums	72	80	72	80
Bad and doubtful debts	16	37	16	37
Board fees and expenses	44	42	44	42
Loss on disposal of assets	18	25	18	25
Other	76	60	55	51
<b>Total</b>	<b>336</b>	<b>355</b>	<b>308</b>	<b>340</b>

#### Accounting Policy — Other Expenses

The Library Board's non-current physical assets and other risks are insured through the Queensland Government Insurance Fund with premiums being paid on a risk assessment basis. In addition, the Library Board pays premiums to WorkCover Queensland in respect of its obligations for employee compensation and Directors and Officers insurance on behalf of Library Board members and staff.

Total external audit fees for the economic entity relating to the 2018–19 financial year are estimated to be \$49,775 (2018: \$48,800). These fees, paid to the Queensland Audit Office, relate to the audit of the financial statements only.

## C1 Cash and cash equivalents

#### Accounting Policy — Cash and Cash Equivalents

For the purposes of the Statement of Financial Position and the Statement of Cash Flows, cash assets include all cash and cheques receipted but not banked at 30 June as well as deposits at call with financial institutions.

	Economic Entity		Parent Entity	
	2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
Imprest accounts	6	11	6	11
Cash at bank and on hand	190	305	169	214
Cash deposit accounts	22,583	19,288	16,182	13,297
<b>Total</b>	<b>22,779</b>	<b>19,604</b>	<b>16,357</b>	<b>13,522</b>

Funds are held in a Queensland Treasury Corporation 'at call' account.

### Accounting Policy – Receivables

Receivables are measured at amortised cost which approximates their fair value at reporting date.

Trade debtors are recognised at the amounts due at the time of sale or service delivery i.e. the agreed purchase/contract price. Settlement of these amounts is required within 30 days from invoice date.

Other debtors generally arise from transactions outside the usual operating activities of the Library Board and are recognised at their assessed values. Terms are a maximum of three months, no interest is charged and no security is obtained.

	Economic Entity		Parent Entity	
	2019	2018	2019	2018
	\$'000	\$'000	\$'000	\$'000
Trade debtors	367	908	357	853
Less: Allowance for impairment loss	(16)	(29)	(16)	(29)
	351	879	341	824
GST receivable	160	212	162	200
GST payable	(30)	(26)	(33)	(20)
	130	186	129	180
Long service leave reimbursements	127	72	127	72
Queensland Library Foundation receivables	—	—	25	75
Other	10	2	—	2
<b>Total</b>	<b>618</b>	<b>1,139</b>	<b>622</b>	<b>1,153</b>

### C2-1 Impairment of Receivables

#### Accounting Policy – Impairment of Receivables

The loss allowance for trade and other debtors reflects lifetime expected credit losses and incorporates reasonable and supportable forward-looking information, including forecast economic changes expected to impact the Library Board's debtors, along with relevant industry and statistical data where applicable.

The Library Board's other receivables are from Queensland Government agencies or Australian Government agencies. No loss allowance is recorded for these receivables on the basis of materiality. Refer to Note D2-3 for the Library Board's credit risk management policies.

Where the Library Board has no reasonable expectation of recovering an amount owed by a debtor, the debt is written-off by directly reducing the receivable against loss allowance. This occurs when the debt is over 90 days past due and the Library Board has ceased enforcement activity. If the amount of debt written off exceeds the loss allowance, the excess is recognised as an impairment loss.

#### Disclosure – Credit Risk Exposure of Receivables

The maximum exposure to credit risk at balance date for receivables is the gross carrying amount of those assets. No collateral is held as security and there are no other credit enhancements relating to receivables held by the Library Board.

Receivables fall into one of the following categories when assessing collectability:

- within terms and expected to be fully collectible
- within terms but impaired
- past due but not impaired
- past due and impaired

All receivables within terms and expected to be fully collectible are considered of good quality based on recent collection history. Credit risk management strategies are detailed in Note D2.

The collectability of receivables is assessed periodically with allowance being made for impairment.

## C3 Intangibles

### C3-1 Recognition and Measurement

#### Accounting Policies

Software with a historical cost or other value equal to or greater than \$100,000 are recognised in the financial statements. Software with a lesser value is expensed. Any training costs are expensed as incurred.

There is no active market for any of the Library Board's intangible assets. As such, the assets are recognised and carried at historical cost less accumulated amortisation and accumulated impairment losses.

Expenditure on research activities relating to internally-generated intangible assets is recognised as an expense in the period in which it is incurred.

Costs associated with the internal development of computer software are capitalised and amortised under the amortisation policy below.

No intangible assets have been classified as held for sale or form part of a disposal group held for sale.

#### Digital Collections

In line with *Queensland Treasury's Non-Current Asset Policy – Accounting for Library Collections (NCAP 7)*, the Library Board has recognised collections with a cost or other value greater than \$5,000 stored in electronic format and made accessible to the public (e.g. digitised physical collections, oral histories, digital stories and digital photographs) as intangible assets with indefinite useful lives, subject to annual review.

For in-house developed digital collection items (e.g. digitised physical collections, oral histories, digital stories and digital photographs), direct costs associated with developing, creating and making accessible the items constitutes the cost of the items.

### C3-2 Amortisation Expense

#### Accounting Policy

Costs associated with the development of digital collections have been capitalised. Following a review of conditions and circumstances under which digital collections are stored and maintained, it is considered that there is a sufficiently high standard to retain indefinite life status. Under AASB 138 *Intangible Assets*, these assets are not amortised.

The standard amortisation rate for software is 14%. All current software assets are fully amortised down to their residual value, but are still in use. These are in the process of being replaced by subscription based systems.

### C3-3 Impairment

#### Accounting Policy

All intangible assets are assessed for indicators of impairment on an annual basis. If an indicator of possible impairment exists, the Library Board determines the asset's recoverable amount. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

Intangible assets are principally assessed for impairment by reference to the actual and expected continuing use of the asset by the Library Board, including discontinuing the use of the software. Recoverable amount is determined as the higher of the asset's fair value less costs to sell and its value-in-use.

## C3 Intangibles (cont'd)

### C3-4 Intangible Assets – Balances and Reconciliations of Carrying Amount

	Economic Entity		Parent Entity	
	2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
<b>Intangible Assets</b>				
Heritage Digital Collection	11,379	9,517	11,379	9,517
Computer Software				
At cost	3	3	3	3
<b>Total</b>	<b>11,382</b>	<b>9,520</b>	<b>11,382</b>	<b>9,520</b>
<b>Intangible reconciliation</b>				
<b>Computer Software</b>				
Carrying amount at 1 July	3	3	3	3
<b>Computer Software carrying amount as at 30 June</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>
<b>Heritage Digital Collections</b>				
Carrying amount at 1 July	9,355	8,524	9,355	8,524
Acquisitions/internally developed items	1,830	580	1,830	580
Donations	194	251	194	251
<b>Heritage Digital Collections total as at 30 June</b>	<b>11,379</b>	<b>9,355</b>	<b>11,379</b>	<b>9,355</b>
<b>Heritage Digital Collections – Work in Progress</b>				
Carrying amount at 1 July	162	58	162	58
Movement in Work in Progress*	(162)	104	(162)	104
<b>Heritage Digital Collections Work in Progress as at 30 June</b>	<b>—</b>	<b>162</b>	<b>—</b>	<b>162</b>
<b>Heritage Digital Collections Carrying amount as at 30 June</b>	<b>11,379</b>	<b>9,517</b>	<b>11,379</b>	<b>9,517</b>
<b>Total Intangibles Carrying amount at 30 June</b>	<b>11,382</b>	<b>9,520</b>	<b>11,382</b>	<b>9,520</b>

\*Work in Progress represents purchases made but not yet catalogued.

The library has software with an original cost of \$0.555m that has been written down to a residual value of \$3,000 still being used in the provision of services.

## C4 Property, plant and equipment

### C4-1 Recognition and Measurement

#### Accounting Policy – Recognition

##### Basis of Capitalisation and Recognition Thresholds

Items of property, plant and equipment, with the exception of the collections, with a historical cost or other value equal to or in excess of \$5,000 are recognised for financial reporting purposes in the year of acquisition. As per the Non-Current Asset Accounting Policies for the Queensland Public Sector (NCAPs), an asset recognition threshold of \$1,000,000 is applied to the reference collection (Information Collection) and a threshold of \$5,000 applied to the heritage and cultural collections (John Oxley Library (JOL) and Australian Library of Art (ALA)).

Items with a lesser value are expensed in the year of acquisition.

Expenditure on property, plant and equipment is capitalised where it is probable that the expenditure will produce future service potential for the Library Board. Subsequent expenditure is only added to an asset's carrying amount if it increases the service potential or useful life of that asset. Maintenance expenditure that merely restores original service potential (lost through ordinary wear and tear) is expensed.

##### Collections

Capital expenditure on the Information Collection is recorded as an addition to the collection. Purchases of common use collections are expensed on purchase.

##### Heritage and Cultural Assets (Valuables)

Capital expenditure on the JOL and ALA collections is recorded as an addition to Valuables. Due to the nature of these items, they are not depreciated in accordance with NCAP 7. Digital collections held within the JOL and ALA Collections have been treated as intangible assets since 2012-13. For further information regarding intangibles, please refer to Note C3.

#### Accounting Policy – Cost of Acquisition

Historical cost is used for the initial recording of all property, plant and equipment acquisitions. Historical cost is determined as the value given as consideration and costs incidental to the acquisition (such as architects' fees and engineering design fees), plus all other costs incurred in getting the assets ready for use.

Where assets are received free of charge from another Queensland Government entity (whether as a result of machinery-of-Government change or other involuntary transfer), the acquisition cost is recognised as the carrying amount in the books of the other entity immediately prior to the transfer.

Assets acquired at no cost or for nominal consideration, other than from another Queensland Government entity, are recognised at their fair value at date of acquisition.

Where an asset is acquired by means of a finance lease, the asset is recognised at the lower of the fair value of the leased property and the present value of the minimum lease payments. The lease liability is recognised at the same amount.

### C4-2 Measurement using Historical Cost

#### Accounting Policy

Plant and equipment, (excluding major plant and equipment), is measured at historical cost in accordance with the Non-Current Asset Policies for the Queensland Public Sector. The carrying amounts for such plant and equipment is not materially different from their fair value.

### C4-3 Measurement using Fair Value

#### Accounting Policy

Heritage and cultural assets are measured at fair value as required by Queensland Treasury's Non-Current Asset Policies for the Queensland Public Sector. These assets are reported at their revalued amounts, being the fair value at the date of valuation, less any subsequent accumulated depreciation and subsequent accumulated impairment losses where applicable.

The cost of items acquired during the financial year has been judged by management of the Library Board to materially represent their fair value at the end of the reporting period. For further information regarding fair value measurement, please refer to Note D1.

The JOL and ALA collections measured at fair value are comprehensively revalued at least once every five years. In the intervening years and where applicable, their previous valuations are materially kept up-to-date via the application of relevant indices. The application of such indices results in a valid estimation of the assets' fair values at reporting date. However, if a particular asset class experiences significant and volatile changes in fair value since the previous reporting period, that class is subject to specific appraisal in the reporting period, where practicable, regardless of the timing of the last specific appraisal.

No index has been applied in 2018-19 based on advice received from Pickles Valuation Services.

#### Accounting for changes in Fair Value

Any revaluation increment arising on the revaluation of an asset is credited to the asset revaluation surplus of the appropriate class, except to the extent it reverses a revaluation decrement for the class previously recognised as an expense. A decrease in the carrying amount on revaluation is charged as an expense, to the extent it exceeds the balance, if any, in the revaluation surplus relating to that asset class.

For assets revalued using a cost valuation approach (e.g. current replacement cost) – accumulated depreciation is adjusted to equal the difference between the gross amount and carrying amount, after taking into account accumulated impairment losses. This is generally referred to as the 'gross method'.

For assets revalued using a market or income-based valuation approach – accumulated depreciation and accumulated impairment losses are eliminated against the gross amount of the asset prior to restating for the revaluation. This is generally referred to as the 'net method'.

### C4-4 Depreciation Expense

#### Accounting Policy

Property, plant and equipment is depreciated using the straight line method so as to allocate the net cost or revalued amount of each asset, less any estimated residual value, progressively over the estimated useful life to the entity.

**Key Judgement:** Straight line depreciation is used as that is consistent with the even consumption of service potential of these assets over their useful life to the Library Board.

Any expenditure that increases the originally assessed capacity or service potential of an asset is capitalised and the new depreciable amount is depreciated over the remaining useful life of the asset to the entity.

Plant and equipment subject to a finance lease is depreciated on a straight line basis over the term of the lease or, where it is likely that the Library Board will obtain ownership of the asset, the expected useful life of the asset to the Library Board.

For the Library Board's depreciable assets, the estimated amount to be received on disposal at the end of their useful life (residual value) is determined to be zero.

## C4 Property, plant and equipment (cont'd)

### C4-4 Depreciation Expense (cont'd)

#### Depreciation Rates

For each class of depreciable assets, the following depreciation rates were used:

Class	Default Rate
Plant and equipment (>\$5,000)	
Computers	20–25%
Servers and switches	20%
Audio equipment	20–33%
Air conditioning	11%
Furniture (Grand Piano)	2%
Leasehold improvements	10%
Office equipment	20–33%

#### Depreciation of Collections

Depreciation is not applied to the reference collection based on the characteristics of the collection in accordance with NCAP 7. The useful life of the collection is sufficiently long that the resultant depreciation expense would be immaterial in amount.

### C4-5 Impairment

#### Accounting Policy

##### Indicators of Impairment and Determining Recoverable Amount

All non-current physical and intangible assets are assessed for indicators of impairment on an annual basis or, where the asset is measured at fair value, for indicators of a change in fair value/service potential since the last valuation was completed. Where indicators of a material change in fair value or service potential since last valuation arises, the asset is revalued at the reporting date under AASB 13 *Fair Value Measurement*. If an indicator of possible impairment exists, the Library Board determines the asset's recoverable amount under AASB 136 *Impairment of Assets*.

For all other remaining assets measured at cost, and assets within the economic entity held for the generation of cash flows, recoverable amount is equal to the higher of the fair value less costs of disposal and the asset's value in use.

Value in use is equal to the present value of the future cash flows expected to be derived from the asset, or where the Library Board no longer uses an asset and has made a formal decision not to reuse or replace the asset, the value in use is the present value of net disposal proceeds.

##### Recognising Impairment Losses

For assets measured at fair value, the impairment loss is treated as a revaluation decrease and offset against the asset revaluation surplus of the relevant class to the extent available. Where no asset revaluation surplus is available in respect of the class of asset, the loss is expensed in the statement of comprehensive income as a revaluation decrement.

For assets measured at cost, an impairment loss is recognised immediately in the statement of comprehensive income.

##### Reversal of Impairment Losses

Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years.

For assets measured at fair value, to the extent the original decrease was expensed through the statement of comprehensive income, the reversal is recognised in income, otherwise the reversal is treated as a revaluation increase for the class of asset through asset revaluation surplus.

For assets measured at cost, impairment losses are reversed through income.

## C4-6 Property, Plant and Equipment

## C4 Property, plant and equipment (cont'd)

	Economic Entity		Parent Entity	
	2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
Heritage and Cultural Assets (Valuables):				
John Oxley and Australian Library of Art Collections				
At cost	677	344	677	344
At valuation	80,133	79,754	80,133	79,754
	80,810	80,098	80,810	80,098
Artworks	35	35	35	35
<b>Total Heritage and Cultural Assets</b>	<b>80,845</b>	<b>80,133</b>	<b>80,845</b>	<b>80,133</b>
Library Collections:				
At cost	324	257	324	257
At valuation	40,207	41,389	40,207	41,389
<b>Total Library Collections</b>	<b>40,531</b>	<b>41,646</b>	<b>40,531</b>	<b>41,646</b>
Plant and Equipment:				
At cost	3,910	4,309	3,910	4,309
Less: Accumulated depreciation	(2,877)	(3,120)	(2,877)	(3,120)
<b>Total Plant and Equipment</b>	<b>1,033</b>	<b>1,189</b>	<b>1,033</b>	<b>1,189</b>
<b>Total</b>	<b>122,409</b>	<b>122,968</b>	<b>122,409</b>	<b>122,968</b>

The library has property, plant and equipment with an original cost of \$1.135m that has been written down to a residual value of \$35,389 still being used in the provision of services.

The insured value of the expensed common use library collection is \$9.038m (2018: \$8.400m).

**C4**  
Property, plant  
and equipment  
(cont'd)

**C4-7 Property Plant and Equipment – Balances and Reconciliations of Carrying Amount**

	Economic Entity		Parent Entity	
	2019	2018	2019	2018
	\$'000	\$'000	\$'000	\$'000
<b>Heritage and Cultural Assets (Valuables)</b>				
<b>Level 3</b>				
Carrying amount at 1 July – at cost	343	—	343	—
Carrying amount at 1 July – at valuation	79,790	79,390	79,790	79,390
Acquisitions	334	343	334	343
Donations received	379	400	379	400
<b>Carrying amount at end of financial year</b>	<b>80,845</b>	<b>80,133</b>	<b>80,845</b>	<b>80,133</b>
<b>Library Collections</b>				
<b>Level 3</b>				
Carrying amount at 1 July – at cost	257	248	257	248
Carrying amount at 1 July – at valuation	41,389	42,215	41,389	42,215
Acquisitions	324	257	324	257
Net revaluation increments/(decrements)	(1,439)	(1,074)	(1,439)	(1,074)
<b>Carrying amount at end of financial year</b>	<b>40,531</b>	<b>41,646</b>	<b>40,531</b>	<b>41,646</b>
<b>Plant and Equipment</b>				
Carrying amount at 1 July – at cost	1,189	1,401	1,189	1,401
Acquisitions	259	266	259	265
Disposals	(18)	(23)	(18)	(23)
Depreciation expense	(397)	(455)	(397)	(455)
<b>Carrying amount at end of financial year</b>	<b>1,033</b>	<b>1,189</b>	<b>1,033</b>	<b>1,189</b>
<b>Total</b>				
Carrying amount at 1 July – at cost	1,789	1,649	1,789	1,649
Carrying amount at 1 July – at valuation	121,179	121,605	121,179	121,605
Acquisitions	917	866	917	866
Donations received	379	400	379	400
Disposals	(18)	(23)	(18)	(23)
Net revaluation increments/(decrements)	(1,439)	(1,074)	(1,439)	(1,074)
Depreciation expense	(397)	(455)	(397)	(455)
<b>Carrying amount at end of financial year</b>	<b>122,409</b>	<b>122,968</b>	<b>122,409</b>	<b>122,968</b>

## C5 Payables

	Economic Entity		Parent Entity	
	2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
<b>Current</b>				
Trade creditors	417	908	417	908
Accrued expenses	963	820	963	822
<b>Total</b>	<b>1,380</b>	<b>1,728</b>	<b>1,380</b>	<b>1,730</b>

### Accounting Policy – Payables

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the nominal amount i.e. agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured.

## C6 Accrued employee benefits

Recreation leave	2,308	2,259	2,308	2,259
Paid parental leave	(145)	(55)	(145)	(55)
Long service leave levy payable	130	123	130	123
Wages outstanding	397	434	397	434
Superannuation payable	5	—	5	—
<b>Total</b>	<b>2,695</b>	<b>2,761</b>	<b>2,695</b>	<b>2,761</b>

### Accounting Policy – Accrued Employee Benefits

No provision for long service leave is recognised in the financial statements as the liability is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

## C7 Equity

### C7-1 Contributed Equity

#### Accounting Policy

Interpretation 1038 *Contributions by Owners Made to Wholly Owned Public Sector Entities* specifies the principles for recognising contributed equity by the Library Board. The following items are recognised as contributed equity by the Library Board during the reporting and comparative years:

- Appropriations for equity adjustments
- Non-reciprocal transfers of assets and liabilities between wholly-owned Queensland State Public Sector entities as a result of Machinery-of-Government changes

## C7 Equity (cont'd)

### C7-2 Revaluation Surplus by Asset Class

#### Accounting Policy

The asset revaluation surplus represents the net effect of upwards and downwards revaluations of assets to fair value.

	Economic and Parent Entity		Total \$'000
	Library Collections \$'000	Heritage & Cultural Assets \$'000	
<b>2018</b>			
<b>Balance 1 July 2017</b>	2,866	68,213	71,079
Revaluation increment/(decrement)	(1,074)	—	(1,074)
<b>Balance 30 June 2018</b>	<b>1,792</b>	<b>68,213</b>	<b>70,005</b>
<b>2019</b>			
<b>Balance 1 July 2018</b>	1,792	68,213	70,005
Revaluation increment/(decrement)	(1,439)	—	(1,439)
<b>Balance 30 June 2019</b>	<b>353</b>	<b>68,213</b>	<b>68,566</b>

## D1 Fair value measurement

### D1-1 Accounting Policies and Inputs for Fair Values

#### What is Fair Value?

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date under current market conditions (i.e. an exit price) regardless of whether that price is directly derived from observable inputs or estimated using another valuation technique.

Observable inputs are publicly available data that are relevant to the characteristics of the assets/liabilities being valued. Observable inputs used by the Library Board include, but are not limited to, published sales data for heritage and cultural assets.

Unobservable inputs are data, assumptions and judgements that are not available publicly, but are relevant to the characteristics of the assets/liabilities being valued. Significant unobservable inputs used by State Library include, but are not limited to, subjective adjustments made to observable data to take account of the characteristics of the Library Board's assets/liabilities and assessments of their physical condition and remaining useful lives. Unobservable inputs are used to the extent that sufficient relevant and reliable observable inputs are not available for similar assets/liabilities.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use.

#### Fair Value Measurement Hierarchy

Details of assets and liabilities measured under each category of fair value are set out in the tables at Note C4-7.

All assets and liabilities of the Library Board for which fair value is measured or disclosed in the financial statements are categorised within the following fair value hierarchy, based on the data and assumptions used in the most recent specific appraisals:

- level 1 — represents fair value measurements that reflect unadjusted quoted market prices in active markets for identical assets and liabilities;
- level 2 — represents fair value measurements that are substantially derived from inputs (other than quoted prices included within level 1) that are observable, either directly or indirectly; and
- level 3 — represents fair value measurements that are substantially derived from unobservable inputs.

None of the Library Board's valuations of assets or liabilities are eligible for categorisation into level 1 or level 2 of the fair value hierarchy. There were no transfers of non-financial assets between fair value hierarchy levels during the period.

More specific fair value information about the Library Board's Property, Plant and Equipment is outlined in Note C4-3.

## D1 Fair value measurement (cont'd)

### D1-2 Basis for Fair Values of assets and liabilities

#### Heritage and Cultural Assets

**Effective Date of Last Specific Appraisal:** 30/6/17

**Valuation Approach:** Market based assessment

**Inputs:** The collection was valued using level 3 observable inputs. Auction records, International and Australian dealer's catalogues, book seller's pricelists, and offerings on the Internet. PVS has subscription services to ABPC (American Book Price Current), Rare Book Hub, AASD (Australian Art Sales Digest), and Findlotsonline as well as a number of auction houses. Descriptions and notes for items was attained from State Library's One Search database. Where market prices could not be easily established the value was determined using the price of a similar asset.

**Current year Valuation Activity:** The JOL and ALA collections measured at fair value are comprehensively revalued at least once every five years. In the intervening years and where applicable, their previous valuations are materially kept up-to-date via the application of relevant indices. The application of such indices results in a valid estimation of the assets' fair values at reporting date. However, if a particular asset class experiences significant and volatile changes in fair value since the previous reporting period, that class is subject to specific appraisal in the reporting period, where practicable, regardless of the timing of the last specific appraisal.

Advice was sought from Pickles Valuation Service as to any index that should be applied since the comprehensive independent revaluation in 2017. The advice received was that no index was to be applied in the 2018-19 financial year.

#### Library Collections

**Effective Date of Last Specific Appraisal:** 30/6/19

**Valuation Approach:** Internal valuation based on purchase data collected as per NCAP 7.

**Inputs:** Purchase data over the past 5 years by category and sub-category along with collection counts.

**Current year Valuation Activity:** Library Collections are valued on an annual basis by management in line with Queensland Treasury's Non-Current Asset Accounting Policies for the Queensland Public Sector. State Library uses acquisition records for the previous 5 years in calculating average purchase prices which are then applied to titles within the Library Collection.

## D2 Financial risk disclosures

### D2-1 Accounting Policy

#### Recognition

Financial assets and financial liabilities are recognised in the Statements of Financial Position when the Library Board becomes party to the contractual provisions of the financial instrument.

#### Classification

Financial instruments are classified and measured as follows:

- Receivables — held at amortised cost;
- Payables — held at amortised cost.
- Cash and cash equivalents — fair value through profit and loss

The Library Board does not enter into transactions for speculative purposes, nor for hedging.

All other disclosures relating to the measurement and financial risk management of financial instruments held by State Library are included further in this Note.

## D2 Financial risk disclosures (cont'd)

### D2-2 Financial Instrument Categories

The Library Board has the following categories of financial assets and financial liabilities:

Category	Note	Economic Entity		Parent Entity	
		2019 \$'000	2018 \$'000	2019 \$'000	2018 \$'000
<b>Financial Assets</b>					
Cash and cash equivalents	C1	22,779	19,604	16,357	13,522
Receivables	C2	618	1,139	622	1,153
<b>Total Financial Assets</b>		<b>23,397</b>	<b>20,743</b>	<b>16,979</b>	<b>14,675</b>
<b>Financial Liabilities</b>					
Payables	C5	1,380	1,728	1,380	1,730
<b>Total Financial Liabilities at amortised cost</b>		<b>1,380</b>	<b>1,728</b>	<b>1,380</b>	<b>1,730</b>

No financial assets and financial liabilities have been offset and presented net in the Statements of Financial Position.

### D2-3 Risks Arising From Financial Instruments

#### Risk Exposure

Financial risk management is implemented pursuant to Government and Library Board policy. These policies focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the financial performance of the Library Board.

All financial risk is managed by Executive Management under policies approved by the Library Board. The Library Board provides written principles for overall risk management, as well as policies covering specific areas.

The Library Board's activities expose it to a variety of financial risks as set out in the following table:

Risk Exposure	Definition	Exposure
Credit Risk	Credit risk exposure refers to the situation where the Library Board may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.	The Library Board is exposed to credit risk in respect of its receivables (Note C2).
Liquidity Risk	Liquidity risk refers to the situation where the Library Board may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.	The Library Board is exposed to liquidity risk in respect of its payables (Note C5).
Interest Risk	Interest risk refers to the situation where the Library Board may have reduced revenue due to the reduction of interest rates for invested funds.	The Library Board is exposed to Interest Risk in respect of its investments (Note C1).

#### Risk Measurement and Management Strategies

The Library Board measures risk exposure using a variety of methods as follows:

Risk Exposure	Measurement method	Risk Management Strategies
Credit Risk	Ageing analysis, earnings at risk	The Library Board aims to reduce the exposure to credit risk through the monitoring of outstanding amounts on a regular basis.
Liquidity Risk	Government revenue is received in advance. Other revenues and expenses closely monitored.	This strategy aims to reduce the exposure to liquidity risk by ensuring the Library Board has sufficient funds available to meet employee and supplier obligations as they fall due.
Interest Risk	Interest rate sensitivity analysis	The Library Board aims to reduce this exposure through the monitoring of interest rates available from various financial institutions.

## D2 Financial risk disclosures (cont'd)

## D3 Contingencies

## D4 Commitments

### D2-4 Credit Risk Disclosure

#### Credit Risk Management Practices

The Library Board considers financial assets that are over 30 days past due to have significantly increased in credit risk, and measures the loss allowance of such assets at lifetime expected credit losses instead of 12-month expected credit losses. The exception is trade receivables (Note C2), for which the loss allowance is always measured at lifetime expected credit losses.

The Library Board typically considers a financial asset to be in default when it becomes 90 days past due. However, a financial asset can be in default before that point if information indicates that the Library Board is unlikely to receive the outstanding amounts in full. The Library Board's assessment of default does not take into account any collateral or other credit enhancements.

The Library Board's write off policy is disclosed in Note C2-1.

#### Measurement – Fair Value

The carrying value of trade receivables, less any allowance for impairment, and payables is assumed to approximate fair value.

There are no known material contingent assets or liabilities at balance date.

	Economic Entity		Parent Entity	
	2019	2018	2019	2018
	\$'000	\$'000	\$'000	\$'000
<b>Capital Expenditure Commitments</b>				
Non-cancellable operating lease commitments				
Commitments under operating leases at reporting date (inclusive of non-recoverable GST input tax credits) are payable:				
Not later than one year	559	515	559	515
Later than one year but not later than five years	2,351	2,225	2,351	2,225
Later than five years	1,752	2,297	1,752	2,297
	<b>4,662</b>	<b>5,037</b>	<b>4,662</b>	<b>5,037</b>

Operating leases are entered into as a means of acquiring access to office accommodation necessary for effective operations. Lease payments are generally fixed, but with escalation clauses on which contingent rentals are determined.

No renewal or purchase options exist in relation to operating leases and no operating leases contain restrictions on financing or other leasing activities.

#### Expenditure Commitments

Payables				
Not later than one year	2,082	2,699	1,416	2,209
Later than one year and not later than five years	1,523	1,074	1,059	979
	<b>3,605</b>	<b>3,773</b>	<b>2,475</b>	<b>3,188</b>

## D5 Events after the balance date

There were no significant events occurring after the balance date.

## D6 Future impact of accounting standards not yet effective

At the date of authorisation of the financial report, the expected impacts of new or amended Australian Accounting Standards issued but with future commencement dates are set out below:

### **AASB 1058 *Income of Not-for-Profit Entities* and AASB 15 *Revenue from Contracts with Customers***

The transition date for both AASB 15 and AASB 1058 is 1 July 2019. Consequently, these standards will first apply to the Library Board when preparing the financial statements for 2019–20. The Library Board has reviewed the impact of AASB 15 and AASB 1058 and identified the following impacts (or estimated impact where indicated) on adoption of the new standards:

- grants received to construct a non financial asset will be recognised as a liability, and subsequently progressively recognised as revenue as the Library Board satisfies its performance obligations under the grant. At present such grants are recognised as revenue upfront.
- under the new standards other grants presently recognised as revenue upfront may be eligible to be recognised as revenue progressively as the associated performance obligations are satisfied, but only if the associated performance obligations are enforceable and sufficiently specific. All grant arrangements are assessed as to whether revenue from those grants could be deferred under the new requirements.
- grants that are not enforceable and or sufficiently specific will not qualify for deferral, and continue to be recognised as revenue as soon as they are controlled. The Library Board receives several grants for which there are no sufficiently specific performance obligations, so these grants will continue to be recognised as revenue upfront.
- depending on the respective contractual terms, the new requirements will potentially result in a change to the timing of revenue from sales to the Library Board's goods and services such that some revenue may need to be deferred to a later reporting period to the extent that the Library Board has received cash but has not met its associated obligations (such amounts would be reported as a liability in the meantime). The Library Board does not expect any change to its present accounting practices.
- a range of new disclosures may be required by the new standards in respect of the Library Board's revenue.

## D6 Future impact of accounting standards not yet effective (cont'd)

### AASB 16 Leases

This standard will first apply to the Library Board for its financial statements from 2019–20. When applied, the standard supersedes AASB 117 *Leases*, AASB Interpretation 4 *Determining whether an Arrangement contains a Lease*, AASB Interpretations 115 *Operating Leases – Incentives* and AASB Interpretation 127 *Evaluating the Substance of Transactions Involving the Legal Form of a Lease*.

#### Impact for Lessees

Under AASB 16, majority of operating leases (as defined by the current AASB 117 and shown at Note D4) will be reported on the statement of financial position as right-of-use assets and lease liabilities.

The right-of-use asset will be initially recognised at cost, consisting of the initial amount of the associated lease liability, plus any lease payments made to the lessor at or before the effective date, less any lease incentive received, the initial estimate of the restoration costs and any initial direct costs incurred by the lessee. The right-of-use asset will give rise to a depreciation expense.

The lease liability will be initially recognised at an amount equal to the present value of the lease payments during the lease term that are not yet paid. Current operating lease rental payments will no longer be expensed in the Statements of Comprehensive Income. They will be apportioned between a reduction in the recognised lease liability and the implicit finance charge (the effective rate of interest) in the lease.

The finance cost will also be recognised as an expense.

AASB 16 allows a 'cumulative approach' rather than full retrospective application to recognising existing operating leases. In accordance with Queensland Treasury's policy, the Library Board will apply the 'cumulative approach', and will not need to restate comparative information. Instead, the cumulative effect of applying the standard is recognised as an adjustment to the opening balance of accumulated surplus (or other component of equity, as appropriate) at the date of initial application.

#### Outcome of review as lessee

The Library Board has completed its review of the impact of adoption of AASB 16 on the statement of financial position and statement of comprehensive income and has identified the following major impacts which are outlined below:

During the 2018–19 financial year, the Library Board held an operating lease under AASB 117 from Arts Queensland (AQ), who owns and maintains the State Library Building. The lease is a peppercorn lease arrangement.

In December 2018, the AASB amended AASB 16 *Leases* to provide temporary relief to not-for profit entities from the requirement to fair value right-of-use assets obtained under peppercorn/concessionary leases. Amending standard AASB 2018-8 allows not-for-profit entities to elect to initially measure the right-of-use from concessionary leases at either fair value or at cost. Until AASB issues further pronouncements on this matter, the Library Board has been advised that, effective from 1 July 2019, right-of-use from concessionary leases will be recognised at cost on initial recognition.

All other Australian accounting standards and interpretations with future effective dates are either not applicable to the Library Board's activities, or have no material impact on the Library Board.

## E1 Budgetary reporting disclosures

This section contains explanations of major variances between the Library Board's actual 2018-19 financial results and the original budget presented to Parliament.

### E1-1 Budget to actual comparison – Statement of Comprehensive Income

	Economic Entity		
	2019 Actual \$'000	2019 Original Budget \$'000	Budget Variance \$'000
<b>Income from Continuing Operations</b>			
<b>Revenue</b>			
User charges	4,500	3,932	568
Grants and other contributions	75,772	73,308	2,464
Other	915	745	170
<b>Total Income from Continuing Operations</b>	<b>81,187</b>	<b>77,985</b>	<b>3,202</b>
<b>Expenses from Continuing Operations</b>			
Employee expenses	27,933	29,975	(2,042)
Supplies and services	22,534	22,857	(323)
Grants and subsidies	24,634	24,392	242
Depreciation and amortisation	397	545	(148)
Other expenses	336	196	140
Losses on sale/revaluation of assets	—	20	(20)
<b>Total Expenses from Continuing Operations</b>	<b>75,834</b>	<b>77,985</b>	<b>(2,151)</b>
<b>Operating Result from Continuing Operations</b>	<b>5,353</b>	<b>—</b>	<b>5,353</b>
<b>Other Comprehensive Income</b>			
Items that will not be reclassified to Operating Result:			
Decrease in asset revaluation surplus	(1,439)	—	(1,439)
Total Other Comprehensive Income	(1,439)	—	(1,439)
<b>Total Comprehensive Income</b>	<b>3,914</b>	<b>—</b>	<b>3,914</b>

### E1-2 Explanation of Major Variances – Statement of Comprehensive Income

#### Grants and other contributions

The actual figure is higher than the original budget largely because of the recognition of 'goods received below fair value' revenue for: legal deposit collections (\$397K); and the value of in-kind revenue from partnership agreements (\$896K) as well as higher than anticipated donations and grants received.

#### Employee expenses:

The actual figure is lower than the original budget largely because of the recognition of the in-house work required to make available the Corley digital collection and budgeted enterprise bargaining payments that did not occur.

#### Decrease in asset revaluation surplus:

During 2018-19, the average purchase prices over the past 5 years for the Information Collection reduced leading to a reduced value of that collection.

**E1**  
Budgetary  
reporting  
disclosures  
(cont'd)

**E1-3 Budget to actual comparison – Statement of Financial Position**

	Economic Entity		Budget Variance \$'000
	2019 Actual \$'000	2019 Original Budget \$'000	
<b>Current Assets</b>			
Cash and cash equivalents	22,779	16,437	6,342
Receivables	618	849	(231)
Inventories	232	213	19
Other	786	893	(107)
<b>Total Current Assets</b>	<b>24,415</b>	<b>18,392</b>	<b>6,023</b>
<b>Non-Current Assets</b>			
Intangible assets	11,382	9,679	1,703
Property, plant and equipment	122,409	126,368	(3,959)
<b>Total Non-Current Assets</b>	<b>133,791</b>	<b>136,047</b>	<b>(2,256)</b>
<b>Total Assets</b>	<b>158,206</b>	<b>154,439</b>	<b>3,767</b>
<b>Current Liabilities</b>			
Payables	1,380	1,578	(198)
Accrued employee benefits	2,695	2,746	(51)
Other	337	153	184
<b>Total Current Liabilities</b>	<b>4,412</b>	<b>4,477</b>	<b>(65)</b>
<b>Total Liabilities</b>	<b>4,412</b>	<b>4,477</b>	<b>(65)</b>
<b>Net Assets</b>	<b>153,794</b>	<b>149,962</b>	<b>3,832</b>

**E1-4 Explanation of Major Variances – Statement of Financial Position**

**Cash and cash equivalents:**

The variance between the cash budget and the actual is due to the unplanned surplus of \$5.35m, including budgeted enterprise bargaining payments that did not occur as well as the higher starting cash position.

**Non-current assets**

The increase in intangible assets resulted from the additional staff time required in making digital collection items accessible in 2018-19. The reduction of property, plant & equipment is largely due to the decrease in the valuation of the Information Collection and the budgeted increase in the value of the Heritage Collection not occurring based on independent advice received.

**E1**  
Budgetary  
reporting  
disclosures  
(cont'd)

**E1-5 Budget to actual comparison – Statement of Cash Flows**

	Economic Entity		
	2019 Actual \$'000	2019 Original Budget \$'000	Budget Variance \$'000
<b>Cash flows from operating activities</b>			
<i>Inflows:</i>			
User charges	5,050	4,335	715
Grants and other contributions	67,180	66,130	1,050
GST collected from customers	512	—	512
GST input tax credits from ATO	1,445	—	1,445
Interest receipts	915	745	170
Other	2	311	(309)
<i>Outflows:</i>			
Employee expenses	(28,054)	(29,975)	1,921
Supplies and services	(14,439)	(15,679)	1,240
Grants and subsidies	(24,634)	(24,392)	(242)
GST paid to suppliers	(1,394)	—	(1,394)
GST remitted to ATO	(506)	—	(506)
Other	(318)	(930)	612
<b>Net cash provided by operating activities</b>	<b>5,759</b>	<b>545</b>	<b>5,214</b>
<b>Cash flows from investing activities</b>			
<i>Outflows:</i>			
Payments for valuables	(334)	(336)	2
Payments for library collection	(324)	(349)	25
Payments for property, plant and equipment	(259)	(837)	578
Payments for intangibles	(1,667)	(547)	(1,120)
<b>Net cash used in investing activities</b>	<b>(2,584)</b>	<b>(2,069)</b>	<b>(515)</b>
<b>Net (decrease)/increase in cash and cash equivalents</b>	<b>3,175</b>	<b>(1,524)</b>	<b>4,699</b>
<b>Cash and cash equivalents – opening balance</b>	<b>19,604</b>	<b>17,961</b>	<b>1,643</b>
<b>Cash and cash equivalents – closing balance</b>	<b>22,779</b>	<b>16,437</b>	<b>6,342</b>

**E1-6 Explanation of Major Variances – Statement of Cash Flows**

**Net Cash provided by operating activities**

The variance between the cash budget and the actual is due to the unplanned surplus of \$5.35m, partly due to the recognition of the in-house work required to make available the Corley digital collection capitalised as intangibles and budgeted enterprise bargaining payments that did not occur.

**Net cash used in investing activities**

The variance is due to a higher than expected value of the Digital Collection resulting from the additional staff time required in making digital collection items accessible in 2018-19 offset by delays in purchasing plant and equipment.

## F1-1 Details of Key Management Personnel

As from 2016–17, the State Library’s responsible Minister is identified as part of the State Library’s KMP, consistent with additional guidance included in the revised version of AASB 124 *Related Party Disclosures*. That Minister is the Minister for the Environment and the Great Barrier Reef, Minister for Science and Minister for the Arts.

The following details for non-Ministerial Key Management personnel include those positions that had authority and responsibility for planning, directing and controlling the activities of the agency during 2017–18 and 2018–19 as part of the Executive Management Team. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Position Responsibility
State Librarian and CEO	The State Librarian and CEO is responsible for the proper and sound management of the State Library, under the authority of the Library Board of Queensland.
Executive Director, Corporate Governance and Operations	The Executive Director, Corporate Governance and Operations is responsible for providing a range of organisational services that underpin and support State Library’s activities.
Executive Director, Content and Client Services	The Executive Director, Content and Client Services is responsible for providing clients of the State Library with physical and virtual access to the state’s diverse collections and services.
Executive Director, Public Libraries and Engagement	The Executive Director, Public Libraries and Engagement is responsible for providing support for Local Government and communities to deliver library services in over 340 library and Indigenous Knowledge Centre (IKC) service points in Queensland.

## F1-2 Remuneration Policies

Ministerial remuneration entitlements are outlined in the Legislative Assembly of Queensland’s Members’ Remuneration Handbook. The Library Board does not bear any cost of remuneration for its Minister. The majority of Ministerial entitlements are paid by the Legislative Assembly, with the remaining entitlements being provided by Ministerial Services Branch within the Department of the Premier and Cabinet. As all Ministers are reported as KMP of the Queensland Government, aggregate remuneration expenses for all Ministers is disclosed in the Queensland General Government and Whole of Government Consolidated Financial Statements, which are published as part of Queensland Treasury’s Report on State Finances.

State Library executives and senior managers employed by the Library Board are paid at rates set by Government for Senior Executives and Senior Officers. These executives are engaged as employees under the *Libraries Act 1988 (Qld)* or as executives under the *Public Service Act 2008* on renewable contracts or as tenured senior officers.

Remuneration policy for the Library’s Key Management personnel is set by the Queensland Public Service Commission as provided for under the *Public Service Act 2008*. Individual remuneration and other terms of employment (including motor vehicle entitlements and performance payments if applicable) are specified in employment contracts.

Remuneration expenses for key management personnel comprise the following components:

*Short term employee expenses* which include:

- salaries, allowances and leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied a KMP position;
- performance payments recognised as an expense during the year; and
- non-monetary benefits — consisting of provision of vehicle together with fringe benefits tax applicable to the benefit.

*Long term employee expenses* include amounts expensed in respect of long service leave entitlements earned.

*Post-employment expenses* include amounts expensed in respect of employer superannuation obligations.

*Termination benefits* are not provided for within individual contracts of employment. Contracts of employment provide only for notice periods or payment in lieu of notice on termination, regardless of the reason for termination.

**F1**  
Key  
Management  
Personnel  
(KMP)  
disclosures  
(cont'd)

**F1-3 KMP Remuneration Expense**

The following disclosures focus on the expenses incurred by the State Library that is attributable to key management positions during the respective reporting periods. Therefore, the amounts disclosed reflect expenses recognised in the Statement of Comprehensive Income.

Position (date resigned if applicable)	Short Term Employee Expenses		Long Term Employee Expenses \$'000	Post Employment Expenses \$'000	Termination Benefits \$'000	Total Expenses \$'000
	Monetary Expenses \$'000	Non-Monetary Benefits \$'000				
<b>1 July 2018 — 30 June 2019</b>						
<i>State Librarian and CEO</i>						
Current	294	7	6	35	—	342
<i>Executive Director, Corporate Governance and Operations</i>						
Current	190	7	4	19	—	220
Temporary Relieving	13	—	—	1	—	14
<i>Executive Director, Content and Client Services</i>						
Current	189	7	4	19	—	219
Temporary Relieving	6	—	—	1	—	7
<i>Executive Director, Public Libraries and Engagement</i>						
Current	185	7	4	20	—	216
Temporary Relieving	15	—	—	1	—	16
<b>Total Remuneration</b>	<b>892</b>	<b>28</b>	<b>18</b>	<b>96</b>	<b>—</b>	<b>1,034</b>
<b>1 July 2017 — 30 June 2018</b>						
<i>State Librarian and CEO</i>						
Current	295	7	6	35	—	343
Temporary Relieving	28	—	1	2	—	31
<i>Executive Director, Corporate Governance and Operations</i>						
Current	191	7	4	20	—	222
Temporary Relieving	3	—	—	—	—	3
<i>Executive Director, Content and Client Services</i>						
Current	172	7	4	18	—	201
<i>Executive Director, Public Libraries and Engagement</i>						
Current	175	7	4	19	—	205
Temporary Relieving	3	—	—	—	—	3
<b>Total Remuneration</b>	<b>867</b>	<b>28</b>	<b>19</b>	<b>94</b>	<b>—</b>	<b>1,008</b>

## F1-4 Library Board Remuneration

Library Board Fees, including both sitting fees and special assignment fees totalled \$43,667 (2018: \$41,000). Other fees such as fringe benefits tax, superannuation, payroll tax, insurance, travel, catering and printing totalled \$36,192 (2018: \$35,172). The total cost of Library Board operations was therefore \$79,859 (2018: \$76,172).

Fees paid to members of the Library Board are in accordance with the guidelines provided for the Remuneration Procedures For Part-Time Chairs and Members of Queensland Government Bodies. These amounts exclude expenses associated with the hosting and transport to meetings.

Remuneration of Board members was as follows:

Name	Member From	Member To	2019 \$	2018 \$
Professor Andrew Griffiths (Chairperson)	March 2014		12,000	12,000
Cr Julia Leu	September 2016		—	—
Linda Apelt	March 2017	September 2017	—	1,000
Emeritus Professor Tom Cochrane AM (Deputy Chairperson)	March 2017		5,000	5,000
Dr Anita Heiss	March 2017		4,000	4,000
Professor Marek Kowalkiewicz	March 2017		5,000	5,000
Malcolm McMillan	March 2017		4,000	4,000
Dr Sandra Philips	March 2017		4,000	4,000
Bob Shead	March 2017		6,000	6,000
Tamara O'Shea*	May 2018		3,667	—
<b>Total</b>			<b>43,667</b>	<b>41,000</b>

\*Appointed as acting administrator Logan City Council until March 2020. No payments have been recognised after 2 May 2019.

### Transactions with people/entities related to KMP

Two Board members have employment related to the activities of two separate Queensland Local Government Authorities. The Library Board pays annual and one-off grants to the Queensland Local Governments for the provision of Library Services to the people of Queensland.

All annual grants paid to Queensland Local Governments are recommended by the Library Board and approved by the Minister based on an independently developed methodology also approved by the Minister.

All grants paid under other programs were determined by independent panels and the Library Board was not involved in determining the allocation of these grants to individual councils.

Other than those disclosed above, the Library Board did not engage in any transactions, contracts or employment related activities with any people or entities related to Key Management Personnel.

### Transactions with other Queensland Government-controlled entities

The Library Board's primary ongoing source of funding from Government for its services is recurrent grants (Note B1-2) which is provided in cash via the Department of Environment and Science.

The Library Board also receives grant funding for specific projects, provided in cash, via the Department of Environment and Science.

The Library Board's South Bank buildings are leased from Arts Queensland, free of charge with the fair value recognised as a non-cash contribution (Notes B1-2 and B2-2). Other buildings and motor vehicles are leased via the Department of Housing and Public Works under commercial arrangements (Note B2-2).

The Library Board receives administrative and facilities support on a fee for service basis from the Department of Environment and Science via the Corporate Administration Agency and Arts Queensland (Note B2-2).

The grants provided by the Library Board (Note B2-3) are annual grants to the Queensland Local Governments for the provision of Library Services to the people of Queensland.

### F3

First year application of new accounting standards or change in policy

#### **Changes in Accounting Policy – AASB 9 *Financial Instruments***

The Library Board applied AASB 9 *Financial Instruments* for the first time in 2018–19. Comparative information for 2017–18 has not been restated and continues to be reported under AASB 139 *Financial Instruments: Recognition and Measurement*. The nature and effect of the changes as a result of adoption of this new accounting standard are described below.

#### **Classification and Measurement**

The Library Board's debt instruments comprise receivables disclosed in Note C2. They were classified as Receivables as at 30 June 2018 (under AASB 139) and were measured at amortised cost. These receivables are held for collection of contractual cash flows that are solely payments of principal and interest. As such, they continued to be measured at amortised cost beginning 1 July 2018.

#### **Accounting Standards Early Adopted**

No Australian Accounting Standards have been early adopted for 2018–19.

#### **Accounting Standards Applied for the First Time**

Other than AASB 9 *Financial Instruments*, which is detailed above, no accounting standards that apply to the Library Board for the first time in 2018–19 have any material impact on the financial statements.

### F4

Taxation

The Library Board is a State body as defined under the *Income Tax Assessment Act 1936* and is exempt from Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). FBT and GST are the only Commonwealth taxes accounted for by the Library Board. The Library Board is a Deductible Gift Recipient for taxation purposes.

# Certificate of the Library Board of Queensland

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), section 43 of the *Financial and Performance Management Standard 2009* and other prescribed requirements. In accordance with section 62(1)(b) of the Act we certify that in our opinion:

- (a) the prescribed requirements for the establishment and keeping the accounts have been complied with in all material respects; and
- (b) the statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Library Board and the consolidated entity for the financial year ended 30 June 2019, and of the financial position of the entity at the end of that year; and
- (c) We acknowledge responsibility under section 8 and section 15 of the *Financial and Performance Management Standard 2009* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.

**Professor Andrew Griffiths**  
Chairperson  
Library Board of Queensland  
19 August 2019

**Vicki McDonald**  
State Librarian and CEO  
State Library of Queensland  
19 August 2019

# Independent Auditor's Report



To the Members of Library Board of Queensland

## Report on the audit of the financial report

### Opinion

I have audited the accompanying financial report of Library Board of Queensland (the parent) and its controlled entities (the group).

In my opinion, the financial report:

- a. gives a true and fair view of the parent's and group's financial position as at 30 June 2019, and their financial performance and cash flows for the year then ended
- b. complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2009 and Australian Accounting Standards.

The financial report comprises the statements of financial position as at 30 June 2019, the statements of comprehensive income, statements of changes in equity and statements of cash flows for the year then ended, notes to the financial statements including summaries of significant accounting policies and other explanatory information, and the management certificate.

### Basis for opinion

I conducted my audit in accordance with the *Auditor-General of Queensland 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 Report* section of my report.

I am independent of the parent and group in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General of Queensland Auditing Standards*.

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

### Responsibilities of the Entity for the Financial Report

The Board is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2009 and Australian Accounting Standards, and for such internal control as the Board determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Board is also responsible for assessing the parent's and group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the parent or group or to otherwise cease operations.

### Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is 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 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian 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 report, 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 expressing an opinion on the effectiveness of the parent's and group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the group.
- Conclude on the appropriateness of the parent's and group'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 parent's or group'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 report or, if such disclosures are inadequate, to modify my opinion. I base my conclusions on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the parent or group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the audit of the group. I remain solely responsible for my audit opinion.

I communicate with the Board 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.

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2019:

- a. I received all the information and explanations I required.
- b. In my opinion, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

Bhavik Deoji  
as delegate of the Auditor-General

23 August 2019  
Queensland Audit Office  
Brisbane

# Functions of the Library Board

The functions of the Library Board, as set out in Section 20(1) of the *Libraries Act 1988*, are:

- (a) to promote the advancement and effective operation and coordination of public libraries of all descriptions throughout the state
- (b) to encourage and facilitate the use of public libraries of all descriptions throughout the state
- (c) to promote mutual cooperation among persons and bodies in Queensland responsible for libraries of all descriptions and between such persons and bodies in Queensland and outside Queensland to enhance library and archival collections generally and to encourage their proper use
- (d) to control, maintain and manage State Library, to enhance, arrange and preserve the library, archival and other resources held by it and to exercise administrative control over access to the resources
- (e) to control, manage and maintain all lands, premises and other property vested in or placed under the control of the board
- (f) to supervise in their duties all persons —
  - (i) performing work for the board under a work performance arrangement
  - (ii) appointed or employed under this Act
- (g) to collect, arrange, preserve and provide access to a comprehensive collection of library, archival and other resources relating to Queensland or produced by Queensland authors

*Paragraph (h) is intentionally omitted*

- (i) to provide advice, advisory services and other assistance concerning matters connected with libraries to local governments or other public authorities
- (j) to perform the functions given to the board under another Act
- (k) to perform functions that are incidental, complementary or helpful to, or likely to enhance the effective and efficient performance of, the functions mentioned in paragraphs (a) to (j)
- (l) to perform functions of the type to which paragraph (k) applies and which are given to the board in writing by the Minister.

The general powers of the Library Board are set out in section 22 of the *Libraries Act* as follows:

- (1) For performing its functions, the board has all the powers of an individual and may, for example —
  - (a) enter into arrangements, agreements, contracts and deeds; and
  - (b) acquire, hold, deal with and dispose of property; and
  - (c) engage consultants; and
  - (d) appoint agents and attorneys; and
  - (e) charge, and fix terms, for goods, services, facilities and information supplied by it; and
  - (f) do anything else necessary or desirable to be done in performing its functions.
- (2) Without limiting subsection (1), the board has the powers given to it under this or another Act.
- (3) The board may exercise its powers inside and outside Queensland, including outside Australia.
- (4) In this section — *power* includes legal capacity

## APPENDIX B:

# Library Board member biographies

### Professor Andrew Griffiths



Andrew Griffiths is the Executive Dean, Faculty of Business, Economics and Law at The University of Queensland, and is the current Chair of the Library Board of Queensland. He is an internationally recognised scholar with research areas including the management of corporate change and innovation, and strategic issues relating to the pursuit of corporate sustainability and adaptation to climate change.

Chairperson

### Emeritus Professor Tom Cochrane AM



Tom Cochrane AM was appointed a Member of the Order of Australia (AM) for his service to library and information management, and to education through digital learning initiatives. He is currently an Emeritus Professor, Faculty of Law, Queensland University of Technology, working in the research field of Intellectual Property and Innovation, and the Deputy Chair of the Library Board of Queensland. Tom is also a Fellow of the Australian Library and Information Association, Director at the Australian Digital Alliance and a former Queensland Museum Board Member.

Deputy  
Chairperson

### Professor Anita Heiss



Anita Heiss is a prolific author of non-fiction, historical fiction, commercial women's fiction, poetry, social commentary and travel articles. Anita is an Ambassador for the GO Foundation and a Lifetime Ambassador of the Indigenous Literacy Foundation. She is a former Board Member and Chair of the Australian Society of Authors and is currently Professor of Communications at The University of Queensland. Anita was a finalist in the 2012 Human Rights Awards and the 2013 Australian of the Year Awards. *Growing Up Aboriginal In Australia*, edited by Anita, was the Small Publishers' Adult Book of the Year, ABIA Awards 2019.

Members

### Professor Marek Kowalkiewicz



Marek Kowalkiewicz is the Chair in Digital Economy as well as the head of Embracing the Digital Age research pillar at QUT and is an academic and industry leader with extensive experience conducting academically sound research in the digital economy field. He has led significant technology and innovation research projects and co-invented with industry and university partners to deliver ground-breaking technologies to market. In the past, Marek worked for SAP Australia, SAP Americas and SAP Asia, and Microsoft Research Asia.

### Cr Julia Leu



Julia Leu is a local council veteran with over 20 years' experience and has been Mayor of the Douglas Shire Council since 2014. She has also worked in community services and education and holds a Master of Business Administration. Julia is an advocate for regional communities, holding positions on the Australian Coastal Councils Association, Regional Development Australia, Far North Queensland and Torres Strait Inc, North Queensland Local Government Association. She is the local government representative on the Library Board of Queensland.

## Members (cont'd)

### Mr Malcolm McMillan



Malcolm McMillan has over 40 years' experience across the public, private and not-for-profit sectors in stakeholder relations, international business, corporate communications, policy analysis, strategy and corporate governance. He was a Board Director of the North Sydney-based Mary MacKillop Foundation for five years. Malcolm has an interest in global and local public affairs. He has completed oral history interviews with 10 prominent Australian political, legal and business leaders for the National Library of Australia.

### Mrs Tamara O'Shea



Tamara O'Shea has over 20 years of public sector experience, including roles at the Director-General and senior executive levels, and is currently the Interim Administrator of the Logan City Council. She was Director-General of the Department of Local Government, Racing and Multicultural Affairs as well as the Department of National Parks, Sport and Racing. Tamara's career has involved governance oversight of key statutory bodies, including Racing Queensland and Stadiums Queensland and she has extensive experience operating in complex and rapidly evolving environments. She has a particular interest in corporate governance, strategic policy analysis and creative problem solving.

### Associate Professor Sandra Phillips



A member of the Wakka Wakka and Gooreng Gooreng nations in Queensland, Sandra is a member of the Indigenous professoriate at the University of Technology Sydney. Her research interest lies in Indigenous creativity and she is published in diverse outlets. Sandra is a director of the board of the National Institute of Dramatic Art (NIDA) and a member of the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS).

### Mr Bob Shead



Bob Shead is a retired partner at BDO and a former director and audit committee member of Energex and a number of other companies and public sector entities. He has over 40 years' experience in financial management and public policy, working for the last 15 years as a consultant in Australia and in capacity-building roles in Pacific Island countries and in China. Bob holds an MBA (Hons) and a Bachelor of Business (Accountancy). He has been published in a number of academic and industry publications on issues relating to public policy and climate change.

## Observer: State Librarian and CEO

### Ms Vicki McDonald



Vicki McDonald is a key player in the transformation of the library sector in Queensland. As State Librarian and CEO of State Library of Queensland, she understands the need for a strong, relevant and innovative library service. Ms McDonald's extensive national and international experience includes executive roles with State Library of NSW and Queensland University of Technology. As State Librarian and CEO, Ms McDonald is a custodian of Queensland memory and works in partnership with public libraries and Indigenous Knowledge Centres. Her appointment as State Librarian in 2016 follows a career of advocacy that started among the bookshelves of the Dalby-Wambo Public Library.

## Anna Raunik

### Executive Director Content and Client Services



Anna Raunik is responsible for the development of State Library's collection and client service offers online and onsite at South Bank. Anna has extensive experience in library services in Queensland. A significant component of Anna's career at State Library has focused on the introduction and exploitation of technology to enable service delivery improvements and greater statewide reach. Key outcomes have included coordination of national initiatives including the *National eDeposit project* and leading the development and delivery of State Library's *Digital Strategy* and *Q ANZAC 100 Memories for a new Generation*, First World War statewide commemoration activities.

## Rita McLucas

### Executive Director Corporate Governance and Operations



Rita has extensive private sector professional services experience following a successful career working as a Chartered Accountant in Chartered Accountancy firms. In 2001 Rita joined the Public Service, starting with CITEC, shortly thereafter being promoted to the Executive Management Team working on Whole of Government ICT change initiatives and programs while also leading the Corporate Services portfolio.

In 2012, Rita was responsible for the corporate establishment of a new department bringing together Science, Information Technology, Innovation and the Arts (DSITIA). Prior to joining State Library in 2014, Rita was the Chief Financial Officer at DSITIA. Rita is the proud Mum of two teenagers and advocates for flexible workplaces supporting work/life balance.

## Louise Denoon

### Executive Director Public Libraries and Engagement



Louise is responsible for State Library's program offer and its partnership with Queensland local governments, to deliver services through more than 320 public libraries. Louise has more than 20 years' experience working with cultural institutions, most recently at State Library of New South Wales and previously as Executive Manager Queensland Memory at State Library. Louise also worked at the Museum of Brisbane, Brisbane City Council and Global Arts Link, Ipswich City Council.

Louise is passionate about working with communities and unleashing the potential of cultural organisations to meet the challenges of the 21st century. With an educational background in Visual Arts and Humanities, Louise is an experienced cultural leader who has been responsible for a number of important exhibitions and initiatives including developing new models of community engagement and participation.

# Library Board committee and advisory groups

## Public Libraries Advisory Group

The objectives of the Public Libraries Advisory Group (PLAG) are to:

- provide advice to the Library Board on policy and strategy matters concerning public libraries
- represent the views of public librarians, local government and relevant stakeholders to the Library Board through formal community engagement processes.

PLAG members are not paid for sitting on the group; however, they are reimbursed for reasonable expenses associated with meeting attendance on presentation of documentary evidence of the expense.

### Members

<b>Cr Julia Leu (Chairperson)</b>	Member, Library Board of Queensland
<b>Ms Pamela Armstrong</b>	Manager, Library and Cultural Services, Toowoomba Regional Council (until October 2018)
<b>Mr Stephan Bohnen</b>	Principal Advisor, Intergovernmental Relations, Local Government Association of Queensland
<b>Mr Craig Doyle</b>	Chief Executive Officer, Mackay Regional Council
<b>Ms Chris Girdler</b>	Manager, Customer and Cultural Services, Moreton Bay Regional Council (from October 2018)
<b>Ms Lisa Harth</b>	President, Queensland Public Library Association and Library Services Coordinator, Western Downs Regional Council
<b>Ms Sharan Harvey</b>	Manager Library Services, Brisbane City Council
<b>Cr Alf Lacey</b>	Mayor, Palm Island Aboriginal Shire Council
<b>Cr Joyce McCulloch</b>	Mayor, Mount Isa Council
<b>Ms Vicki McDonald</b>	State Librarian and CEO, State Library
<b>Ms Louise Denoon</b>	Executive Director, Public Libraries and Engagement, State Library

### Observer

<b>Ms Michelle Carter</b>	Director, Digital Capability Development, Department of Housing and Public Works
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### Secretariat

<b>Mr Robert Barty</b>	Manager, Local Government Coordination, State Library (until February 2019)
<b>Ms Michelle Hughes</b>	Acting Manager, Local Government Coordination, State Library (from February 2019)

## Audit and Risk Management Committee

The Audit and Risk Management Committee (ARMC) Charter has been approved by the Library Board of Queensland. The purpose of the Charter is to outline the role, responsibilities, composition and operating guidelines of the ARMC. The Committee has observed the terms of this Charter and has due regard to Queensland Treasury's Audit Committee Guidelines. The Committee meets at least three to four times per year and members may be remunerated for their role on this Committee in accordance with the guidelines for the *Remuneration of part-time chairs and members of government boards, committees and statutory authorities*. For more information on the role and achievements of the ARMC, see Governance, accountability and risk (page 48).

### Members

<b>Mr Bob Shead (Committee Chairperson)</b>	Member, Library Board of Queensland
<b>Emeritus Professor Tom Cochrane AM</b>	Member, Library Board of Queensland
<b>Professor Marek Kowalkiewicz</b>	Member, Library Board of Queensland
<b>Mr Danny Short</b>	Chief Financial Officer, Department of Child Safety, Youth and Women

## Secretariat

**Ms Rita McLucas**  
(Executive Officer to the Committee)

Executive Director, Corporate Governance and Operations, State Library

**Ms Val Johnston**  
(Assistant Executive Officer to the Committee)

Director, Finance, Facilities and Administration, State Library (until April 2019)

**Mr Gwyn Davies**  
(Assistant Executive Officer to the Committee)

Acting Director, Finance, Facilities and Administration, State Library (from April 2019)

## Audit and Risk Management Committee (cont'd)

The objectives of the Indigenous Advisory Group (IAG) are to provide:

- advice to the Library Board on policy, projects and strategic matters concerning library and information service provision for Aboriginal and Torres Strait Islander people
- a forum for discussing Aboriginal and Torres Strait Islander issues impacting on library and information services in Queensland
- a formal mechanism for ongoing liaison between the Library Board and Aboriginal and Torres Strait Islander people.

## Indigenous Advisory Group

IAG members are not paid for sitting on the group; however, they are reimbursed for reasonable expenses associated with meeting attendance on presentation of documentary evidence of the expense.

## Members

**Associate Professor Sandra Phillips** (Chairperson) Member, Library Board of Queensland

**Professor Anita Heiss** Member, Library Board of Queensland

**Mr Michael Aird** Adjunct Associate Lecturer and Research Fellow, School of Social Science, The University of Queensland

**Mr Warren Collins** Chief Executive Officer, Cherbourg Aboriginal Shire Council

**Ms Alana Harris** Manager Client Access, Australian Institute of Aboriginal and Torres Strait Islander Studies

**Ms Ruth Link** Lawyer, EY

**Ms Rhianna Patrick** Journalist, Australian Broadcasting Corporation

**Ms Helena Wright** Deputy Director-General, Department of Aboriginal and Torres Strait Islander Partnerships (until October 2018)

**Ms Isabel Tarrago** Director, Cultural Heritage, Department of Aboriginal and Torres Strait Islander Partnerships (from October 2018)

**Ms Vicki McDonald** State Librarian and CEO, State Library

## Observers

**Ms Louise Denoon** Executive Director, Public Libraries and Engagement, State Library

**Ms Anna Raunik** Executive Director, Content and Client Services, State Library

## Secretariat

**Ms Jennifer Genrich** Manager, Office of the State Librarian, State Library

# Compliance checklist

Summary of requirement	Basis for requirement	Annual report reference
<b>Letter of compliance</b>	• A letter of compliance from the accountable officer or statutory body to the relevant Minister/s	ARRs – section 7 p1
<b>Accessibility</b>	• Table of contents	ARRs – section 9.1 p1
	• Glossary	p102
	• Public availability	ARRs – section 9.2 Inside back cover
	• Interpreter service statement	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3 Inside back cover
	• Copyright notice	<i>Copyright Act 1968</i> ARRs – section 9.4 Inside back cover
	• Information Licensing	QGEA – <i>Information Licensing</i> ARRs – section 9.5 Inside back cover
<b>General information</b>	• Introductory Information	ARRs – section 10.1 Part 1
	• Machinery of Government changes	ARRs – section 10.2, 31 and 32 n/a
	• Agency role and main functions	ARRs – section 10.2 Part 1 and 2
	• Operating environment	ARRs – section 10.3 Part 1
<b>Non-financial performance</b>	• Government's objectives for the community	ARRs – section 11.1 Part 1
	• Other whole-of-government plans / specific initiatives	ARRs – section 11.2 Part 1
	• Agency objectives and performance indicators	ARRs – section 11.3 Part 3
	• Agency service areas and service standards	ARRs – section 11.4 Part 3
<b>Financial performance</b>	• Summary of financial performance	ARRs – section 12.1 Part 5
<b>Governance — management and structure</b>	• Organisational structure	ARRs – section 13.1 p13
	• Executive management	ARRs – section 13.2 Part 2 Appendix B&C
	• Government bodies (statutory bodies and other entities)	ARRs – section 13.3 Part 2 Appendix B&C
	• <i>Public Sector Ethics Act 1994</i>	<i>Public Sector Ethics Act 1994</i> p48 ARRs – section 13.4
	• Queensland public service values	ARRs – section 13.5 n/a

Summary of requirement	Basis for requirement	Annual report reference
<b>Governance – risk management and accountability</b>	• Risk management	ARRs – section 14.1 p49 Appendix C
	• Audit committee	ARRs – section 14.2 p48–49 Appendix C
	• Internal audit	ARRs – section 14.3 p48–49
	• External scrutiny	ARRs – section 14.4 p48–49
	• Information systems and recordkeeping	ARRs – section 14.5 p49
<b>Governance – human resources</b>	• Strategic workforce planning and performance	ARRs – section 15.1 p47
	• Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2 n/a
<b>Open Data</b>	• Statement advising publication of information	ARRs – section 16 p49
	• Consultancies	ARRs – section 33.1 data.qld.gov.au
	• Overseas travel	ARRs – section 33.2 data.qld.gov.au
	• Queensland Language Services Policy	ARRs – section 33.3 n/a
<b>Financial statements</b>	• Certification of financial statements	FAA – section 62 FPMS – sections 42, 43 and 50 ARRs – section 17.1 p91
	• Independent Auditor’s Report	FAA – section 62 FPMS – section 50 ARRs – section 17.2 p92–93

FAA *Financial Accountability Act 2009*

FPMS *Financial and Performance Management Standard 2009*

ARRs *Annual report requirements for Queensland Government agencies*

# Glossary

ALIA	Australian Library and Information Association
ARMC	Audit and Risk Management Committee
BiiG	Business Improvement and Innovation in Government
CAA	Corporate Administration Agency <i>A shared service agency providing services for SLQ</i>
CALD	Culturally and Linguistically Diverse
eDRMS	Electronic document and record management system
GLAM	Gallery, Library, Archives and Museum
GRAIL	Government Research and Information Library
IAG	Indigenous Advisory Group
ICT	Information and communication technology <i>Includes any communication device or application, though often used to refer to digital communications</i>
IFLA	International Federation of Library Associations and Institutions
IKC	Indigenous Knowledge Centre <i>A communal hub operated in partnership with Aboriginal and Torres Strait Island Councils that combines traditional library services and internet access with lifelong learning opportunities, and provides a keeping place for recording, accessing and celebrating the unique Indigenous cultures of Queensland</i>
LGBTIQ+	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning and other groups <i>An inclusive term which represents the diverse nature of sex, gender and sexuality</i>
NED	National edeposit
NSLA	National and State Libraries Australia Australia and New Zealand's national and state libraries working together
PLAG	Public Libraries Advisory Group
PPP	Personal Performance Planning
Q ANZAC 100	A five-year project of legacy initiatives supported by the Queensland Government to commemorate the centenary of the First World War and Anzac history
QLA	Queensland Literary Awards
QPAC	Queensland Performing Arts Centre
QUT	Queensland University of Technology
SLA	Service Level Agreement
SLS Nylon	Selective laser sintering nylon is used in 3D laser printing
slq	State Library of Queensland
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UQ	University of Queensland
VALA	Victorian Association for Library Automation

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The Annual Report documents State Library of Queensland's activities, initiatives and achievements during 2018-19 and shows how it met its objectives for the year and addressed government policy priorities.

Copies of this report and the compliance checklist are available at [www.slq.qld.gov.au/about-us/corporate-information/annual-report-library-board-queensland](http://www.slq.qld.gov.au/about-us/corporate-information/annual-report-library-board-queensland) or by contacting Communications on [communications@slq.qld.gov.au](mailto:communications@slq.qld.gov.au) or 07 3842 9847.

For further information about this report, please contact the Office of the State Librarian by telephone 07 3840 7864, email [lbqsupport@slq.qld.gov.au](mailto:lbqsupport@slq.qld.gov.au) or fax 07 3840 7860.

State Library is committed to open and accountable governance and welcomes feedback on this report.

Please email comments or suggestions to [info@slq.qld.gov.au](mailto:info@slq.qld.gov.au) or go to the Get Involved website at [qld.gov.au/annualreportfeedback](http://qld.gov.au/annualreportfeedback) to complete the feedback form.

### **Library Board of Queensland Annual Report for the year ended 30 June 2019**

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Content from this annual report should be attributed as: The Library Board of Queensland Annual Report 2018-19.



The Queensland Government is committed to providing accessible services to Queenslanders from culturally and linguistically diverse backgrounds.

If you have difficulty understanding this report, please call us on 07 3842 9985 and we will arrange an interpreter to effectively communicate the report to you.

Cover images: A collection of images taken by Frank Corley in the 1960s and 70s.

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