Department of **Culture and the Arts**
Government of **Western Australia**
State Library of Western Australia

2006 - 2007 Annual Report
State Library
of Western Australia

State Library
of Western Australia

2006 - 2007 Annual Report
of the Library Board of Western Australia
55th Annual Report of the Board
Perth, Western Australia, 6000

Location
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Perth Cultural Centre,
Perth, Western Australia, 6000

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Hours of Opening
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Friday   : 9:00 am to 5:30 pm
Saturday and Sunday   : 10:00 am to 5:30 pm

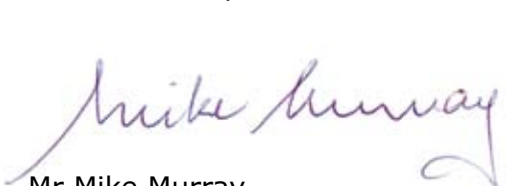# Contents

Letter to the Minister

Hon Sheila McHale MLA
Minister for Disability Services;
Tourism; Culture and the Arts;
Consumer Protection
12th Floor, Dumas House
2 Havelock Street
West Perth WA 6005

Dear Minister

In accordance with Section 61(1) of the *Financial Management Act 2006*, and in fulfilment of obligations imposed on the Board by *The Library Board of Western Australia Act 1951*, we hereby submit for your information and presentation to Parliament the Annual Report of the Library Board of Western Australia for the year ending 30 June 2007.

This report has been prepared in accordance with the provisions of the *Financial Management Act 2006*, the Treasurer's Instruction 903 - *Agency Annual Reports and the Western Australian Public Sector Annual Report Framework 2006-2007* Reporting Year issued in June 2007 by the Department of the Premier and Cabinet.

Yours sincerely

Mr Mike Murray
Vice Chairman
Library Board of Western Australia

Dr Margaret Nowak
Member
Library Board of Western Australia

6 September 2007

Highlights of 2006-2007

Strategic Directions 2006-2008

A new organisational structure that provides a more integrated and holistic approach to the provision of services came into effect on 1 July 2006. The new strategic direction represents a significant shift in focus for the State Library and the approach by which services are delivered in response to our changing information world. It recognises that the State Library is more than simply the confines of the Alexander Library Building; it is an integral part of a network of public libraries spread throughout Western Australia with its services and resources also forming part of that network.

Battye Library's Golden Anniversary

The J S Battye Library of West Australian History celebrated its 50th anniversary on 14 December 2006. The Battye Library, which deals with all aspects of Westraliana, is an integral part of the State Library, fulfilling the State Library's mission of collecting and preserving our social and documentary heritage for current and future generations. In commemoration of this significant occasion, the Library Board of Western Australia established the James Sykes Battye Memorial Fellowship, valued at $20,000 and awarded every two years.

Framework Agreement

The Joint Advisory Committee (JAC) continued work on the implementation and operation of the *Framework Agreement between State and Local Government for the Provision of Public Library Services in Western Australia.* The Agreement allocated priority areas for discussion, development and resolution. A major strategic task is the long-term structural reform of the Western Australian public library network, leading to the development of a new Agreement past June 2008. A consultancy was awarded to examine the most efficient and effective model for the delivery of public library services to the Western Australian community. The final report will be released in August 2007.

National Treasures and *Our Prized Possessions* Exhibitions

National Treasures from Australia's Great Libraries opened to the Western Australian public on 30 June 2007, the culmination of its 21-month tour of every Australian capital city. An initiative of the Council of Australian State Libraries (CASL) and managed by the National Library of Australia, this exhibition brought our national memory to life, drawing together for the first time over 170 priceless treasures from the magnificent collections of Australia's National, State and Territory libraries. State Library staff were mobilised into preparing and putting into action a comprehensive marketing and communication strategy, and organising a full program of free events which included public talks, guided tours and educational activities for school groups. The Library's conservation team's specialist skills were well-used in preparing the items for display. *Our Prized Possessions–Rarities Revealed* was a complementary exhibition developed to highlight treasures in the State Library collection.

Better Beginnings

The *Better Beginnings* early intervention family literacy program that targets children aged 0–3 years continues to grow from strength to strength. Its state-wide roll-out is on target, a picture book has been published and the highlight of the year was winning the Premier's Award for Excellence. All these would not have been possible without the support of program partners - the Rio Tinto Future Fund, local governments and public libraries, community health nurses and the State Government.

Historical Records Rescue Consortium

This two year project "to rescue and make available the most at risk and in demand historical records held in the J S Battye Library of West Australia History" saw 511 reels, comprising almost 350,000 pages, of newspapers filmed and 38,945 photographic images digitised. 76 motion picture films were outsourced for preservation copying with DVD copies made of 54 titles.

Legislation Review

The *Library Board of Western Australia Act* was enacted in 1951 to establish a free public library system in Western Australia. While the Act has served well, it requires a refresh to reflect the current environment under which the Library Board, the State Library, and local government operate in the provision of library services. Extensive consultation has occurred on proposed changes in the following areas:

- Library Board relationship with local government and public libraries;
- Library Board structure and governance; and
- Legal deposit provisions.

It is hoped that the legislative changes will be introduced to Parliament in 2008.

One Book

Part of the Perth International Arts Festival, One Book featured Markus Zusak's *The Book Thief.* All Western Australians were encouraged to read and discuss this book, with sponsor Chevron Texaco making it easier by enabling 1,000 copies of the book to be distributed to all public libraries in Western Australia. Events, including meet-the-author sessions, were held in metropolitan and regional libraries. *The Biggest Book Thief in the West* promotion invited people to return overdue books, with the most overdue book and the most travelled book rating special mention!

Western Australian Premier's Book Awards

Arts Minister Sheila McHale announced and presented the $20,000 Premier's Prize to Shaun Tan for *The Arrival* which also won the Children's Book Award. A wordless book, *The Arrival* has caused a stir winning a number of Literary Awards. Our judges said "this ground-breaking, beautifully designed book conveys a universal message of hope and humanity".

PACT

The inaugural annual Photographic Archive of Central TAFE (PACT) competition was an outstanding success with over 300 images submitted by student, amateur and professional photographers. It fulfilled its aim of documenting aspects of today's society to create an important contemporary image collection for posterity. Entries were assessed for inclusion in a digital image archive held at the State Library. The best photographs were exhibited in the State Library's Centre for the Book.

About the State Library of Western Australia

The State Library of Western Australia is the operational name of the organisation established under the terms of The Library Board of Western Australia Act 1951. It is responsible to the Library Board of Western Australia through the Chief Executive Officer / State Librarian, who is the Executive Officer of the Board. Since July 1997, the State Library has also been a portfolio organisation within the Department for Culture and the Arts.

Our Strategic Focus

The mission of the State Library of Western Australia is:

To enrich the lives of Western Australians by:

- *enabling access to resources for information, learning, enterprise and recreation*

- *collecting and preserving our social and documentary heritage for current and future generations.*

Our new strategic directions reinforce the State Library's leadership role, its role as an enabler and its client service focus. It continues to recognise the unique and powerful partnership it enjoys with local governments and public libraries in Western Australia.

What do we do?

A new organisational structure came into effect from 1 July 2006.

The Client Services directorate leads the development and delivery of services to State Library clients including library and information, fee paying and outreach services. A dedicated Outreach team provides a consultancy and advisory service for public libraries as well as develops training and other public programs in conjunction with our partners. For the first time, the State Library has an Education Officer to promote and support the role of libraries in education and information literacy.

Three Information Services teams lead the development and delivery of high quality information services to clients and an integrated Collection Development team work to build complementary state-wide collections. The Subject Specialist team provides a specific focus in the areas of Westraliana, through the J S Battye Library of West Australian History, music, family history, business, Indigenous services and children's literature.

The Resource Services directorate leads and develops the procurement, processing, accessing, storage, preservation, management and distribution of all State Library collections, including those purchased for, distributed, exchanged and used by public libraries throughout Western Australia. The three teams of Acquisitions, Access, and Preservation & Maintenance each comprise several sub-teams.

Within Acquisitions, the Orders team orders all State Library resources including books, newspapers and journals; staff in Accessions receive and process State Library resources to ensure they are ready for the shelves and public access; and Distribution staff manage the distribution and discard of State Library resources.
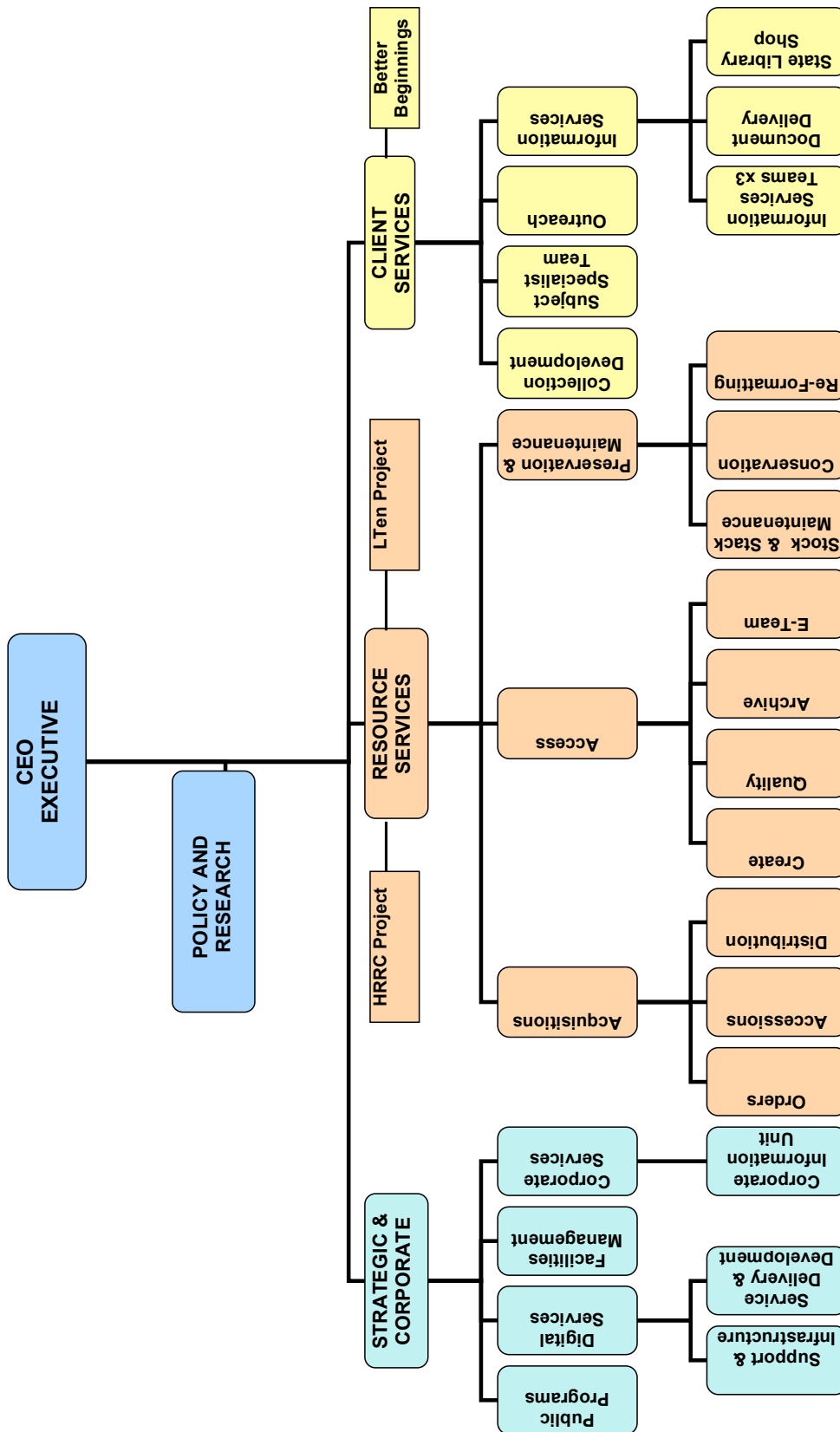
Within Access, professionals create records which enhance access to resources, the quality librarian ensures data integrity on the state-wide catalogue, and the Archive team makes accessible State Library archival collections including private papers, photographs, oral histories, film and ephemera. The E-Team leads and contributes to national and international initiatives to make our resources more accessible and to enable end user access to State Library electronic resources.

Within Preservation & Maintenance, staff in Stock & Stack ensure items are correctly stored and maintained in the best physical condition and they retrieve materials for clients. Conservation staff conserve and preserve the State Library's library and documentary heritage materials, and the re-formatting experts facilitate the long-term preservation and access to the State Library's image and sound heritage collections, and the preservation and access to the State Library's published and archival heritage collections.

The Strategic and Corporate Services directorate provides support services to the organisation in the areas of marketing and communications, information and communication technology, corporate services, building management, and facilities and venue hire. Public Programs develop exhibitions and events which stimulate interest in our resources and build the profile of the State Library in the hearts and minds of Western Australians. Digital Services leads the innovative development of the State Library's business in the evolving information and information technology environment and ensures the integrity of the Library's digital services. Corporate Services manage and coordinate the corporate services of risk management, occupational safety and health, records management, workforce support, and contract management for the State Library. Finance and human resources are provided in conjunction with the Department of Culture and the Arts and the Office of Shared Services. Facilities Management manages and coordinates building, operations and facilities and related service areas to ensure the provision of safe, efficient and effective service within the parameters of resource allocation and the organisation's needs.

The Executive Services area manages and develops high quality support services to the Chief Executive Officer, the Library Board of Western Australia and other strategic partners. It includes a Policy and Research team to provide research support and policy advice on issues and trends relevant to the State Library.

Functional Structure 2006-2007

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                              CEO
                            EXECUTIVE
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         |                                             |
  POLICY AND                                           |
   RESEARCH                                            |
         |                                             |
         |                                             |
  +------+--------------+--------------+----------------+
  |                     |              |                |
CLIENT              LTen Project   RESOURCE         HRRC Project
SERVICES                           SERVICES
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CLIENT SERVICES
- Collection Development
- Subject Specialist Team
- Outreach
- Information Services
  - Information Services Teams x3
  - Document Delivery
  - State Library Shop
- Better Beginnings

RESOURCE SERVICES
- Preservation & Maintenance
  - Stock & Stack Maintenance
  - Conservation
  - Re-Formatting
- Access
  - Create
  - Quality
  - Archive
  - E-Team
- Acquisitions
  - Orders
  - Accessions
  - Distribution

STRATEGIC & CORPORATE
- Public Programs
- Digital Services
  - Support & Infrastructure
  - Service Delivery & Development
- Facilities Management
- Corporate Services
  - Corporate Information Unit

Chairman's Report

The 2006-07 year has been very productive for all concerned with the State Library of Western Australia. The organisation, based on the ongoing progress of its Strategic Directions 2006-2008 document, has forged ahead with its restructure under the guidance of the CEO and State Librarian, Margaret Allen. After much rigorous consultation, the Board has reviewed the organisation's progress and reaffirmed its direction to ensure that the new structure will unify and strengthen its role as the world's leading organisation in the collection of Western Australian documentary heritage, and the lead organisation in the provision of all types of library services to the people of Western Australia. We welcome the executive team who will support the CEO and Board in its future directions.

As Chairman of the Board I would like to acknowledge the valuable contribution of outgoing Board Members in Kay Poustie (former Chairman), Patricia Gallaher, Helen Hewitt, Rafael Neisten and Terri-ann White, and to welcome new Board Members in Deb Hamblin, Imogen Garner and Juanita Healy. My grateful thanks must also go to Michael Murray, Vice Chairman, who is always very willing in his support and wise counsel. Thanks must also go to those Board Members who serve on the Finance Committee especially Margaret Nowak (Chairman) and the Audit and Governance Committee especially Matthew Allen (Chairman). For all Board Members it is a lengthy but fulfilling voluntary commitment that they undertake most professionally. I thank them all wholeheartedly for their contribution.

The Board continues its program of meeting outside the boardroom in order to enable the members to see library services in action and develop an understanding of the communities in which libraries are operating. Visits were undertaken to Rockingham and Cambridge, and one to Busselton and Dunsborough will have been completed as this report goes to print. It is a great opportunity to see what is happening in the public library system and the regions, and we are very grateful to those local government authorities/libraries who host us for that particular Board meeting.

Governance is high on the agenda for the Board and we continue to develop those skills with training workshops, our own review process, plus refining the Audit and Governance Committee and Finance Committee Charters.

The State Library of Western Australia is hosting the *National Treasures* exhibition in Western Australia, commencing from 30 June. What a privilege – Perth is its last calling place and we hope that 60,000 Western Australians visit the exhibition. It is imperative for the State Library to have a dedicated exhibition space for such exciting and longed for 'roadshows' and the State's unique collections.

What of the future – much is happening. In order to build a strong workforce for the future, a graduate program has been put into place – a great initiative.

The work on the Cultural Centre precinct continues with the East Perth Redevelopment Authority. This has provided an opportunity to review the orientation of the building (externally and internally) and its future environs.

I would like to acknowledge the Joint Advisory Committee (JAC) and the work undertaken on the structural review of public libraries. This was a very important process for the future of public libraries in Western Australia, and again should set a solid future agenda by the release of the Structural Reform report.

The review of the legislation is well underway and progress is being made towards its update and final promulgation. The public consultation process has been rigorous and highly commended.

In last year's report it was stated that the culture of philanthropy is not a strong one in Australia despite the increasing number of millionaires. It is always so gratifying to receive bequests so that the work of the library can continue to grow, collections are not lost and the historical past demonstrates the State's commitment to future generations.

The Library Board of Western Australia is faced with the challenges of capital funding for building maintenance, asset replacement and ground making initiatives. Any additional funding is always much appreciated.

The future of the State Library of Western Australia continues by the great work undertaken by a staff who is passionate about its commitment and dedication, and the Board thanks each and everyone of them.

The Board's thanks must also go to the Minister, The Hon Sheila McHale, for her continued support, interest and love of literature and library services.

On behalf of the Library Board of Western Australia, I am pleased to submit the Annual Report for the year 2006 – 2007.

Janet Davidson, JP
Chairman of the Library Board

Chief Executive Officer's Review

Libraries are changing rapidly with new technologies, new user expectations and technology skills impacting on every aspect. At the State Library we have been positioning ourselves to meet the new environment by changing our organisation, refocusing on our core roles, evaluating what we do and how we do it.

Our Strategic Directions 2006 – 2008 established a foundation for the Library to shift to the digital world. This requires us to examine our collections, the services we provide to library users, and our collections, our preservation and digitisation priorities.

The year has been one of considerable adjustment for the State Library with significant structural and cultural change. On 1 July 2006 all staff were allocated to new positions within a newly created structure and the organisation began the process of undertaking new roles, developing new skills and handing over work previously undertaken to other parts of the organisation. The extent of this change was significant and wide reaching.

The State Library had previously been organised into four quite separate directorates established around physical collections with service provision based around those collections. The nature of the organisation was such that many staff had been undertaking the same role in a similar way for many years. The new structure created interdependent directorates and teams with a focus on collaboration. Therefore, major cultural change has been required to create an organisation which can achieve the Strategic Directions outcomes.

Whilst this is an ongoing evolutionary process, I am pleased to report that there has been significant progress towards achieving our new ways of working and service delivery. I would like to acknowledge the support and commitment of staff to this process, they have undertaken new challenges with enthusiasm and vigour and achieved some significant results.

The State Library supports a network of 232 public libraries throughout Western Australia from Warburton in the east, Kununurra in the north and Christmas and Cocos (Keeling) Islands in the west. In December 2006 I was fortunate to visit a few libraries in the Mid West Region including Yalgoo, Wiluna, Mt Magnet, Meekathara, Sandstone, Cue and Murchison Settlement. Each of these libraries is very different, reflecting the unique needs of the community it serves, but in each case the library is a vital part of that community. Sometimes the library is part of the Shire Offices, or combined with a telecentre, or part of an arts centre. Often they provide access to services normally provided by other government departments such as licensing or by private enterprise such as banking. These libraries are much more than traditional books and the staff work enthusiastically to provide quality services which meet the specific needs of their community without access to the resources of their metropolitan colleagues. The visits to regional libraries by State Library staff help to provide valuable on site advice and support and enable us to understand first hand the results of the work undertaken from within the Alexander Library Building.

Our partnership with local government in the delivery of public library services continues to develop. The Framework Agreement for the provision of public library services in Western Australia concludes in June 2008 and with it the additional funding for public library resources. The Joint Advisory Committee has spent some time considering the most effective model for the delivery of public library services after that time through discussion and consultation with local government and other stakeholders. During 2007-08 the recommendations of the report will be developed into an action plan and establish the foundations of a new agreement.

Like many public sector agencies, the State Library is facing a significant issue in coming years as a large number of long term staff retire or seek part time employment in the lead up to retirement. As part of the process to plan for the future staff needs of the Library, the establishment of a regular intake of new graduates is a critical element of this strategy.

We were pleased to welcome four new graduates in February who are undertaking a year long program of skills development and familiarisation across all parts of the Library through training and project work. The graduates have brought a new enthusiasm and energy to our workforce and we look forward to their ongoing contribution to the Library and the profession.

The success of the Better Beginnings Early Literacy program continued with the program now reaching some 93% of new born babies and their families in Western Australia.

The Library was pleased to receive the 2006 Premier's Award for Excellence in Public Sector Management – Better Services Larger Agency (more than 100 employees) for the Better Beginnings program. This award recognised the outstanding performance and achievement of Better Beginnings in the delivery of quality and accessible services to Western Australians. This is a wonderful recognition for the team of State Library staff who developed and support this exceptional program. We continue to collaborate with the Board of the Rio Tinto Future Fund, our partners in the Better Beginnings Early Literacy program, and value their support to further market the program and to extend its reach.

On 14 December 2006 we celebrated the 50th anniversary of the J S Battye Library of West Australian History with an afternoon tea. This was a wonderful occasion with many staff, both past and present, celebrating the contribution that the Battye Library has made to the memory of Western Australia.

To commemorate the golden anniversary of the Battye Library, the Library Board established the James Sykes Battye Memorial Fellowship designed to promote the Battye Library as a centre of original research and scholarship and to encourage the use of the collections for research, publication, discussion and presentation. This is a biennial fellowship funded through the Leah Jane Cohen Bequest. Applications for the Fellowship opened in May 2007 and the Library was pleased with the initial response with a number of very strong proposals for consideration. The inaugural Fellow will be announced in August 2007.

The Library has made significant effort in the last year to develop partnerships which support the achievement of our strategic directions and take us outside the Alexander Library Building. We are working with the Department of Health and the Office of E-Government to investigate the feasibility of the joint procurement and management of an integrated library management system and other library technologies.

Our partnership with Central TAFE for the Photographic Archive of Central TAFE competition resulted in a number of high quality contemporary photographic images from both amateur and professional photographers being added to our collection as well as the creation of an interesting exhibition within the Library. The competition will now become an annual event.

We are working with the education sector to establish relevant and interesting programs for school visits to the State Library based on our unique heritage resources and with the Department of Education and Training to develop standards for joint-use public libraries and to support the Premier's Summer Reading Challenge.

The 2006-2007 year came to a close with the opening of one of the most significant events hosted by the Library in many years. The *National Treasures from Australia's Great Libraries* exhibition opened to the public on 30 June. This exhibition is the culmination of five years of collaborative planning between all of Australia's State libraries and the National Library and provides a truly once in a lifetime opportunity to see iconic and everyday items that tell the story of Australia and its heritage. The State Library of Western Australia contributed several iconic items to the wonderful exhibition and developed an impressive range of public programs to support it.

This year has provided many challenges and opportunities for the Library. I would like to thank the staff who have been enthusiastic, committed and highly professional in support of our strategic directions. I would also like to acknowledge the Library Board of Western Australia for their ongoing support and counsel throughout the year.

Margaret Allen
Chief Executive Officer and State Librarian

It set out a new strategic focus for the organisation, recognising the need for the State Library to respond to a changing information world with a fresh and innovative approach to service delivery in three key activity areas – strategic development, client services and resource management

Strategic Directions 2006 – 2008

Released in late 2005, *Strategic Directions 2006 – 2008* came into effect on 1 July 2006 identifying key directions for the State Library for the next three years.

It set out a new strategic focus for the organisation, recognising the need for the State Library to respond to a changing information world with a fresh and innovative approach to service delivery in three key activity areas – strategic development, client services and resource management.

In the lead up to the restructure positions were held vacant and new roles developed. During 2006-2007, recruitment for over 30 positions, from senior staff to entry level pool based recruitment, was undertaken. An important element of this was the development of a Graduate Program and in February 2007, four graduate officers commenced a year-long placement at the State Library. Recruitment of lower to middle management positions, systems and cataloguing staff has proven difficult.

After staff were allocated to new positions on 1 July 2006, significant work went into the merging of many of the process based tasks from the previous three different methods to a single method of achieving an outcome. This has impacted almost every area of the organisation from client services to the processing of materials. Analysis of process and development of new efficient methods has been required across the organisation. This is not yet complete and will be a major emphasis in 2007-2008.

It became clear that a significant staff development program was required to lift staff skills and knowledge to the level required to fully realise the Strategic Directions. The two key priorities identified were the lack of middle management skills across the organisation and basic information technology skills.

A program has been developed in conjunction with the Department of Culture and the Arts' Human Resources to provide basic supervisory and management skills to everyone with responsibility for managing staff. This program has begun and will run over a 12-month period. The Library also participated in a Department of Premier and Cabinet senior manager leadership development program.

The general level of information technology skills was also of concern and time has been invested in raising the levels of staff awareness of current technology trends. The identification of specific skill requirements and a development plan is underway.

In addition to the significant and wide reaching organisational change and new projects State Library staff have continued to provide, develop and maintain collections, and extend services to clients and our public library partners. They are to be commended for their commitment and support for the organisational change. The past year has been a difficult one with continual and fundamental shifts occurring in almost every aspect of the Library and generally staff have embraced it with enthusiasm, imagination and professionalism.

Report on Achievements 2006-2007

- **Enable information access for the Western Australian community**

- **Encourage the desire of Western Australians to seek information**

- **Collect and preserve a significant set of Western Australian material**

Key Outcome 1

To enable information access for the Western Australian community we will:

1.1 Continuously review the changing demographics and emerging trends within our communities

Client Survey In June 2007 an annual survey was conducted to find out about client needs and opinions of the reference services and facilities offered by the State Library. 61% of the survey forms were completed and returned by clients. Of the question asked "Overall how satisfied are you with the quality of the services and facilities provided in the Alexander Library Building?", 89% answered satisfied or very satisfied.

Meeting Client Needs The State Library has always provided stock to public libraries according to strict quotas with respect to the number of adult non fiction, adult fiction and junior resources that a library is able to receive. Following consultation a new procedure was agreed in June whereby these strict quotas will be removed so that public libraries will be able to better meet client needs. For example, a library that has a very high junior membership will be able to receive more junior books to meet demand, while at the same time reducing the number of adult non fiction or adult fiction books that they receive. The changes will have significant benefits to public library collections and will be introduced in July 2007.

1.2 Undertake programs that build literacy and information literacy

Better Beginnings Family Literacy Program In less than two years, Better Beginnings has reached more than 45,000 families. There are now 92 local governments participating - 64 regional and remote communities and 28 metropolitan communities. The entire Pilbara region is involved and over 90% of metropolitan Perth communities are engaged. The program now reaches some 93% of new born babies and their families in Western Australia.

In 2006-2007, participating libraries conducted 624 baby rhyme sessions involving 8,096 parents, carers and babies and held 265 information sessions for 1,468 parents. More than 230 outreach visits to child-care centres, playgroups and community health centres were conducted with 1,355 children and carers taking part. A total of 342 library staff were trained in Perth and regionally from Karratha to Norseman. Online training was trialled with great success. Ongoing collaborations have been strengthened and links with new agencies have been forged in an effort to reach "hard to reach" families.

Baby Ways, a board book published by the State Library and solely distributed to families as part of Better Beginnings, is an outcome from an association with Fremantle Arts Centre Press and the Mirrabooka Community Child Health Centre. The book features full colour close-up photographs of babies, a playful rhythmic text about familiar everyday activities and a mirror on the last opening. A big book version has also been developed and is being used successfully with parents during rhyme and story sessions. Parental and child response to the books have been overwhelmingly positive.

The profile of Better Beginnings continues to grow throughout Western Australia and Australia. Presentations were made at the Community Health Nurses National Conference in Kalgoorlie; the LocLib Conference in Perth; and *Learning Futures* Conference in Adelaide. The program was featured on the Early Years stand for the Parent, Baby and Child Expo in August and more recently at an Early Years Literacy Forum in Midland.

The program has also been acknowledged as a model of best practice having been awarded the 2006 Premier's Awards for Excellence in Public Sector Management Better Services Category Large Agency (more than 100 employees). From the *Wagin Argus* to the *Stirling Times* to the *Pilbara News*, dozens of local interest stories in community newspapers generated by the program highlight the role public libraries play in the development of literacy in the community.

Education Programs This year has seen the establishment of ongoing education programs with the creation of the new position of Education Officer. The appointment of a staff member with a teaching qualification has enabled the development of new programs with a greater emphasis on curriculum outcomes.

Requests for tours of the State Library by schools are now coordinated through the Outreach team with the Education Officer discussing requirements with teachers to deliver tours that are relevant and meaningful for their students and meet agreed outcomes. Tours are designed to include all areas of reference within the library, however there is a particular demand for tours that highlight the documentary heritage collections held in the State Library. A focus of tours has also been information literacy to assist with the development of students' research and investigation skills.

A key focus has been to develop links between the State Library and the teacher-librarian network. A Professional Development session was held in March 2007 at the State Library to promote *National Treasures from Australia's Great Libraries* and to gain feedback on how the State Library could provide a quality education program in conjunction with the exhibition. This consultation process proved to be invaluable in the development of a school tour program for *National Treasures* and also in raising the profile of the State Library in Western Australian schools.

Another role of the Education Officer is to use the collections of the State Library in the development of education and teaching resources. Through the network of Perth Education Providers (PEP) it has been possible to raise the awareness of these organisations about the resources available at the State Library. Collaborations are being investigated with other education officers from the PEP network and the State Library into the provision of educational programs that utilise our collections.

One Book 2007 The State Library again partnered with the UWA Perth International Arts Festival to present One Book 2007 featuring the international best seller *The Book Thief* by Markus Zusak (pictured). 2007 was the biggest year yet for One Book with over 16,000 people reading the book and meeting the author.

Program sponsor Chevron Texaco enabled 1,000 copies of *The Book Thief* to be distributed to every public library in Western

Australia. The whole of the Western Australian community had the opportunity to read the same book and participate in wider discussions around the power of words.

The 2007 One Book program included a series of events held in metropolitan and regional libraries including meet-the-author sessions. These were well attended with two hundred people filling the State Library's theatre to hear Markus Zusak talk about his writing.

"The Biggest Book Thief in the West" promotion invited the public to return overdue books from any library to any public library in Western Australia. The State Library's novel approach aimed to track down Western Australia's most overdue and most travelled books. Entrants were also asked to write why the book was late in being returned to the library. The WA Police Commissioner Dr Karl O'Callaghan joined CEO and State Librarian Margaret Allen in judging the entries in the "Most Travelled Book" and "Best Excuse" categories of the competition.

Supporting the Public Sector Under the terms of the agreement with the Department of Premier and Cabinet, the State Library continued to support the Public Sector Management (PSM) Program throughout 2006/07. This national program was established to deliver leadership and management education to senior staff from the public sector - local, state and federal.

State Library staff continued to provide PSM participants with access to facilities and extensive information resources. During this period the State Library increased its support for the Program by successfully negotiating with suppliers to provide remote access to a range of online databases. This proved to be a major benefit to the participants. Nine Information Research Skills training programs were developed and delivered. These sessions aimed to enhance the research skills of the participants and were very well received and attended.

1.3 Lobby for resources to improve the quality and breadth of available information

Online Resources State-wide access is part of a philosophical change to whole-of-state licences wherever possible for online resources. This is particularly important for Western Australians living in regional and remote areas of the state. During the year a new state-wide subscription to Ebsco provided public library clients with access, from their local library or from the comfort of their own home, to a range of online resources including *Australia/NewZealand Reference Centre*, *Business Source Elite* and *Novelist*.

Public Library Resources The State Library, through the Joint Advisory Committee, has initiated a review of the Western Australian public library system. This work includes consideration of the appropriate levels of funding for public library materials.

1.4 Partner with other agencies that own differing and relevant information content

Western Australian Publishers The State Library Shop plays an important role in promoting Western Australian literature and published materials. It provides the Western Australian publishing industry with retail and event support by promoting Western Australian literature, authors and publishers.

Partnerships were created with publishers for the State Library Shop to provide and promote the books for the ALIA Click 06 Conference, the Western Australian Premier's Book Awards, the Perth International Arts Festival One Book program and the *National Treasures* exhibition.

National Treasures from Australia's Great Libraries

This was a landmark exhibition that brought together, for the first time, more than 170 extraordinary items that have shaped our nation. Drawn from the magnificent collections of Australia's National, State and Territory libraries, the exhibition contained manuscripts, maps, drawings, paintings and objects all linked to Australia.

1.5 Identify and work to deliver relevant technologies which enhance access to information

Historical Records Rescue Consortium project (HRRC) The HRRC received a grant of $3 million over two years for the preservation of the most at risk historical newspapers, photographic negatives and motion picture films in the J S Battye Library of West Australian History. The first motion picture films saved under the HRRC project were screened to the public at the State Library from February to June. The project has successfully provided a platform for the ongoing storage of digital images.

VOIP Trial for Training and Support State Library staff working on Better Beginnings and Virtual Document Exchange (VDX) explored online training using VOIP (Voice Operated Internet Protocol). VOIP was used for interactive audio communications and an online web-based interface. State Library staff trained participants from Kununurra to Pemberton in Better Beginnings and interlibrary loans/VDX which involved sharing Power Point, Excel, Word documents and software applications available via the web. Participants eagerly embraced the new technology, sharing ideas, asking questions and using the online whiteboard. The feedback from evaluations was overwhelmingly positive with 100% of the trainees wanting to participate further in online training opportunities. Comments included the ease of

being able to participate remotely, the saving on travel time for regional librarians and the recognition that it was an easy and economical way to gain training, communicate and learn new skills. The successful trial will result in State Library staff developing regular online training for public library staff state-wide.

Radio Frequency Identification (RFID) An Information Day was organised by a joint State Library/public library committee on the advantages of RFID within libraries. Two guest speakers from interstate and New Zealand, together with four vendors (including one from Singapore), ensured that the day was very informative for attendees. An increasing number of public librarians are keen to pursue the use of RFID in their library systems to reduce manual handling and ensure that library resources are handled and distributed in the most efficient way.

Regional Technological Infrastructure State Library staff were involved in the Western Australian Government's Statewide Broadband Network Strategy to improve the State's broadband services. They lobbied for rural public libraries and individuals to have access to appropriate, high speed and affordable broadband services that will meet needs well into the future. Staff also contributed to Commonwealth Clever Network bids as part of a consortium.

1.6 Identify and raise awareness of issues relevant to Western Australian library services and the profession and determine appropriate strategies for action

Joint-Use Libraries Public and school libraries share many common goals including education, literacy, information literacy and life-long learning. Despite this, many joint-use libraries in Western Australia, developed as a collaboration between the Department of Education and Training, local governments and the State Library, have been susceptible to failing to meet the needs of their constituencies often providing a split service based more on co-location than joint service provision. To assist all parties involved in the establishment and on-going provision of joint-use library services that will maximise the benefits to all partners and communities served, the State Library initiated a review of joint-use school/public library standards in partnership with the Department of Education and Training. This includes an audit of joint-use libraries in Western Australia, research into best practice in joint-use school/ public library provision in Australia and internationally and development of standards for both large and small joint-use libraries in Western Australia.

Graduate Program As part of the State Library's leadership role for the library profession, a 12-month Graduate Program was developed as an opportunity for graduates to participate in a structured developmental program consisting of work placements plus training and development opportunities. In the inaugural 2007 program three librarians and a library technician filled the positions offered.

The program provides practical experience, professional development and career opportunities for the graduates. At the same time it is a recruitment and retention strategy for the State Library. The graduate program attracts employees with the potential to fill future roles, including key management and customer service roles. The Graduate Program will be run on an annual basis.

Practicum Students   The State Library continued its commitment to training and supporting the profession by hosting practicum students. The Library and practicum students have benefited from the placements.

1.7   Create links to relevant third party information sources

Online Resources   The State Library provided additional online resources on a state-wide basis. Public library members across the state now have remote access to *Encyclopaedia Britannica Online*, *Health & Wellness Resource Center* and a suite of Ebsco databases.

1.8   Seek consortia opportunities that benefit the information access environment

Photographic Archive of Central TAFE (PACT)   The State Library, in partnership with Central TAFE, launched the inaugural PACT competition in April. The competition, developed by Battye Library Subject Specialists, was so successful it will now be an annual event.

The aim of the competition is to document aspects of today's society through the camera's eye creating an important contemporary image collection for use by future generations of Western Australians. Each year, entries from the competition will be appraised for inclusion in a digital image archive held in the State Library. 169 images were added to the archive this year.

Photographic enthusiasts including student, amateur and professional photographers were encouraged to submit entries in any of the competition's four categories: landscape/architecture, environmental portraiture, cultural and sporting events/social activities and photo essay. Each category winner was awarded prize money of $1000, with a further $1000 each for Best Overall Photograph and Best Student Photograph. The total prize pool of $6000 was jointly funded by the State Library and Central TAFE.

Over 300 images were entered in the competition, with landscape/architecture being the most popular category. The quality of entries was of an exceptionally high standard particularly for a competition in its first year. The judging panel consisted of a representative from each agency and two highly respected professional photographers.

An exhibition of 200 of the best photographs was launched on 1 June by the CEO and State Librarian Margaret Allen and Central TAFE Managing Director Neil Fernandes. The exhibition, held in the Centre for the Book from 1 - 24 June, proved to be a popular attraction drawing many visitors into the State Library.

1.9   Meet our obligations under the *Framework Agreement*

The *Framework Agreement between State and Local Government for the Provision of Public Library Services in Western Australia* was signed in December 2004. The Agreement sets out a shared vision and provides a statement of principles and clearly defined roles and responsibilities to guide collaborative action until 30 June 2008. It establishes accountability measures and a process for joint decision making. The shared vision is one of Western Australia's public library service as a sustainable and responsive network of vibrant and connected well-resourced, free public libraries that are hubs of community life.

Structural Reform of Public Library Services An examination of the most efficient and effective model for the delivery of public library services to the Western Australian community has been undertaken. Recommendations and a plan for action will be developed in 2007-2008.

Key Performance Indicators (KPIs) for Public Libraries The *Framework Agreement* specifies the core services provided by local government (public libraries). A KPI workshop was convened in August at which public library and State Library staff participated to jointly identify KPIs to benchmark performance on the delivery of these core services. A set of five KPIs were subsequently developed and submitted to the Joint Advisory Committee (JAC) and the Library Board for endorsement for use from 1 July 2007:

1. Entrance to the library building
2. Statewide membership for all Western Australian citizens
3. Loans and renewals of items from the general lending collections
4. Access to information and resources on library premises
5. Access to library catalogues

Stocktakes At the JAC meeting held in July 2006, the following recommendations were agreed:

- that the JAC endorses stocktakes as a way of managing State assets;
- that all public libraries carry out a full physical stock take of all public library stock within the next two years and thereafter the State Library and all public libraries carry out full physical stocktakes every five years with 'dusty book' reports or rolling stocktakes being carried out as required in the intervening years. To be reviewed after the first five years.

A procedure for undertaking stocktakes, together with a draft schedule, was written and sent to all local governments in February 2007. State Library staff have been busy providing logistical, verification and costings data to libraries to assist them with the process. Nine larger public libraries undertook stocktakes during the year and their data will be analysed to help determine a methodology for managing the areas of disparity between the locations on the State Library's library management system and the items actually located by each library during their stocktake.

Resources for Public Libraries The JAC also endorsed a paper on the allocation of a set level of funding for purchase of electronic resources and materials in languages other than English. As an adjunct to this decision, the State Library pursued a freeing of the heavily structured system of allocating funds for the purchase of new resources for public libraries and also a freeing of the system of exchange of public library resources. The recommended changes were endorsed by the JAC and will be implemented in metropolitan and larger regional libraries on 1 July 2007. The changes will have significant benefits to public library collections.

New Resources for the State Library's Collections Each year State Library staff and public librarians select new stock for purchase from the vast array of material published in Australia and overseas. This year an additional 293,037 new resources were processed for public libraries including regular print books, large print books, audio cassettes, video cassettes, spoken word CDs, DVDs, MP3 CDs and CD-ROMs. In addition, over 3,000 regular print books and 51,000 serial issues were processed for collections within the State Library building. 48,348 new titles, from books to DVDs, were catalogued for the collections including those in public libraries and the heritage collection.

Key Outcome 2

To encourage the desire of Western Australians to seek information we will:

2.1 Develop exhibitions and events which stimulate interest in our resources

Our Prized Possessions Developed to complement the *National Treasures from Australia's Great Libraries* exhibition, *Our Prized Possessions – Rarities Revealed* highlighted some of the treasures of the State Library and focused on some of the most interesting and rarely-seen items held in the collections.

Staff across the State Library worked cooperatively to plan the exhibition and an accompanying program of events. Together with the Western Australian Museum, a schedule of school and community tours ran throughout the *National Treasures* and *Our Prized Possessions* exhibitions. These tours introduced *Our Prized Possessions* and *National Treasures* exhibits and school tours provided students with the opportunity to see the exhibitions and participate in an education activity to introduce them to the significance of *National Treasures* and the work of the State Library in collecting and preserving the State's heritage.

To create interest in *National Treasures* and *Our Prized Possessions* in the weeks leading up to the event and to highlight that ordinary objects, including modern ones, are also treasures, the library conducted the *Your Prized Possessions* competition. This was promoted to schools for teachers to incorporate into the curriculum as well as to the general public and attracted entries from people of all ages across the State. Winning entries were exhibited alongside the State Library's treasures in the *Our Prized Possessions* exhibition.

Singing Western Australia and MusicAustralia In celebration of Seniors Week the State Library presented a concert that enabled the audience to gain access to the Western Australian sheet music collection both aurally and visually. *Singing Western Australia: Highlighting WA Musical Memories Online*, presented by baritone Robert Hofmann and pianist Tommaso Pollio, contained 11 pieces from the sheet music collection. Most of this material was digitised on either WA Musical Memories Online (the Western Australian portal to MusicAustralia) or on MusicAustralia, a national digital music initiative developed by the National Library of Australia to provide web access to information about Australian music. It features over 10,000 digitised scores and includes digitised sound recordings and photographs, all freely available from the MusicAustralia website. The performances were enhanced by projected images from the State Library's pictorial collection to create a nostalgic and patriotic look at Western Australia. Singing Western Australia was recorded by staff from the National Library who serendipitously were in Perth on the day. This recording is now accessible through MusicAustralia.

National Treasures from Australia's Great Libraries This touring exhibition opened to the public on 30 June with a gala launch on 29 June attended by His Excellency Dr Ken Michael, Governor of Western Australia and Mrs Michael, the Hon Michael Keenan, the Hon Sheila McHale and Sir James and Lady Shirley Gobbo. The launch was the culmination of many months of hard work by State Library staff to ensure that this travelling exhibition would be seen by as many Western Australians as possible. In addition to the travelling exhibition, hosted next to the State Library at the Western Australian Museum, *Our Prized Possessions – Rarities Revealed*, an exhibition of the many treasures held at the State Library, was opened to support *National Treasures from Australia's Great Libraries*. As the two exhibitions run until 26 August 2007 they will be reported in more detail next year.

Other Exhibitions One of our major exhibitions for the year was *Swing & Seam – a celebration of cricket in Western Australia*. Curated by long-standing staff member Steve Howell, this exhibition displayed a diverse range of items from the State Library collection relating to Western Australia's cricketing moments in history and toured to Geraldton Library after finishing in Perth.

The 30th Anniversary of the Australia – Japan Treaty was celebrated with a travelling exhibition that contained many items sourced from the State Library. Other exhibitions included *WA Press Photographer of the Year Awards* which continue to be very popular with our visitors followed by the inaugural *PACT* exhibition resulting from the competition run by Central TAFE and the State Library.

The State Library hosted two art-related exhibitions, *As We Are* and the *Perth Society of Artists Annual Exhibition*.

Exhibitions – Behind the Scenes Exhibition work occupied a considerable amount of staff time during the year for both in-house displays and loans. Activities such as condition reports, treatments, book supports, framing, mounting, packaging for transportation and environmental monitoring were undertaken. Loans were sent to exhibitions in Brazil, South Australia and Fremantle. The highly successful *National Treasures from Australia's Great Libraries* touring exhibition and *Our Prized Possessions* exhibition were as much a challenge as a pleasure to work with. Members of the conservation and archive teams assisted in the development and setting up of the two exhibitions. State Library materials were included in both exhibitions which allowed us to display many more of our archival treasures.

Western Australian Premier's Book Awards On 8 June 2007, Arts Minister Sheila McHale announced and presented the $20,000 Premier's Prize for Shaun Tan's *The Arrival* at the 25th annual Western Australian Premier's Book Awards. This year 158 entries were received with 11 previous winners shortlisted in this year's Awards. Shaun Tan also won the Children's Book Award. Shaun was overseas at the time but he was represented by his parents Christine and Bing Tan.

The Non-Fiction Award winners were *Rob Riley* by Quentin Beresford and *Arthur Tange* by Peter Edwards; Simone Lazaroo won the Fiction category for her novel, *The Travel Writer;* the Poetry category was won by Dennis Haskell for *All the Time in the World*; Kate McCaffrey won the Young Adults category with *Destroying Avalon.* The WA History Award was won by Bobbie Oliver and Patrick Bertola (pictured) for *The Workshops* and the Script Award was won by Hellie Turner for *Sardines*.

We were pleased to receive sponsorship for these Awards from Watershed Premium Wines and Westbooks whose generosity helped to offset the cost of the presentation dinner.

City of Perth Winter Arts Festival The Festival continued this year with the main emphasis at the State Library being a National Library of Australia's touring exhibition titled *Bunyips* along with the free lunchtime concert series performed by students from the Western Australian Academy of Performing Arts (WAAPA). We also celebrated Family History Week from late July to early August. Another major event was the Cultural Centre Open Day in August when the entire Cultural Centre occupiers opened their doors to the public with backroom tours, talks and activities for the family.

2.2   Build the profile of the State Library in the hearts and minds of Western Australians

James Sykes Battye Memorial Fellowship   To commemorate the 50th Anniversary of the J S Battye Library of West Australian History, in December 2006, the Library Board of Western Australia established the James Sykes Battye Memorial Fellowship.

The Fellowship, up to the value of $20,000 to be awarded every two years, was made possible by the Leah Jane Cohen Library Bequest. Leah Cohen was a keen supporter of the State Library and her enduring generosity will enable others to use the Battye Library collections to further our understanding of Western Australia.

The aims of the Fellowship are to:
- Promote the Battye Library as a centre of original research and scholarship in Western Australia;
- Encourage use of the unique collections of the Battye Library; and
- Encourage research, publication, presentation and discussion based on them.

The Fellowship honours James Sykes Battye who commenced duty on 1 August 1894 as Librarian of the Victoria Public Library, which had been established in Perth to mark the 1887 Golden Jubilee of Queen Victoria. Dr Battye died in office on 15 July 1954 aged 83, having

occupied the post for 60 years. An historian who wrote and compiled several books on the history of Western Australia, Dr Battye was an avid collector of Western Australian historical material. He ensured that both archival and printed materials were acquired and preserved. On 14 December 1956 the J S Battye Library of West Australian History was opened as part of the State Library of Western Australia.

Applications were called for the James Sykes Battye Memorial Fellowship from Australian residents with an interest in historical or contemporary research based on the Battye Library collections. Research into the Western Australian music collections was also eligible for a Fellowship. On 9 May an information evening for prospective applicants was held in the State Library.

The Fellowship judging panel was convened in June and its members included Ms Margaret Allen, CEO and State Librarian, convenor; Emeritus Professor Geoffrey Bolton AM; Associate Professor Jenny Gregory; Mr Michael Murray representing the Library Board of Western Australia, and Ms Jennie Carter, Battye Librarian. The successful candidate or candidates will be announced in September 2007.

Premier's Award for Excellence in Public Sector Management The State Library's Better Beginnings Family Literacy Program was the winner in the 2006 Premier's Award in the Better Services (large organisation) category. The Better Services award particularly recognises outstanding performance and achievement in the delivery of quality and accessible services to Western Australians. The Program would not be the success it is without the support of our partners – local governments and the 232 public libraries throughout Western Australia, community health nurses, the Rio Tinto Future Fund and the State Government.

Marketing Plan A marketing plan for the State Library of Western Australia, written in early 2007, aims to raise public awareness of the State Library's resources and services, and to generate greater positive press coverage for the State Library.

As part of this plan, and in order to gain a greater understanding of our audience, additional demographic and lifestyle questions were included in the annual customer research survey. The results of these will be fed into future marketing plans and will provide direction for accommodating customer needs as well as maximising promotional and advertising spending.

2007 was an important year for promoting the State Library through the *National Treasures from Australia's Great Libraries* exhibition, so the marketing plan dovetailed with the *National Treasures* communication strategy. Capitalising on the activities of the State Library was key to promoting the organisation during the year.

Volunteers Volunteers from the Western Australian community continue to make a significant contribution to the State Library across a number of areas. This year a group of volunteers was recruited and trained to help with activities planned as part of the *National Treasures* and *Our Prized Possessions* exhibitions. These volunteers provided tours to school groups as part of the school program activities. They also provided tours for visitors and community groups as part of the exciting program of events offered in conjunction with the exhibitions. Following the exhibitions the volunteers will participate in ongoing public programs to highlight and share the collections held in the State Library.

Friends of Battye Library volunteers continue to be an important way members of the community participate in helping to preserve and make the collections available. Volunteers have contributed to projects ranging from indexing Western Australian short stories to storing rare or fragile collections in appropriate conservation housings or listing and describing original archives that tell the stories of individuals and businesses in building Western Australia and its diverse community.

Western Australian State Library Custodians The Western Australian State Library Custodians continue to assist the State Library in promoting public awareness and facilitating financial support, sponsorship and partnering. The Custodians are currently reviewing their functions with a view to re-establishing themselves as a Foundation.

The Library Board, State Library staff and the Custodians were saddened by the death of Robert Muir on 28 March 2007. Robert was a founding Custodian and instrumental in the acquisition of the Freycinet collection of iconic Western Australian heritage items.

Albany Archives and History Roadshow State Library staff were key speakers and presenters at the Albany Archives and History Roadshow, 11-12 May 2007, hosted by the Western Australian Museum, Albany.

The seminars were well attended by staff and volunteers of regional history and local studies collections, museums and local government libraries from Albany and the Great Southern region. State Library staff gave four sessions over the two day workshop and these included how to assist clients researching family and regional history, the variety of sources for Western Australian history available from the Battye Library, digitisation projects, and how to research family history through printed references as well as online databases.

The feedback from the delegates to the Roadshow was very appreciative and the workshop has helped to cement relationships between the State Library, regional public libraries and local studies groups.

Discard Sales A number of community discard book sales were conducted during the year. The sales provided an opportunity for both metropolitan and regional Western Australians to purchase discarded library stock at affordable prices. Regional discard sales were conducted in Carnarvon, Esperance and Albany. A discard sale was also held in Perth. In addition, there was an Open Day Bargain Day Sale held as part of the Cultural Centre's Open Day held in August.

The country discard sales were conducted in partnership with the local public library and local government in each region. They were well attended and proved very popular with the local communities. Donations were also made to local charities and children's groups.

Esperance Lions Club received 2,000 volumes for East Timor as part of a program they run. The State Library also donated discarded library materials to local retirement villages and other volunteer community learning centres.

Community Access   This year the State Library hosted displays from Breastscreen WA, Conservation Council of WA, the King of Thailand's 80th Birthday commemoration provided by the Thai-Australia Council of WA, Amnesty International, EPRA, Walk Week, writingWA, a Japanese Photographic display coinciding with the annual Japanese Film Festival and the UWA Festival of Perth's *One Book* event.

2.3   Create services that meet identified needs including both general information requests and support for specialist research activities

Specialist Reference Service   As part of the new organisational structure implemented by the State Library in July 2006, a new Subject Specialist Team was established in the Client Services directorate to lead the development and delivery of high-level specialist services, including enquiry and research support, in the areas of Battye Library (Westraliana), Business, Children, Family History, Indigenous services and Music. This year, the team developed a new specialist service to assist clients in accessing information for complex or in-depth enquiries in the defined subject areas. This is available to clients on-site at the State Library or through telephone, letter, fax or email. These reference services are also available via the website to assist remote clients and the subject information gateways relating to each of the specialist areas have been updated and expanded to aid clients to fulfil their research needs.

The on-site service includes an on-call specialist reference service to provide support for mainstream reference staff and orientation sessions and tours for clients in each of the six specialist areas. A consultation service for complex research enquiries has also been established. This provides clients with a customised session where a subject specialist will work with the client to offer a search strategy for their enquiry, guidance in identifying appropriate resources and assistance in using these to research their topic. They also receive examples of appropriate resources that may be useful in their research and a package of general information relating to their topic and the State Library's services.

Review of the Research Collection of Children's Literature   A review of the Research Collection of Children's Literature (RCCL) was completed in August 2006 to consider the scope, access and use of the current collection with a view to establishing new partnerships and extending the audience for these valuable but underused resources. Research into similar collections throughout Australia as well as extensive consultation with existing and potential stakeholders clearly demonstrated that there is a limited audience for the RCCL in its current form. The Library Board subsequently endorsed a proposal to amend the collection development policy for the RCCL to build two complementary collections:

- a research collection of items to provide students and scholars with the resources necessary to give a view of the attitudes and range of children's books available in Australia. This will include a unique and comprehensive collection of Western Australia titles published for children; and

- a new collection of titles available on open access to parents and children, teachers, librarians, students and others working with children.

Redefining the scope and focus of the RCCL has provided a new direction for the collection, targeting new audiences including children, parents, teachers and caregivers, to promote excellent books for children and encourage reading. Additionally, the new collection will afford ongoing opportunities for the development of new programs and services for children.

Public Orders Demand for copies of our images continues to increase. As part of our service to clients, staff created 1,045 digital images for clients, an increase of 55% over the previous year. In comparison, demand for photographic prints dropped by 8% to 416, reflecting the general shift to digital technologies.

2.4 Partner with other state and local agencies to enhance their capability to meet community needs

Services to Public Libraries Consultancy, advisory and training services were provided to public libraries through staff in the Outreach team. These included training more than 900 public library staff in areas including early literacy, Better Beginnings, interlibrary loans and country library officer training. A program of visits to regional and remote libraries saw staff visiting 87 libraries and presenting face-to-face training at regional meetings.

The Collection Development team and public library staff oversaw the selection of new stock for the State's 232 public libraries. New profiles were developed for suppliers of public library stock to ensure that resources best meet the needs of public library clients.

Premier's Summer Reading Challenge 2006/07 The Premier's Summer Reading Challenge presented an important opportunity for the State Library to partner with the Departments of Education and Training, Premier and Cabinet and writingWA to promote the importance of literacy and the vital role of libraries in reading development.

The Challenge was organised and funded by the Department of Education and Training (DET). DET provided each of the State's 232 public libraries with promotional material and coordinated local press releases. The reading challenge was to complete 15 hours of reading and prizes included book vouchers and movie tickets. The State Library supported the Challenge by distributing promotional information to the public library network, working with writingWA to promote a reading list that featured Western Australian authors, ensuring these titles were in public libraries and developing a web page to promote the Challenge.

The highlight of the program this year was a series of author workshops. These were funded by DET and organised by writingWA in cooperation with the State Library. Four Western Australian writers, Wendy Binks, Mark Greenwood, Geoff Havel and Liliana Stafford, visited 15 libraries throughout metropolitan and regional areas of the state as part of the Premier's Summer Reading Challenge: Writers in Libraries program. Anecdotal responses to the visits included very positive comments such as this one from Walpole Library:

Geoff was a very engaging presenter and held a very captive audience. The boys in particular responded well to his humour - very informative and lively session.

1,067 children participated in the Challenge through their local public library and over 360 children and adults attended the author workshops.

Business Services The need for financial literacy is an emerging trend in Australian society. Business Subject Specialists attended an information session by the Financial Literacy Foundation and subsequently initiated programs to promote the use of the State Library for financial information. These included a presentation in September by the Business Subject Specialists titled *Discover How to Access the Library's Business Information Databases* and working with the Australian Shareholders Association to enhance the promotion of the State Library's extensive collection of personal investment resources. Staff have also built and maintained contacts with agencies including the Small Business Development Corporation, Department of Consumer and Employment Protection, Australian Securities and Investments Commission, the Career Information Centre, Centrelink and Indigenous Business Australia making available free publications and directing clients to their services.

Fairbridge Festival for Folk/Roots Music In April the State Library and the National Library were invited to establish a joint stand at Fairbridge Festival of Folk/ Roots Music held at Pinjarra. This was part of a new heritage focus of the Festival. The State Library's presence at the Festival enabled the collection of over 40 discs of Western Australian sound recordings for the archival collection. It also provided an opportunity for the State Library to reach out into rural Western Australia and the online pictorial images and family history resources were particularly popular with festival visitors.

Closure of Prison Libraries Following a review of library services for prisoners by the Department of Justice in July 2005, the State Library had extensive consultations with the now Department of Corrective Services about options for various library service delivery models. Late last year, Corrective Services made the decision to repatriate the State Library resources from six prison libraries at Bandyup, Bunbury, Casuarina, East and West Hakea and Wooroloo. All prisons will retain their libraries resourced by the Department of Corrective Services and will participate in the state-wide interlibrary loan system, requesting items from Western Australian public libraries and other libraries.

2.5   Create a friendly and welcoming environment in the Alexander Library Building for all members of the community

Improvements to Public Service Points The State Library provides information and reference services to the people of Western Australia to meet client needs. These services are provided in person when clients visit the State Library, by telephone, or electronically through email or from our website. State Library enquiry staff provide reference and information services by accessing resources held in the Alexander Library Building and from national and international libraries and databases.

The development and delivery of high quality information services to clients visiting the Alexander Library Building was the imperative of a restructure and relocation of all the State Library's client information service points in November.

The State Library provides reference services over four floors and information desks on each floor were repositioned and re-badged for better access and greater functionality to support the needs of both staff and clients. Free-standing "reference pods" were also installed and mobile phones acquired to aid service delivery from the "roving librarian".

The roving service provides the Library with the opportunity to deploy staff to best meet client demand on any of these floors. This service also provides assistance to clients that may not feel comfortable in approaching a staff member at a desk. The roving librarian is also able to spend time with clients away from the desk without leaving a service point unattended.

A project initiating the replacement of public PCs commenced. Client access to the Internet has also been maximised with all PCs in the public areas of the State Library now having Internet access.

Disability Access and Inclusion Plan   The State Library has a strong commitment to ensuring that all Western Australians have access to library and information services. This commitment has been addressed through the development of a new Disability Access and Inclusion Plan to ensure that those people with special needs can access the State Library, its collections and services, as well as appropriate library resources through the state-wide public library network.

The State Library recognises the needs of people with disabilities and has continually worked to upgrade features as standards have changed. An accessible building, including a theatre, a range of meeting rooms and special needs equipment, is available for library users with disabilities.

2.6   Make easier remote access to resources and services

The State Library relies heavily on networked computer systems to deliver and support its systems. In 2006-2007 the Library's website delivered information to over 1.8 million clients.

Asknow! The State Library continued to be a major contributor to the Asknow! online reference service. Asknow! is a collaborative service provided by the national, state, territory and partner public libraries of Australia and the National Libraries of New Zealand and Singapore.   It is a real-time, online chat reference service provided by librarians to help patrons find relevant information.

The collaborative nature of Asknow! provides operating flexibility with almost 100 librarians operating across 6 time zones. This enables extended opening times from 9am to 7pm AEST and

is open to anyone with access to an Internet connection. It supplements traditional reference services by using online resources to provide answers to basic enquiries on virtually any topic.

Underpinning the service is the principle of equitable access across economic, cultural and geographical divisions. There has been a steady increase in the number of enquiries received since the launch of the service with 50% of clients using the service for coursework and study based activities.

Improved online access   PictureAustralia: the scripts and processing to load digitised images from the State Library collection onto the PictureAustralia website was completed. More than 49,000 online images are available to clients on the State Library's website providing access to these important heritage materials. Of these images 21,076 have been loaded onto PictureAustralia, a service administered by the National Library of Australia, which makes them more widely available to the general public as part of a national initiative. The images are also searchable through Google thus increasing international access to Westraliana and raising the profile of the State Library.

Website: work began on a new content management system for the State Library website. Once the transition is completed this will provide a completely updated and easier to maintain and use website for clients accessing State Library collections and information.

Online resources: the State Library, in partnership with public libraries, continued to provide state-wide access to *Encyclopaedia Britannica Online* and *Health & Wellness Resource Center*. These are popular online resources and over 67,000 searches were conducted over the last twelve months.

In addition, a state-wide subscription to Ebsco provided public library clients with access from their local library or from the comfort of their own home to a range of online resources including *Australia/NewZealand Reference Centre*, *Business Source Elite* and *Novelist*. The addition of Ebsco means that public library clients throughout the state are now better able to satisfy their need for information for school projects, current affairs and general

interests, health and medicine, business interests and resources for enthusiastic book club participants.   In the first six months of access to Ebsco, over 18,000 searches were conducted demonstrating the popularity of the products selected.

Historical Records Rescue Consortium (HRRC): almost 40,000 photographic images were digitised this year. Of the images scanned some 30,000 were catalogued, linked and made available on the State Library's online catalogue.

2.7   Make easier the entire process for requesting and receiving information resources

Document Delivery The State Library has continued to work on the improvement of the infrastructure supporting the state-wide interlibrary lending and electronic document supply system. A visible lending policy has facilitated greater access to the State Library collections and the introduction of the Virtual Document Exchange (VDX) system for public libraries across the State has seen a significant improvement in the level of service offered to clients. The national code of a four day turn around time for supply of interlibrary loan requests is currently being met.

The Western Australian community is also now able to borrow film and video resources that were not previously lent from the collections held in the Alexander Library Building via the interlibrary loan service.

Key Outcome 3

To collect and preserve a significant set of Western Australian material we will:

3.1   Identify and fill significant gaps in our collections

Heritage Collections A plan has been put in place to identify and fill gaps in the State Library's heritage collections. The plan commenced by identifying businesses which have made significant contributions to the history of Western Australia and contact has been made with many of these. The result so far has been the donation of business records from the Margaret River Wine Industry Association; oral history recordings from BP Refinery Ltd; and undertakings from other businesses which will donate in the near future.

Research Collection of Children's Literature Following the review of the Research Collection of Children's Literature, a project to identify and fill gaps in the Collection's titles was initiated. Staff from the Collection Development and Subject Specialist teams have developed a new approval plan to ensure that titles are purchased to fulfil the new collection development policy. As part of this, a complete set of books has been secured to sit alongside the collection of over 100 original illustrations by notable Australian illustrators of children's books donated to the State Library in 2006 by Peter Williams.

3.2   Identify and secure future Western Australian heritage material

Major Purchases Identification of significant heritage material available through auction or direct purchase from dealers or owners has commenced. A noteworthy collection purchased this year was the watercolours of John Wilton Frankland Blundell, painted in the 1840s, showing views of early settlement in Western Australia. Included are images of pastoral areas close to Perth such as Serpentine, Canning and Avon regions, views of Rottnest Island, and images which record contact with indigenous Australians at that time.

Two additions to the Durack collection were also purchased: the first, a printer's proof of *Way of the Whirlwind* by Mary Durack and illustrated by Elizabeth, and the second, a framed original dust jacket designed by Elizabeth for *They Reached a Land* by Mary Durack, later published as *Kings in Grass Castles*.

Films The State Library's 16mm film reel lending collection was examined to locate Western Australian footage that could be transferred to the Film Archive collection. The outcome included documentation of the condition of all Western Australian reels, identification of other known copies in Australian film archive collections and selection of a considerable number of reels to be archived as either possible unique footage or as reference copies.

Funeral Records   The State Library received its first funeral director company records, that of Mead, Son & Co. from 1927 to 1994 when it became part of the Chipper and Son company.

Photographs   The State Library has continued its significant support for the HRRC project during the year. Original nitrate, acetate and glass negatives have been digitised and the images made available through the State Library website. HRRC provided the fillip in the State Library receiving an initial consignment of negatives from Illustrations Limited, a long standing Western Australian photographic company. Further consignments are expected, while additional negatives were also received from Stevenson, Kinder & Scott Corporate Photography.

The annual Photographic Archive of Central TAFE (PACT) competition will also add contemporary images to our digital archive.

3.3   Safeguard the collections by storing and maintaining them in appropriate conditions

Digital storage and preservation   A digital storage system providing 17 terabytes of storage space was set up to support the Lotterywest funded HRRC project. The storage system will save and preserve the at-risk heritage collections being scanned as part of this project and is a key part of the infrastructure supporting the State Library's digital preservation strategy.

Conservation The Conservation team continued to undertake conservation treatments, repairs and preventive conservation for State Library collections including treatment of single items to a collection wide approach. This involved mass treatments, protective enclosures, monitoring environmental conditions and user education. The materials cared for by conservation staff included books, documents, maps, prints, manuscripts, drawings and photographic materials.

A strong focus on preventive conservation was maintained throughout the year. To this end conservation staff presented three care and handling workshops open to all staff within the State Library. In addition, eight customised care and handling training courses were organised for specific teams within the State Library and the State Records Office.

Repairs to Resources The purchase of a new CD/DVD polishing machine enabled the repair of discs that otherwise would need to be discarded. This had a major impact on stock replacement spending especially where multi-disc sets may number as many as 24, requiring replacement of the whole set for the sake of one damaged disc.

Microfilming The State Library continued to provide in-house microfilming of material from State Government agencies and local government for State Library and State Records Office collections. During the year, 19 microfilm programs were undertaken producing 278 original microfilm reels, 1,280 microfiche and 109 master CDs. Microfilming of non-government archives included the Anglican Church Registers, Bussell Family Papers, Diocese of Perth Yearbook, Italian Club Minute Books and Trouchet's Pharmacy papers.

The newspaper microfilming program resulted in the filming of nine titles producing 187 reels of microfilm for preservation and access. Newspapers filmed were *The Call/WA Sportsman* (1914-1953), *Camp Chronicle* (1915-1918), *Esperance Express* (Feb-May 1995), *Evening Star* (1900-1921), *Fremantle Districts Sentinel* (1934-1948), *Geraldton Guardian* (1994-2001), *The Post* (1977-1984), *Stirling City News* (1971-1978) and the *Sunday Times* (1947-1960).

Conservation for the State Records Office The State Library continues to support, from within its resources, conservation services for the State Records Office. Conservation treatments and filming of Aboriginal Department files was undertaken for the State Records Office, part of an ongoing program to provide access to these significant records. They are often used to assist in family history, academic and native title research. Conservation and filming of Western Australian Government Railways plans were also undertaken. These are highly sought after by heritage researchers and train modelling aficionados with clients from as far away as Canada and Holland.

As part of the Government Agency Archival Microfilm Program (GAAMP), Shire of Brookton rate books and Petty Session charge sheets were filmed this year. In addition, conservation staff undertook a major project to clean and stabilise school records badly damaged by a fire at Victoria Park Primary School, which were then filmed under GAAMP.

Stack Management The annual face-to-face meeting of the Stock Management Working Group, part of National and State Libraries Australasia, met in Perth in October 2006. Meetings were held over two days and visits were organised to the University of Western Australia Library and the Catholic Library of Western Australia. The Group discussed matters common to all State libraries, especially space and storage issues.

Review of security of rare book collections A review of security of the rare book collections was undertaken and procedures put into place to assist with protection of these collections.

3.4 Collect and preserve both physical and new media formats as appropriate

Archival Donations Many interesting and valuable collections were received by the State Library during the year. Some notable acquisitions include:

- Slides, negatives and prints of the Western Australian goldfields by John Alexander Portman;
- Oral history recordings and transcripts from the *Family and Working Life in the North Eastern Goldfields - A Social History of Gwalia and Leonora WA 1890 to 1990*, funded by the Australian Research Council;
- Papers of Augustus Jules Luck, bushman and writer, who was involved with David Carnegie's first prospecting expedition in 1894 east of Kalgoorlie;
- Records of the Australian Natives Association; and
- Records of the Rotary Club of Perth which include photographs taken by Hugh M Alexander of the building of the Perth to Kalgoorlie standard gauge railway.

3.5 Manage the supply of resources effectively and efficiently

New Organisational Structure On 1 July 2006 a new structure commenced at the State Library and included the Resource Services directorate. This directorate is largely responsible by back-of-house work supporting provision of services to clients. One of the major tasks was to combine three cataloguing areas and three acquisition areas from the old structure (all with different ways of working) with a number of other old and new work areas into a homogenous team. This has been achieved to a large degree by relocating staff into their new teams, reviewing old processes and developing a focussed workplan. There is still work to do in reviewing processes and this will be addressed in 2007/08.

Supplier Assisted Services A project to investigate the possibility of library suppliers undertaking selection, cataloguing, increased processing and labelling of library resources, was undertaken during the year. The Supplier Assisted Services project was trialled for six months and involved the selection, cataloguing and processing of adult fiction, adult non fiction and junior titles, in all formats, for public libraries. The trial involved a mix of library systems to ensure rigorous testing with 19 libraries participating. Following the trial, an extensive evaluation report was developed. The recommendations will be reviewed by the Steering Committee to determine the feasibility of proceeding with a supplier assisted model in the future.

Exchange of Resources In helping to maintain public library collections, stock is regularly exchanged between libraries and the State Library. During the year 443,750 items were sent out to public libraries and a similar number returned. The exchange program is a major logistical exercise, particularly when the locations of all items need to be accurately reflected on the online state-wide catalogue.

Significant Issues and Trends

Reader Development/Advisory Services

Reader development, as it is known in the United Kingdom, or reader's advisory services in the United States, is the term now used to describe a new and creative approach to aspects of library service provision including book promotions and author events for readers.

Promoting reading has always been seen as a key role for libraries and recent years has seen an increase in profile of role of libraries in advocating the social and personal benefits that reading brings. Over the past three years, the State Library has taken a leadership role in establishing Better Beginnings as a program that creates and strengthens reading habits in children from an early age and continues to be committed to reader development for people of all ages.

Contemporary practice in establishing reader development or advisory programs combines a recreational and educational approach to increase client's confidence and enjoyment of reading, widen reading choices, and provide opportunities for people to share their reading experiences. Over the coming year, the State Library will pursue new possibilities to establish a reader development program with the active support of public libraries to offer added value to existing customers and engage new audiences.

Library 2.0

Library 2.0 is a fast growing trend amongst libraries seeking new ways to engage both new and existing patrons. Library 2.0 embraces new and interactive web-based services to give library professionals and library users alike the opportunity to contribute to the creation and content of library services.

The State Library has commenced a number of new initiatives that will see us entering the Library 2.0 environment. Among these initiatives is a social bookmarking project to enable all staff to contribute useful links to a shared space on ma.gnolia.com. This is well on its way and currently includes over 328 websites (http://ma.gnolia.com/groups/slwareference/).

Two new blogs are also in development. The first is a whole of State Library blog to include a variety of topics such as book news and reviews, information on new technologies and State Library policies and promotions (http://slwa.wordpress.com/). This will commence with staff as contributors and will later be made available for clients to make comment on blog contents. The second is a blog to be set up as a communication tool for young peoples' librarians throughout the WA public library network and the State Library.

Framework Agreement with Local Governments

A fundamentally different model for the efficient and effective delivery of public library services to the Western Australia community was proposed in 2007 through discussion and consultation with local government. A plan of action and implementation for this structural reform will be worked out in 2007-2008 in conjunction with our stakeholders. Alongside that, the *Framework Agreement between State and Local Government for the provision of public library services in Western Australia* concludes in June 2008 and with it the additional funding for public library resources. The structural reform outcomes will have significant impact on the negotiations for a new Framework Agreement.

Infrastructure and Building Maintenance

Critical repairs to the Alexander Library Building roof sheeting had to be undertaken to provide for the safety of collections. Capital funding for building maintenance and asset replacement will be crucial for many new initiatives. The age of the building, information technology infrastructure, furniture and fittings are all impacting on innovative service delivery.

Corporate Governance

Members of The Library Board of Western Australia

Chairman
Councillor Janet Davidson

Janet Davidson is a business woman, consultant and Executive Officer to The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (WA). She is a Councillor for the City of Perth, holds a Master's Degree in Management from the University of Western Australia and is a Graduate of the Australian Institute of Company Directors (GAICD). Mrs Davidson is also a Justice of the Peace and a qualified teacher.

Councillor Davidson is Vice President (National and WA) to ALGWA (Australian Local Government Women's Association), National Vice President to National Council of Women of Australia (NCWA) and Executive member of the National Council of Women of Western Australia (NCWWA). She was appointed an Ambassador for the Year of the Outback and is on the WA Steering Group for Women on Boards.

Vice Chairman
Mr Michael Murray

Mike Murray is an international management consultant specialising in strategic planning and performance improvement. After two decades of helping a wide range of complex organisations both locally and overseas he now consults to selected clients on a part-time basis.

An avid reader and a member of a number of local libraries Mike's interests embrace genealogy, history, politics, the sciences, music, writing and film-making. Mike has accounting qualifications, was a Fellow Certified Practising Accountant and is a Fellow of the Australian Institute of Management.

Dr Matthew Allen

Dr Allen is an Associate Professor of Internet Studies at Curtin University of Technology. With a background in cultural studies and history, in 1999 Dr Allen established the Internet Studies program at Curtin, which he coordinated until 2006 and to which he continues to belong, providing innovative education and research programs in this leading-edge field of study. Currently Matthew is engaged in doctoral supervision and research in the broad field of Internet Studies, with particular interests in the relationship between fast Internet access and people's sense of 'connectedness' to the world.

Dr Allen gained the degree of Doctor of Philosophy from the ANU in 1991 and also has a Master of Arts, Literature and Communication (Murdoch University), and a Bachelor of Arts,

First Class honours in History (University of Sydney). In 2000 he received an Australian Award for University Teaching. He has also served as Associate Dean Teaching and Learning for the Division of Humanities (2003-2005) and is the current President of the International Association of Internet Researchers.

Mr Alastair Bryant

Alastair is the Director General of the Department of Culture and the Arts. In addition to the Library Board of Western Australia he serves on the Boards of the WA Museum, the Art Gallery of WA and the Perth Theatre Trust, and is also Chair of the Swan Bells Foundation. He was previously Commissioner of State Revenue in Western Australia.

He has a Bachelor of Business, a Master of Leadership and Management degree, is a fellow of the Australian Society of Certified Practising Accountants, a fellow of the Australian Institute of Management, and a fellow of the Taxation Institute of Australia.

His current interests include Rotary. He is also a founding Trustee and Deputy Chair of the Healing Hearts Foundation and was recently appointed to the Board of The Cancer Council Western Australia.

Councillor Milton Evans

Councillor Evans has been a Councillor for the City of Albany for 10 years and holds qualifications in small business management and has undertaken law studies in conjunction with his Justice of the Peace functions. He is now retired after a long and successful career at Western Power. Councillor Evans is a very interested in the local community and represents the Western Australian Local Government Association as Deputy Commissioner on the Local Government Grants Commission, is patron of the City of Albany Band and is Chairman of the Albany (WA) Community Financial Services Limited.

Ms Imogen Garner

Imogen Garner is the University Librarian at Curtin University of Technology. Prior to her appointment in 2003 she was the Associate Librarian, Client Services at The University of Western Australia for thirteen years. She has also worked for the Department of Education and Training as a library advisor and in secondary schools as a teacher and teacher-librarian.

Imogen has held various positions in the Australian Library and Information Association (ALIA), including President in 2004-2005, Chair of the Board of Education and Member of General Council representing Western Australia. She was the convenor of the very successful 2006 ALIA Biennial Conference held in Perth and was made a Fellow of the Association for her record of exceptional achievement and leadership in the field of library and information science. Her qualifications include a Masters in Education, a Bachelor of Arts and a Graduate Diploma in Management.

Councillor Deborah Hamblin

Deb Hamblin manages the Rockingham Regional Campus Community Library. She has worked for Murdoch University, one of the joint-use library partners, since 1978 in a variety of roles. These have included positions outside libraries such as Manager Regional Development and Director Workplace Learning.

Deb is passionate about joint-use libraries and assists other Australian libraries investigate the opportunities that joint-use can offer. She has been a member of a variety of management boards including Kwinana Industries Education Partnership, Kolbe Catholic College, SCALES Legal Service, Peel Education and TAFE Campus and Murdoch University's Academic Council. Deb is currently a local government Councillor with the City of Rockingham Council. She is also an Associate member of the Australian Library and Information Association.

Ms Juanita Healy

Juanita Healy is the Manager of Syllabus Development and Resources Directorate at the Department of Education and Training (WA). In this role Juanita leads and manages the development of syllabus and resources for Kindergarten to Year 10, the Curriculum Materials Information Service, Sustainable Schools Initiative, Access Asia and Values Education.

Juanita is an experienced teacher and has taught in rural and metropolitan schools and was a foundation staff member at Sevenoaks Senior College. She has a strong interest in the integration of ICT in learning and teaching. Juanita holds a Master of Education in Policy and Administration and a Bachelor of Education.

Councillor Giuseppe (Joe) Marino

Joe Marino is an accountant and is currently the Manager, Accounts Receivable and Revenue at the Office of Shared Services within the Department of Treasury and Finance. He has a close association with the State Library having established and worked as Manager of the Arts Portfolio Bureau Services from 1996-97. Joe has been a Councillor for the City of Swan from 1997-99, then 2001 to the present.

Dr Margaret Nowak

Margaret Nowak is an economist and a Fellow of the Australian Institute of Company Directors. Margaret is currently a principal researcher in the Governance and Corporate Social Responsibility Research Unit at the Graduate School of Business at Curtin University. She has served on several Government and community boards and committees including Princess Margaret Hospital Board in the 1980s. She was a Commissioner, Lotteries Commission, from 1989-94 and Chair of the Gordon Reid Foundation for Youth, 1990-94. From 1991 - 1997 Professor Nowak was Chair of the Management Committee at the Fremantle Arts Centre.

The State Library Executive Team

Chief Executive Officer and State Librarian
Ms Margaret Allen

Director Client Services
Ms Alison Sutherland

Director Resource Services
Mr George Cowcher

Director Strategic and Corporate Services
Mr Brian Stewart

Disclosures and Legal Compliance

- **Financial Statements**

- **Key Performance Indicators**

- **Other Financial Disclosures**

- **Governance Disclosures**

- **Other Legal Requirements**

INDEPENDENT AUDIT OPINION

To the Parliament of Western Australia

**THE LIBRARY BOARD OF WESTERN AUSTRALIA
FINANCIAL STATEMENTS AND KEY PERFORMANCE INDICATORS
FOR THE YEAR ENDED 30 JUNE 2007**

I have audited the accounts, financial statements, controls and key performance indicators of The Library Board of Western Australia.

The financial statements comprise the Balance Sheet as at 30 June 2007, and the Income Statement, Statement of Changes in Equity and Cash Flow Statement for the year then ended, a summary of significant accounting policies and other explanatory Notes.

The key performance indicators consist of key indicators of effectiveness and efficiency.

Board's Responsibility for the Financial Statements and Key Performance Indicators
The Board is responsible for keeping proper accounts, and the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Treasurer's Instructions, and the key performance indicators. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements and key performance indicators that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; making accounting estimates that are reasonable in the circumstances; and complying with the Financial Management Act 2006 and other relevant written law.

Summary of my Role
As required by the Auditor General Act 2006, my responsibility is to express an opinion on the financial statements, controls and key performance indicators based on my audit. This was done by testing selected samples of the audit evidence. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion. Further information on my audit approach is provided in my audit practice statement. Refer "http://www.audit.wa.gov.au/pubs/Audit-Practice-Statement.pdf".

An audit does not guarantee that every amount and disclosure in the financial statements and key performance indicators is error free. The term "reasonable assurance" recognises that an audit does not examine all evidence and every transaction. However, my audit procedures should identify errors or omissions significant enough to adversely affect the decisions of users of the financial statements and key performance indicators.

The Library Board of Western Australia
Financial Statements and Key Performance Indicators for the year ended 30 June 2007

Audit Opinion

In my opinion,

    (i) the financial statements are based on proper accounts and present fairly the financial position of The Library Board of Western Australia at 30 June 2007 and its financial performance and cash flows for the year ended on that date. They are in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Treasurer's Instructions;

    (ii) the controls exercised by the Board provide reasonable assurance that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with legislative provisions; and

    (iii) the key performance indicators of the Board are relevant and appropriate to help users assess the Board's performance and fairly represent the indicated performance for the year ended 30 June 2007.

COLIN MURPHY
AUDITOR GENERAL
26 September 2007
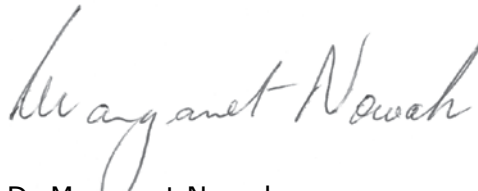
LIBRARY BOARD OF WESTERN AUSTRALIA
CERTIFICATION OF FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

The accompanying financial statements of the Library Board of Western Australia have been prepared in compliance with the provisions of the Financial Management Act 2006 from proper accounts and records to present fairly the financial transactions for the financial year ending 30 June 2007 and the financial position as at 30 June 2007.

At the date of signing we are not aware of any circumstances which would render any particulars included in the financial statements misleading or inaccurate.

Mr Mike Murray
Vice Chairman
Library Board of Western Australia

Dr Margaret Nowak
Board Member
Library Board of Western Australia

Ms Michele Smith
Chief Finance Officer

6 September 2007

LIBRARY BOARD OF WESTERN AUSTRALIA
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2007

	Note	2007 $000	2006 $000
COST OF SERVICES			
Expenses			
Employee benefits expense	7	12,481	11,974
Supplies and services	8	2,326	2,113
Depreciation and amortisation expense	9	9,692	8,865
Finance costs	10	1,174	1,254
Accommodation expenses	11	1,463	1,721
Grants and subsidies	12	408	488
Capital user charge	13	11,684	11,252
Cost of sales	16	36	45
Loss on disposal of non-current assets	21	-	9
Other expenses	14	231	601
Total cost of services		39,495	38,322
Income			
Revenue			
User charges and fees	15	1,095	1,039
Sales	16	58	74
Commonwealth grants and contributions	17	305	284
Interest revenue	18	81	25
Bequest contributions	19	402	1,000
Other revenue	20	1,663	1,724
Total Revenue		3,604	4,146
Total income other than income from State Government		3,604	4,146
NET COST OF SERVICES		35,891	34,176
INCOME FROM STATE GOVERNMENT	22		
Service appropriation		13,520	13,101
Assets assumed		-	71
Resources received free of charge		22,713	22,108
Total income from State Government		36,233	35,280
SURPLUS FOR THE PERIOD		342	1,104

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

LIBRARY BOARD OF WESTERN AUSTRALIA
BALANCE SHEET
AS AT 30 JUNE 2007

	Note	2007 $000	2006 $000
ASSETS			
Current Assets			
Cash and cash equivalents	35	3,172	806
Restricted cash and cash equivalents	23, 35	73	23
Inventories	24	47	53
Receivables	25	445	400
Amounts receivable for services	26	7,624	7,516
Other current assets	27	1,086	714
Total Current Assets		12,447	9,512
Non-Current Assets			
Restricted cash and cash equivalents	23, 35	1,406	1,006
Amounts receivable for services	26	10,465	8,392
Property, plant and equipment	28	54,033	50,989
Works of Art	28	2,398	2,102
Library Collections	28	103,637	99,457
Intangible assets	29	129	298
Total Non-Current Assets		172,068	162,244
TOTAL ASSETS		184,515	171,756
LIABILITIES			
Current Liabilities			
Payables	31	2,407	548
Borrowings	32	17,210	1,434
Other current liabilities	33	543	258
Total Current Liabilities		20,160	2,240
Non-Current Liabilities			
Borrowings	32	-	17,210
Other non-current liabilities	33	6	6
Total Non-Current Liabilities		6	17,216
Total Liabilities		20,166	19,456
NET ASSETS		164,349	152,300
EQUITY	34		
Contributed equity		28,509	23,994
Reserves		71,299	63,706
Accumulated surplus		64,541	64,600
TOTAL EQUITY		164,349	152,300

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

LIBRARY BOARD OF WESTERN AUSTRALIA
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2007

	Note	2007 $000	2006 $000
Balance of equity at start of period		152,300	141,080
CONTRIBUTED EQUITY	34		
Balance at start of period		23,994	19,962
Capital contribution		4,515	4,032
Balance at end of period		28,509	23,994
RESERVES	34		
Asset Revaluation Reserve			
Balance at start of period		62,706	56,622
Gains from asset revaluation		7,193	6,084
Balance at end of period		69,899	62,706
Bequest Reserve	34		
Balance at start of period		1,000	-
Transfer from accumulated surplus		400	1,000
Balance at end of period		1,400	1,000
ACCUMULATED SURPLUS			
Balance at start of period		64,600	64,496
Surplus for the period		341	1,104
Transfer to Bequest reserve		(400)	(1,000)
Balance at end of period		64,541	64,600
Balance of equity at end of period		164,349	152,300
Total income and expense for the period(a)		7,534	7,188

(a) The aggregate net amount attributable to each category of equity is: surplus $342,000 plus gains from asset revaluation of $7,193,000 (2006: surplus $1,104,000 plus gain from asset revaluation of $6,084,000).

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

LIBRARY BOARD OF WESTERN AUSTRALIA
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2007

	Note	2007 $000	2006 $000
CASH FLOWS FROM STATE GOVERNMENT			
Service appropriation		5,420	4,112
Capital contributions		3,899	4,032
Holding account drawdowns		6,535	7,977
Net cash provided by State Government		15,854	16,121
Utilised as follows:			
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee benefits		(194)	(1,094)
Supplies and services		(1,792)	(2,064)
Finance costs		(868)	(1,263)
Accommodation		(1,341)	(1,741)
Grants and subsidies		(298)	(449)
GST payments on purchases		(1,306)	(1,404)
Other payments		(208)	(521)
Receipts			
Sale of goods and services		79	75
User charges and fees		950	1,069
Commonwealth grants and contributions		305	284
Interest received		81	20
GST receipts on sales		255	240
GST receipts from taxation authority		1,123	1,036
Other receipts		1,655	2,292
Net cash used in operating activities	35	(1,559)	(3,520)
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of non-current physical assets		-	1
Purchase of non-current physical assets		(10,026)	(11,242)
Net cash used in investing activities		(10,026)	(11,241)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of borrowings		(1,434)	(1,390)
Net cash used in financing activities		(1,434)	(1,390)
Net increase/(decrease) in cash and cash equivalents		2,835	(30)
Cash and cash equivalents at the beginning of period		1,835	1,864
Effects of exchange rate changes on the balance of cash held in foreign currencies at the end of the financial year		(19)	1
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD	35	4,651	1,835

The Cash Flow Statement should be read in conjunction with the accompanying notes.

LIBRARY BOARD OF WESTERN AUSTRALIA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

1. Australian equivalents to International Financial Reporting Standards

General

The Library Board of Western Australia's financial statements for the year ended 30 June 2007 have been prepared in accordance with Australian equivalents to International Financial Reporting Standards (AIFRS), which comprise a Framework for the Preparation and Presentation of Financial Statements (the Framework) and Australian Accounting Standards (including the Australian Accounting Interpretations).

In preparing these financial statements the Library Board of Western Australia (herein after referred to as 'the Library Board') has adopted, where relevant to its operations, new and revised Standards and Interpretations from their operative dates as issued by the AASB and formerly the Urgent Issues Group (UIG).

Early adoption of standards

The Library Board cannot early adopt an Australian Accounting Standard or Australian Accounting Interpretation unless specifically permitted by TI 1101 'Application of Australian Accounting Standards and Other Pronouncements'. No Standards and Interpretations that have been issued or amended but are not yet effective have been early adopted by the Library Board for the annual reporting period ended 30 June 2007.

2. Summary of significant accounting policies

(a) General Statement

The financial statements constitute a general purpose financial report which has been prepared in accordance with the Australian Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board as applied by the Treasurer's instructions. Several of these are modified by the Treasurer's instructions to vary application, disclosure, format and wording.

The Financial Management Act and the Treasurer's instructions are legislative provisions governing the preparation of financial statements and take precedence over the Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board.

Where modification is required and has a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

(b) Basis of Preparation

The financial statements have been prepared on the accrual basis of accounting using the historical cost convention, modified by the revaluation of buildings and heritage library collections which have been measured at fair value.

The accounting policies adopted in the preparation of the financial statements have been consistently applied throughout all periods presented unless otherwise stated.

The financial statements are presented in Australian dollars and all values are rounded to the nearest thousand dollars ($'000).

The judgements that have been made in the process of applying the Library Board's accounting policies that have the most significant effect on the amounts recognised in the financial statements are disclosed at note 4 'Judgements made by management in applying accounting policies'.

The key assumptions made concerning the future, and other key sources of estimation uncertainty at the balance sheet date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed at note 5 'Key sources of estimation uncertainty'.

(c) Reporting Entity
The reporting entity is the Library Board of Western Australia. No related bodies are recognised.

(d) Contributed Equity
UIG Interpretation 1038 'Contributions by Owners Made to Wholly-Owned Public Sector Entities' requires transfers in the nature of equity contributions to be designated by the Government (the owner) as contributions by owners (at the time of, or prior to transfer) before such transfers can be recognised as equity contributions. Capital contributions (appropriations) have been designated as contributions by owners by Treasurer's Instruction (TI) 955 'Contributions by Owners made to Wholly Owned Public Sector Entities' and have been credited directly to Contributed Equity.

Transfer of net assets to/from other agencies are designated as contributions by owners where the transfers are non-discretionary and non-reciprocal. See note 34 'Equity'.

(e) Income
Revenue recognition
Revenue is measured at the fair value of consideration received or receivable. Revenue is recognised for the major business activities as follows:

Sale of goods
Revenue is recognised from the sale of goods and disposal of other assets when the significant risks and rewards of ownership control transfer to the purchaser and can be measured reliably.

Rendering of services
Revenue is recognised on delivery of the service to the client or by reference to the stage of completion of the transaction.

Interest
Revenue is recognised as the interest accrues.

Service Appropriations
Service Appropriations are recognised as revenues at nominal value in the period in which the Library Board gains control of the appropriated funds. The Library Board gains control of appropriated funds at the time those funds are deposited to the bank account or credited to the holding account held at Treasury. (See note 22 'Income from State Government').

Grants, donations, gifts and other non-reciprocal contributions
Revenue is recognised at fair value when the Library Board obtains control over the assets comprising the contributions, usually when cash is received.

Other non-reciprocal contributions that are not contributions by owners are recognised at their fair value. Contributions of services are only recognised when a fair value can be reliably determined and the services would be purchased if not donated.

Where contributions recognised as revenues during the reporting period were obtained on the condition that they be expended in a particular manner or used over a particular period, and those conditions were undischarged as at the balance sheet date, the nature of, and amounts pertaining to, those undischarged conditions are disclosed in the notes.

Gains

Gains may be realised or unrealised and are usually recognised on a net basis. These include gains arising on the disposal of non-current assets and some revaluations of non-current assets.

(f) Borrowing Costs

Borrowing costs for qualifying assets are capitalised net of any investment income earned on the unexpended portion of the borrowings. Other borrowing costs are expensed when incurred.

(g) Property, Plant and Equipment

Capitalisation/Expensing of assets

Items of property, plant and equipment costing $1,000 or more are recognised as assets and the cost of utilising assets is expensed (depreciated) over their useful lives. Items of property, plant and equipment costing less than $1,000 are immediately expensed direct to the Income Statement (other than where they form part of a group of similar items which are significant in total).

The Library Board does not have title to the Alexander Library Building. In 1989 a lease on the building was executed between the Library Board and the Minister for Works. The agreement is for 50 years from 1 July 1988 and yearly rental is one peppercorn payable if and when demanded. As the Library Board met the cost of constructing the building, it is recognised as an asset in the Balance Sheet.

Initial recognition and measurement

All items of property, plant and equipment are initially recognised at cost.

For items of property, plant and equipment acquired at no cost or for nominal cost, the cost is their fair value at the date of acquisition.

Subsequent measurement

After recognition as an asset, the revaluation model is used for the measurement of buildings and the cost model for all other property, plant and equipment.

Buildings are carried at fair value less accumulated depreciation on buildings and accumulated impairment losses. All other items of property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

Where market-based evidence is available, the fair value of land and buildings is determined on the basis of current market buying values determined by reference to recent market transactions. When buildings are revalued, any accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the buildings and the net amount restated to the revalued amount of the buildings.

Where market-based evidence is not available, the fair value of buildings is determined on the basis of existing use. This normally applies where buildings are specialised or where land use is restricted. Fair value for existing use assets is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset, ie. the depreciated replacement cost. Where the fair value of the building is dependent on using the depreciated replacement cost, the gross carrying amount and the accumulated depreciation are restated proportionately. Independent revaluation of buildings is provided annually by the Department of Land Information (Valuation Services).

The most significant assumptions in estimating fair value are made in assessing whether to apply the existing use basis to assets and in determining estimated useful life. Professional judgement by the valuer is required where the evidence does not provide a clear distinction between market type assets and existing use assets.

Refer to note 28 'Property, plant and equipment'.

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Depreciation

All non-current assets having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits.

Depreciation on other assets is calculated using the straight line method, using rates which are reviewed annually.

Estimated useful lives for each class of depreciable asset are:

Buildings	50 years
Furniture and equipment	3 to 10 years
Office equipment	4 years
Software[a]	3 to 5 years
Motor vehicles	3 years

Works of art controlled by the Library Board are classified as property, plant and equipment which are anticipated to have very long and indefinite useful lives. Their service potential has not, in any material sense, been consumed during the reporting period and so no depreciation has been recognised.

[a] Software that is integral to the operation of related hardware.

(h) Library Collections

Capitalisation/Expensing of assets

Three classes of Library Collections held by the Library Board have been identified for financial accounting purposes - Public Library Stock Collections, State Reference Library Collections and Heritage Collections. All items added to the Public Library Stock and Reference Collections are capitalised at cost. Heritage Collections include monographs, serials, newspapers, microfilm, cartographic items, pictorial and film collections and oral history which may be acquired by purchase or donation. Private archives and ephemera collections are recognised as assets of the Library Board.

Subsequent measurement

Valuations of Heritage Collections are based on consideration of cost of replacement, the services provided, the average values of similar size collections at other libraries, and itemised values for some specific items.

Public Library Stock and Reference Collections are valued at historic cost less an amortisation adjustment based on the estimated average life of the collection.

Amortisation

Heritage collections controlled by the Library Board are anticipated to have very long and indeterminate useful lives. Their service potential has not, in any material sense, been consumed during the reporting period. As such, no amount for depreciation has been recognised in respect of these assets.

The Public Library Stock Collection is considered to have a useful life of five years. The value of the fifth oldest year's acquisitions is written off in the current year. The Reference Library Collection, excluding rare books, is depreciated by expensing the value of the tenth oldest year's acquisitions.

(i) Intangible Assets

Capitalisation/Expensing of assets

Acquisitions of intangible assets costing $1,000 or more and internally generated intangible assets costing over $50,000 are capitalised. The cost of utilising the assets is expensed (amortised) over their useful life. Costs incurred below these thresholds are immediately expensed directly to the Income Statement.

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All acquired and internally developed intangible assets are initially recognised at cost. For assets acquired at no cost or for nominal cost, the cost is their fair value at the date of acquisition.

The cost model is applied for subsequent measurement requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses.

The carrying value of intangible assets is reviewed for impairment annually when the asset is not yet in use, or more frequently when an indicator of impairment arises during the reporting year indicating that the carrying value may not be recoverable.

Amortisation for intangible assets with finite useful lives is calculated for the period of the expected benefit (estimated useful life) on the straight line basis using rates which are reviewed annually. All intangible assets controlled by the Library Board have a finite useful life and zero residual value. The expected useful lives for each class of intangible asset are:

Licences	up to 10 years
Software[a]	3 to 5 years
Web site costs	3 to 5 years

[a] Software that is not integral to the operation of any related hardware.

Licences
Licences have a finite useful life and are carried at cost less accumulated amortisation and accumulated impairment losses.

Computer Software
Software that is an integral part of the related hardware is treated as property, plant and equipment. Software that is not an integral part of the related hardware is treated as an intangible asset. Software costing less than $1,000 is expensed in the year of acquisition.

Web site costs
Web site costs are charged as expenses when they are incurred unless they relate to the acquisition or development of an asset when they may be capitalised and amortised. Generally, costs in relation to feasibility studies during the planning phase of a web site, and ongoing costs of maintenance during the operating phase are expensed. Costs incurred in building or enhancing a web site, to the extent that they represent probable future economic benefits that can be reliably measured, are capitalised.

(j) Impairment of Assets
Property, plant and equipment and intangible assets are tested for any indication of impairment at each balance sheet date. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised. As the Library Board is a not-for-profit entity, unless an asset has been identified as a surplus asset, the recoverable amount is the higher of an asset's fair value less costs to sell and depreciated replacement cost.

The risk of impairment is generally limited to circumstances where an asset's depreciation is materially understated, where the replacement cost is falling or where there is a significant change in useful life. Each relevant class of assets is reviewed annually to verify that the accumulated depreciation/ amortisation reflects the level of consumption or expiration of asset's future economic benefits and to evaluate any impairment risk from falling replacement costs.

Intangible assets with an indefinite useful life and intangible assets not yet available for use are tested for impairment at each balance sheet date irrespective of whether there is any indication of impairment.

The recoverable amount of assets identified as surplus assets is the higher of fair value less costs to sell and the present value of future cash flows expected to be derived from the asset. Surplus assets carried at fair value have no risk of material impairment where fair value is determined by reference to market-based evidence. Where fair value is determined by reference to depreciated replacement cost, surplus assets are at risk of impairment and the recoverable amount is measured. Surplus assets at cost are tested for indications of impairment at each balance sheet date.

Refer to note 30 'Impairment of assets' for the outcome of impairment reviews and testing.

Refer also to note 2(q) 'Receivables' and note 25 'Receivables' for impairment of receivables.

(k) Leases
The Library Board holds operating leases for motor vehicles. Lease payments are expensed on a straight line basis over the lease term as this represents the pattern of benefits derived from the leased properties.

(l) Financial Instruments
The Library Board has two categories of financial instrument:

·   Loans and receivables (cash and cash equivalents, receivables); and
·   Non-trading financial liabilities (interest bearing loans and payables).

Initial recognition and measurement of financial instruments is at fair value which normally equates to the transaction cost or the face value. Subsequent measurement is at amortised cost using the effective interest method.

The fair value of short-term receivables and payables is the transaction cost or the face value because there is no interest rate applicable and subsequent measurement is not required as the effect of discounting is not material.

(m) Cash and Cash Equivalents
For the purpose of the Cash Flow Statement, cash and cash equivalent (and restricted cash and cash equivalent) assets comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

(n) Accrued Salaries
Accrued salaries (see note 33 'Other liabilities') represent the amount due to staff but unpaid at the end of the financial year, as the pay date for the last pay period for that financial year does not coincide with the end of the financial year. Accrued salaries are settled within a fortnight of the financial year end. All staff are employees of the Department of Culture and the Arts and the liability for accrued salaries is recognised in the books of the Department. The cost to the Library Board associated with this accrual is recognised as an Employee benefits expense and equal Resources received free of charge revenue in the Income Statement.

(o) Amounts Receivable for Services (Holding Account)
The Library Board receives funding on an accrual basis that recognises the full annual cash and non-cash cost of services. The appropriations are paid partly in cash and partly as an asset (Holding Account receivable) that is accessible on the emergence of the cash funding requirement to cover items such as asset replacement.

See also note 22 'Income from State Government' and note 26 'Amounts receivable for services'.

(p) Inventories

Inventories are measured at the lower of cost and net realisable value. The Library Board holds one class of inventory being stock held for sale through the State Library Shop. Costs are assigned on the basis of average cost.

See note 24 'Inventories'.

(q) Receivables

Receivables are recognised and carried at original invoice amount less an allowance for any uncollectible amounts (i.e. impairment). The collectability of receivables is reviewed on an ongoing basis and any receivables identified as uncollectible are written-off. The allowance for uncollectible amounts (doubtful debts) is raised when there is objective evidence that the Library Board will not be able to collect the debts. The carrying amount is equivalent to fair value as it is due for settlement within 30 days. See note 2(l) 'Financial Instruments' and note 25 'Receivables'.

(r) Payables

Payables are recognised at the amounts payable when the Library Board becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value, as they are generally settled within 30 days. See note 2(l) 'Financial Instruments' and note 31 'Payables'.

(s) Borrowings

All loans are initially recognised at cost, being the fair value of the net proceeds received. Subsequent measurement is at amortised cost using the effective interest rate method. See note 2(l) 'Financial Instruments' and note 32 'Borrowings'.

(t) Provisions

Provisions are liabilities of uncertain timing and amount and are recognised where there is a present legal or constructive obligation as a result of a past event and when the outflow of resources embodying economic benefits is probable and a reliable estimate can be made of the amount of the obligation. Provisions are reviewed at each balance sheet date.

(i) Provisions - Employee Benefits

All staff of the Culture and Arts portfolio agencies, including the Library Board of Western Australia, are employees of the Department of Culture and the Arts. Employee resources are received free of charge by the Board, the value of which is recognised as both a revenue and expense in the Income Statement. The Department of Culture and the Arts retains all liabilities in relation to employee benefits and accrued salaries.

Superannuation

The Government Employees Superannuation Board (GESB) administers the following superannuation schemes.

Employees may contribute to the Pension Scheme, a defined benefit pension scheme now closed to new members or the Gold State Superannuation Scheme (GSS), a defined benefit lump sum scheme also closed to new members.

The Library Board has no liabilities under the Pension or the GSS Schemes. The liabilities for the unfunded Pension Scheme and the unfunded GSS Scheme transfer benefits due to members who transferred from the Pension Scheme, are assumed by the Treasurer. All other GSS Scheme obligations are funded by concurrent contributions made by the Department of Culture and the Arts on behalf of the Library Board to the GESB. The concurrently funded part of the GSS Scheme is a defined contribution scheme as these contributions extinguish all liabilities in respect of the concurrently funded GSS Scheme obligations.

Employees commencing employment prior to 16 April 2007 who are not members of either the Pension of the GSS Schemes became non-contributory members of the West State Superannuation Scheme (WSS). Employees commencing employment on or after 16 April 2007 became members of the GESB Super Scheme (GESBS). Both of these schemes are accumulation schemes.

All superannuation concurrent contributions made in compliance with the Commonwealth Government's Superannuation Guarantee (Administration) Act 1992 are made by the Department of Culture and the Arts, with a non-cash expense offset by Resources Received Free of Charge in the Income Statement for the Library Board.

The GESB makes all benefit payments in respect of the Pension and GSS Schemes, and is recouped by the Treasurer for the employer's share.

See also note 2(u) 'Superannuation expense'.

(ii) Provisions - Other
Employment On-Costs
Employment on-costs, including workers' compensation insurance, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of 'Other expenses' and are not included as part of the Library Board's 'Employee benefits expenses'. See note 14 'Other Expenses'.

(u) Superannuation Expense
The following elements are included in calculating the superannuation expense in the Income Statement:

  (a) Contributions paid by the Department of Culture and the Arts to the GSS and WSS schemes for staff who provide services to the Library Board.
  (b) Accrued superannuation relating to accrued salaries to 30 June 2007.

(v) Resources Received Free of Charge or for Nominal Cost
Resources received free of charge or for nominal cost that can be reliably measured are recognised as income and as assets or expenses as appropriate, at fair value.

The Library Board receives resources free of charge from the Department of Culture and the Arts for employee expenses and capital user charge.

(w) Comparative Figures
Comparative figures are, where appropriate, reclassified to be comparable with the figures presented in the current financial year.

3. **Foreign Currency Translation**
To facilitate payment to international suppliers, the Library Board holds foreign currency bank accounts in New York (US dollars) and London (Pounds Sterling). Transactions denominated in a foreign currency have been translated at the rate being the weighted average between the exchange rate at the date of the last currency purchase, and the rate at which existing cash balances are held. Foreign currency receivables and payables at reporting date are translated at exchange rates current at balance date. Exchange gains or losses at balance date are brought to account in determining the result for the year.

4. **Judgements made by management in applying accounting policies**

The judgement that has been made in the process of applying accounting policies that has the most significant effect on the amounts recognised in the financial statements is:

Recognition of Rare Books and Other Materials

The Rare Book components of the Heritage and Reference Library collections are identified on the basis of the judgement of senior library staff, drawing on their knowledge of the collection and antiquarian markets. An item from the collection that has been identified as significant is added to the Rare Book rooms. These items are valued on the basis of available evidence from book re-sale sources, including online sellers and public auctions. A range of values may be obtained, and a judgement made as to which value most accurately represents the copy of the item held in the collection (in terms of age, condition and any unique features such as author's signature etc.). The application of judgement in this process could have a material impact on the asset value of this category of the collection.

5. **Key sources of estimation uncertainty**

The key estimates and assumptions made concerning the future, and other key sources of estimation uncertainty at the balance sheet date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

Valuation of Heritage Collections

The Library Board values each category of materials within the Heritage Collections asset on the basis of estimation techniques used by similar cultural organisations and libraries, and which provide a reasonable estimate of the value of the collection. Examples of estimates used include the average value per year held for serial publications, the average rare book price for similar collections (obtained from the National Library of Australia), and the estimated average value of photographs in the pictorial collection. While each of these measures can be determined on a reasonable basis, the value is applied to a large quantity of items within the collection. Small estimation errors may result in material variations in the total asset value. However, as this collection is held for cultural purposes with no intention to sell or otherwise dispose of the asset, the estimates determined in this manner are considered to provide reasonable information that is useful to users of these financial statements. Further refinements to collection valuation methodologies are considered on a regular basis and in consultation with other similar organisations.

Depreciation/Amortisation of Public Library Stock and Reference Library Collections

The items in these collections are considered to have a limited useful life, and as such, the asset value must be expensed to the Income Statement in a manner that reflects the consumption of the service potential in the asset. It is not feasible to determine the useful life of each item within the collection, and therefore the average useful life must be determined for the collection as a whole. The estimated average of 5 years for Public Library Stock and 10 years for Reference Collections was established when the collections were initially recognised as an asset of the Library Board in 1998. If the true useful life of items in these collections was less than these estimates, then the asset value could be overstated, and the annual depreciation/amortisation expense understated. Key Performance Indicators and statistical estimates relating to Public Library Stock are considered by the Joint Advisory Committee in the context of the Framework Agreement between local and state government for the provision of public library services. It is anticipated that these estimates may be reviewed in the near future.

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6. **Disclosure of changes in accounting policy and estimates**
Initial application of an Australian Accounting Standard
The Library Board has applied the following Australian Accounting Standards and Australian Accounting Interpretations effective for annual reporting periods beginning on or after 1 July 2006:

1. AASB 2005-9 'Amendments to Australian Accounting Standards [AASB 4, AASB 1023, AASB 139 & AASB 132]' (Financial guarantee contracts). The amendment deals with the treatment of financial guarantee contracts, credit insurance contracts, letters of credit or credit derivative default contracts as either an "insurance contract" under AASB 4 'Insurance Contracts' or as a "financial guarantee contract" under AASB 139 'Financial Instruments: Recognition and Measurement'. The Library Board does not currently undertake these types of transactions, resulting in no financial impact in applying the Standard.

2. UIG Interpretation 4 'Determining whether an Arrangement Contains a Lease' as issued in June 2005. This Interpretation deals with arrangements that comprise a transaction or a series of linked transactions that may not involve a legal form of a lease but by their nature are deemed to be leases for the purposes of applying AASB 117 'Leases'. At balance sheet date, the Library Board has not entered into any arrangements as specified in the Interpretation, resulting in no impact in applying the Interpretation.

3. UIG Interpretation 9 'Reassessment of Embedded Derivatives'. This Interpretation requires an embedded derivative that has been combined with a non-derivative to be separated from the host contract and accounted for as a derivative in certain circumstances. At balance sheet date, the Library Board has not entered into any contracts as specified in the Interpretation, resulting in no impact in applying the Interpretation.

The following Australian Accounting Standards and Interpretations are not applicable to the Library Board as they have no impact or do not apply to not-for-profit entities:

AASB Standards and Interpretations

2005-1	'Amendments to Australian Accounting Standard' (AASB 139 – Cash flow hedge accounting of forecast intragroup transactions)
2005-5	'Amendments to Australian Accounting Standards [AASB 1 & AASB 139]'
2006-1	'Amendments to Australian Accounting Standards [AASB 121]'
2006-3	'Amendments to Australian Accounting Standards [AASB 1045]'
2006-4	'Amendments to Australian Accounting Standards [AASB 134]'
2007-2	'Amendments to Australian Accounting Standards arising from AASB Interpretation 12 [AASB 1, AASB 117, AASB 118, AASB 120, AASB 121, AASB 127, AASB 131 & AASB 139]' – paragraph 9
UIG 5	'Rights to Interests arising from Decommissioning, Restoration and Environmental Rehabilitation Funds'
UIG 6	'Liabilities arising from Participating in a Specific Market – Waste Electrical and Electronic Equipment'
UIG 7	'Applying the Restatement Approach under AASB 129 Financial Reporting in Hyperinflationary Economies'
UIG 8	'Scope of AASB 2'

Future impact of Australian Accounting Standards not yet operative
The Library Board cannot early adopt an Australian Accounting Standard or Australian Accounting Interpretation unless specifically permitted by TI 1101 'Application of Australian Accounting Standards and Other Pronouncements'. Consequently, the Library Board has not applied the following Australian Accounting Standards and Australian Accounting Interpretations that have been issued but are not yet effective. These will be applied from their application date:

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1.   AASB 7 'Financial Instruments: Disclosures' (including consequential amendments in AASB 2005-10 'Amendments to Australian Accounting Standards [AASB 132, AASB 101, AASB 114, AASB 117, AASB 133, AASB 139, AASB 1, AASB 4, AASB 1023 & AASB 1038]'). This Standard requires new disclosures in relation to financial instruments. The Standard is considered to result in increased disclosures, both quantitative and qualitative of the Library Board's exposure to risks, enhanced disclosure regarding components of the Library Board's financial position and performance, and possible changes to the way of presenting certain items in the financial statements. The Library Board does not expect any financial impact when the Standard is first applied. The Standard is required to be applied to annual reporting periods beginning on or after 1 January 2007.

2.   AASB 2005-10 'Amendments to Australian Accounting Standards (AASB 132, AASB 101, AASB 114, AASB 117, AASB 133, AASB 139, AASB 1, AASB 4, AASB 1023, & AASB 1038)'. The amendments are as a result of the issue of AASB 7 'Financial Instruments: Disclosures', which amends the financial instrument disclosure requirements in these standards. The Library Board does not expect any financial impact when the Standard is first applied. The Standard is required to be applied to annual reporting periods beginning on or after 1 January 2007.

3.   AASB 101 'Presentation of Financial Statements'. This Standard was revised and issued in October 2006 so that AASB 101 has the same requirements as IAS 1 'Presentation of Financial Statements' (as issued by the IASB) in respect of for-profit entities. The Library Board is a not-for-profit entity and consequently does not expect any financial impact when the Standard is first applied. The Standard is required to be applied to annual reporting periods beginning on or after 1 January 2007.

4.   AASB 2007-4 'Amendments to Australian Accounting Standards arising from ED 151 and Other Amendments (AASB 1, 2, 3, 4, 5, 6, 7, 102, 107, 108, 110, 112, 114, 116, 117, 118, 119, 120, 121, 127, 128, 129, 130, 131,132, 133, 134, 136, 137, 138, 139, 141, 1023 & 1038)'. This Standard introduces policy options and modifies disclosures. These amendments arise as a result of the AASB decision that, in principle, all options that currently exist under IFRSs should be included in the Australian equivalents to IFRSs and additional Australian disclosures should be eliminated, other than those now considered particularly relevant in the Australian reporting environment. The Department of Treasury and Finance has indicated that it will mandate to remove the policy options added by this amending Standard. This will result in no impact as a consequence of application of the Standard. The Standard is required to be applied to annual reporting periods beginning on or after 1 July 2007.

5.   AASB 2007-5 'Amendment to Australian Accounting Standard – Inventories Held for Distribution by Not-for-Profit Entities (AASB 102)'. This amendment changes AASB 102 'Inventories' so that inventories held for distribution by not-for-profit entities are measured at cost, adjusted when applicable for any loss of service potential. The Library Board does not have any inventories held for distribution so does not expect any financial impact when the Standard is first applied. The Standard is required to be applied to annual reporting periods beginning on or after 1 July 2007.

6.   AASB Interpretation 4 'Determining whether an Arrangement Contains a Lease [revised]'. This Interpretation was revised and issued in February 2007 to specify that if a public-to-private service concession arrangement meets the scope requirements of AASB Interpretation 12 'Service Concession Arrangements' as issued in February 2007, it would not be within the scope of Interpretation 4. At balance sheet date, the Library Board has not entered into any arrangements as specified in the Interpretation or within the scope of Interpretation 12, resulting in no impact when the Interpretation is first applied. The Interpretation is required to be applied to annual reporting periods beginning on or after 1 January 2008.

7.   AASB Interpretation 12 'Service Concession Arrangements'. This Interpretation was issued in February 2007 and gives guidance on the accounting by operators (usually a private sector entity) for public-to-private service concession arrangements. It does not address the accounting by grantors (usually a public sector entity). It is currently unclear as to the application of the Interpretation to the Library Board if and when public-to-private service concession arrangements are entered into in the future. At balance sheet date, the Library Board has not entered into any public-to-private service concession arrangements resulting in no impact when the Interpretation is first applied. The Interpretation is required to be applied to annual reporting periods beginning on or after 1 January 2008.

8.   AASB Interpretation 129 'Service Concession Arrangements: Disclosures [revised]'. This Interpretation was revised and issued in February 2007 to be consistent with the requirements in AASB Interpretation 12 'Service Concession Arrangements' as issued in February 2007. Specific disclosures about service concession arrangements entered into are required in the notes accompanying the financial statements, whether as a grantor or an operator. At balance sheet date, the Library Board has not entered into any public-to-private service concession arrangements resulting in no impact when the Interpretation is first applied. The Interpretation is required to be applied to annual reporting periods beginning on or after 1 January 2008.

9.   AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123 makes amendments to AASB 1 First-time Adoption of Australian Equivalents to International Financial Reporting Standards, AASB 101 Presentation of Financial Statements, AASB 107 Cash Flow Statements, AASB 111 Construction contracts, AASB 116 Property, Plant and Equipment, AASB 138 Intangible Assets, Interpretation 1 Changes in Existing Decommissioning, Restoration and Similar Liabilities and Interpretation 12 Service Concession Arrangements. AASB 2007-6 is applicable for annual reporting periods beginning on or after 1 January 2009 and must be applied at the same time as AASB 123 Borrowing Costs. This standard principally removes the references to expensing borrowing costs on qualifying assets and is not expected to affect the Library Board's financial report.

10. AASB 2007-7 Amendments to Australian Accounting Standards arising from AASB 2007-4 makes amendments to AASB 1 First-time Adoption of Australian Equivalents to International Financial Reporting Standards, AASB 2 Share-Based Payment, AASB 4 Insurance Contracts, AASB 5 Non-current Assets Held for Sale and Discontinued Operations, AASB Cash Flow Statements and AASB 128 Investments in Associates. AASB 2007-7 is applicable for annual reporting periods beginning on or after 1 July 2007. This standard is only expected to impact disclosures contained within the financial report.

The following Australian Accounting Standards and Interpretations are not applicable to the Library Board as they will have no impact or do not apply to not-for-profit entities:

AASB Standards and Interpretations

AASB 8	'Operating Segments'
AASB 1049	'Financial Reporting of General Government Sectors by Governments'
AASB 2007-1	'Amendments to Australian Accounting Standards arising from AASB Interpretation 11 [AASB 2]'
AASB 2007-2	'Amendments to Australian Accounting Standards arising from AASB Interpretation 12 [AASB 1, AASB 117, AASB 118, AASB 120, AASB 121, AASB 127, AASB 131 & AASB 139]' – paragraphs 1 to 8
AASB 2007-3	'Amendments to Australian Accounting Standards arising from AASB 8 [AASB 5, AASB 6, AASB 102, AASB 107, AASB 119, AASB 127, AASB 134, AASB 136, AASB 1023 & AASB 1038]'
Interpretation 10	'Interim Financial Reporting and Impairment'
Interpretation 11	'AASB 2 - Group and Treasury Share Transactions'

Changes in accounting policy and estimates
The Library Board has made no changes to accounting estimate methodologies that would have an effect in the current period or in future periods.

	2007 $'000	2006 $'000
7. Employee benefits expense		
Wages and salaries(a)	9,951	9,691
Superannuation – defined contribution plans(b)	1,084	972
Long service leave	360	338
Annual Leave	946	908
Other related expenses	140	65
	12,481	11,974

(a) Includes the value of the fringe benefit to the employee plus the fringe benefits tax component.
(b) Defined contribution plans include West State and Gold State (contributions paid).

Employment on-costs such as workers' compensation insurance are included at note 14 'Other expenses'.

	2007 $'000	2006 $'000
8. Supplies and services		
Communications	270	253
Consultants and contractors	125	214
Consumables	323	341
Repairs and maintenance	379	252
Travel	79	94
Insurance premiums	166	162
Lease/hire	46	38
Online Information access fees	304	269
Freight and cartage	127	92
Other	507	398
	2,326	2,113

	2007 $'000	2006 $'000
9. Depreciation and amortisation expense		
Depreciation		
Plant, equipment and vehicles	493	414
Buildings	1,102	1,021
Library Collections (Reference)	1,269	1,135
Total depreciation	2,864	2,570
Amortisation		
Intangible assets	256	100
Library Collections (Public Library Stock)	6,572	6,195
Total amortisation	6,828	6,295
Total depreciation and amortisation	9,692	8,865

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	2007 $'000	2006 $'000
10. Finance costs		
Interest paid	1,116	1,215
Guarantee fees	39	39
Loss on foreign exchange (i)	19	-
	1,174	1,254

(i) Loss recognised on conversion of cash held in USD/GBP at the spot rate applicable at 30 June 2007.

	2007 $'000	2006 $'000
11. Accommodation expenses		
Repairs & maintenance	563	848
Cleaning	253	242
Security	81	77
Utilities	550	541
Other	16	13
	1,463	1,721
12. Grants and subsidies		
Regional Subsidies	226	303
Association for the Blind	177	172
Sponsorship	5	-
Other grants and subsidies	-	13
	408	488
13. Capital User Charge		
Capital user charge	11,684	11,252
	11,684	11,252

The charge was a levy applied by Government for the use of its capital. In 2006-07, the final year in which the charge was levied, a single payment was made equal to the appropriation for 2006-07 less any adjustment relating to 2005-06.

	2007 $'000	2006 $'000
14. Other expenses		
Bad and doubtful debts (refer note 43)	3	1
Workers compensation insurance	81	347
Prizes paid	79	73
Audit fees(i)	20	22
Other	48	158
	231	601

(i) Audit fees - see also note 42 'Remuneration of auditor'.

	2007 $'000	2006 $'000
15. User charges and fees		
Tenancy revenue	32	34
User Fees	425	393
Service charges	228	210
Recoup of costs	-	-
Recoveries lost and damaged books	410	402
Other	-	-
	1,095	1,039

	2007 $'000	2006 $'000
16. Trading profit		
Sales	58	74
Cost of Sales:		
Opening inventory	53	38
Purchases	30	60
	83	98
Closing inventory	47	53
Cost of Goods Sold	36	45
Trading Profit	22	29

See note 2(p) 'Inventories' and note 24 'Inventories'.

	2007	2006
17. Commonwealth grants and contributions		
Department of Territories - Indian Ocean Territories Grant (i)	245	238
Department of Communications, Information Technology and the Arts	-	10
National Library of Australia	60	36
	305	284

(i) The Library Board and the Commonwealth Government have a Service Delivery Agreement for the provision of library services to the Indian Ocean Territories (Christmas and Cocos(Keeling) Islands). The Commonwealth Government contributes to the Library Board the costs associated with these services, as detailed below.

	2007	2006
Opening balance of funds	17	13
Contributions received	245	238
Cost of providing services	(222)	(234)
Balance on hand	40	17

	2007	2006
18. Interest revenue		
Foreign currency accounts	5	6
Investments	76	19
	81	25

	2007	2006
19. Bequest contributions		
Cohen Bequest (i)	400	1,000
Other	2	-
	402	1,000

(i) This contribution was received from the estate of the late Leah Jane Cohen to establish the Leah Jane Cohen Library Bequest. Refer to note 23 'Restricted cash and cash equivalents'.

	2007	2006
20. Other revenue		
Recoup of prior year expense	16	81
Workers compensation recoups	13	17
Gain on foreign currency	-	1
Donations received	-	125
Subsidies	1,461	1,247
Recoup of costs	134	202
Other	39	51
	1,663	1,724

	2007 $'000	2006 $'000
21. Net loss on disposal of Non-current assets		
Costs of Disposal of Non-Current Assets		
Plant, equipment and vehicles	-	9
Proceeds from Disposal of Non-Current Assets		
Plant, equipment and vehicles	-	-
Net loss	-	(9)
22. Income from State Government		
Appropriation received during the year:		
Service appropriation [a]	13,520	13,101
	13,520	13,101
The following assets have been assumed from other state government agencies during the financial year: [b]		
Department of Culture and the Arts	-	71
Total assets assumed	-	71
Resources received free of charge [c]		
Determined on the basis of the following estimates provided by agencies:		
Crown Solicitors Office	2	-
Department of Culture and the Arts		
-Salaries and wages	10,030	9,958
-Superannuation	994	898
-Capital user charge	11,684	11,252
-Fringe benefits tax	3	-
	22,713	22,108
	36,233	35,280

(a)   Service appropriations are accrual amounts reflecting the net cost of services delivered. The appropriation revenue comprises a cash component and a receivable (asset). The receivable (holding account) comprises the depreciation expense for the year and any agreed increase in leave liability during the year.

(b)   From 1 July 2002 non-discretionary non-reciprocal transfers of net assets (ie. restructuring of administrative arrangements) have been classified as Contributions by Owners (CBOs) under TI 955 and are taken directly to equity. Discretionary transfers of assets between State Government agencies are reported as assets assumed/(transferred) under Income from State Government.

(c)   Where assets or services have been received free of charge or for nominal cost, the Library Board recognises revenues (except where the contributions of assets or services are in the nature of contributions by owners in which case the Library Board shall make a direct adjustment to equity) equivalent to the fair value of the assets and/or the fair value of those services that can be reliably determined and which would have been purchased if not donated, and those fair values shall be recognised as assets or expenses, as applicable.

	2007 $'000	2006 $'000
23. Restricted cash and cash equivalents		
Current		
Cohen Bequest interest	73	6
Other donations with restricted application	-	17
	73	23
Non-current		
Tenancy bond interest bearing deposit (i)	6	6
Cohen Bequest (ii)	1,400	1,000
	1,406	1,006

(i) Cash held in this account is held in trust for the tenant of the coffee shop and must be repaid, with interest, on the termination of the tenancy.
(ii) Principle to be held in perpetuity in accordance with conditions of bequest.

	2007 $'000	2006 $'000
24. Inventories		
Current		
Inventories held for resale at State Library Shop		
At cost	47	53
At estimated realisable value	-	-
	47	53

See also note 2(p) 'Inventories' and note 16 'Trading profit'.

	2007 $'000	2006 $'000
25. Receivables		
Current		
Receivables	246	128
Allowance for impairment of receivables	(4)	(1)
GST receivable	203	273
Total Current	445	400

See also note 2(q) 'Receivables' and note 40 'Financial instruments'.

	2007 $'000	2006 $'000
26. Amounts receivable for services		
Current	7,624	7,516
Non-current	10,465	8,392
	18,089	15,908

Represents the non-cash component of service appropriations. See note 2(o) 'Amounts receivable for services (Holding Account)'. It is restricted in that it can only be used for asset replacement.

	2007 $'000	2006 $'000
27. Other assets		
Current		
Prepayments	451	410
Accrued income (i)	635	304
Total current	1,086	714

(i) Includes interest accrued on the investment account, and the accumulated costs incurred for the provision of services relating to the Historical Records Rescue Consortium, which is recouped from the friends of Battye Library on a quarterly basis in arrears.

	2007 $'000	2006 $'000
28. Property, plant and equipment		
Property plant and equipment		
Buildings and improvements		
At fair value	52,368	48,902
At cost	1,247	1,321
Accumulated depreciation	(715)	(612)
	52,900	49,611
Furniture and equipment		
At cost	959	733
Accumulated depreciation	(648)	(445)
	311	288
Office equipment		
At cost	2,683	2,886
Accumulated depreciation	(1,872)	(1,818)
	811	1,068
Motor vehicles		
At cost	44	44
Accumulated depreciation	(33)	(22)
	11	22
Total Property, plant and equipment	54,033	50,989
Works of Art		
Works of Art at valuation	2,398	2,102
	2,398	2,102
Library Collections		
Public Library Collections at cost	44,104	41,701
	44,104	41,701
State Library Collections (non WA)		
At cost	19,720	19,270
Accumulated Depreciation	(9,670)	(8,406)
	10,050	10,864
State Library Rare Book Collection (non WA)	5,957	5,957
	5,957	5,957
WA Heritage Collections at Valuation	43,526	40,935
	43,526	40,935
Total Library Collections	103,637	99,457

Reconciliations of the carrying amounts of property, plant, equipment and vehicles at the beginning and end of the reporting period are set out below.

	Buildings and Imp.	Furniture & equip, Office equip & Motor vehicles	Library Collections	Works of Art	Total
	$000	$000	$000	$000	$000
2007					
Carrying amount at start of year	49,611	1,378	99,457	2,102	152,548
Additions	25	349	9,571	-	9,945
Transfers	(78)	(101)	(3)	-	(182)
Disposals	-	-	-	-	-
Revaluation increments	4,444	-	2,453	296	7,193
Depreciation	(1,102)	(493)	(7,841)	-	(9,436)
Carrying amount at end of year	52,900	1,133	103,637	2,398	160,068

	Buildings and Imp.	Furniture & equip, Office equip & Motor vehicles	Library Collections	Works of Art	Total
	$000	$000	$000	$000	$000
2006					
Carrying amount at start of year	45,553	1,152	95,266	2,102	144,073
Additions	77	577	10,438	-	11,092
Transfers	-	103	-	-	103
Disposals	-	(40)	-	-	(40)
Revaluation increments	5,002	-	1,082	-	6,084
Depreciation	(1,021)	(414)	(7,329)	-	(8,764)
Carrying amount at end of year	49,611	1,378	99,457	2,102	152,548

29. Intangible assets

Computer software

At cost	1,012	684
Accumulated amortisation	(883)	(386)
	129	298

Reconciliations:
Computer software

Carrying amount at start of year	298	344
Additions	3	55
Transfers	84	-
Revaluation increments	-	-
Amortisation expense	(256)	(100)
Disposals	-	(1)
Carrying amount at end of year	129	298

30. Impairment of assets

There were no indications of impairment to property, plant and equipment or intangible assets at 30 June 2007.

The Library Board held no goodwill or intangible assets with an indefinite useful life during the reporting period and at balance sheet date there were no intangible assets not yet available for use.

All surplus assets at 30 June 2007 have either been classified as assets held for sale or written-off.

	2007 $'000	2006 $'000
31. Payables		
Current		
Trade payables	2,228	548
Other payables	179	-
Total current	2,407	548

See also note 2(r) 'Payables' and note 40 'Financial instruments'.

	2007 $'000	2006 $'000
32. Borrowings		
Current		
WA Treasury Corporation	17,210	1,434
Non-current		
WA Treasury Corporation		
	-	17,210
33. Other liabilities		
Current		
Income received in advance	38	47
Accrued expenses	501	207
Unclaimed monies	4	4
Total current	543	258
Non-current		
Tenant Bond	6	6
Total non-current	6	6

34. Equity

Equity represents the residual interest in the net assets of the Library Board. The Government holds the equity interest in the Library Board on behalf of the community.   The asset revaluation reserve represents that portion of equity resulting from the revaluation of non-current assets.

	2007 $'000	2006 $'000
Contributed equity		
Balance at start of year	23,994	19,962
Contributions by owners		
Capital contribution	4,515	4,032
Total contributions by owners	4,515	4,032
Balance at end of year	28,509	23,994
Reserves		
Asset revaluation reserve:		
Balance at start of year	61,985	55,901
Net revaluation increments:		
Buildings	4,444	5,002
Collections	2,453	1,082
Artworks	296	-
Balance at end of year	69,178	61,985
Asset transfer reserve	721	721
Bequest reserve		
Balance at start of year	1,000	-
Transfer from accumulated surplus	400	1,000
Balance at end of year	1,400	1,000
Total Reserves	71,299	63,706
Accumulated surplus		
Balance at start of year	64,600	64,496
Result for the period	341	1,104
Transfer to Bequest reserve	(400)	(1,000)
Balance at end of year	64,541	64,600

35. Notes to the Cash Flow Statement
Reconciliation of cash

Cash at the end of the financial year as shown in the Cash Flow Statement is reconciled to the related items in the Balance Sheet as follows:

	2007 $'000	2006 $'000
Cash and cash equivalents	3,172	806
Restricted cash and cash equivalents		
(see note 23 'Restricted cash and cash equivalents')	1,479	1,029
	4,651	1,835

Reconciliation of net cost of services to net cash flows used in operating activities

	2007	2006
Net cost of services	(35,893)	(34,176)
Non-cash items:		
Depreciation and amortisation expense (note 9)	9,692	8,865
Cultural Gifts in-kind donation	-	(105)
Write down of stock	-	-
Resources received free of charge (note 22)	22,713	22,108
Adjustment for other non-cash items	8	186
Net loss on sale of property, plant and equipment (note 21)	-	9
Net (gain)/loss on exchange rate	(19)	(1)
(Increase)/decrease in assets:		
Current receivables	(115)	20
Current inventories	6	(15)
Income receivable	(331)	(304)
Prepayments	74	(19)
Increase/(decrease) in liabilities:		
Current payables	1,748	(32)
Accrued expenses	294	46
Income received in advance	(9)	14
Net GST receipts/(payments)	203	(129)
Change in GST in receivables/payables	70	13
Net cash used in operating activities	(1,559)	(3,520)

36. Resources provided free of charge
During the year the following resources were provided to State Records Office free of charge for functions outside the normal operations of the Library Board:

Employee costs	225	238
Accommodation costs	17	217
Finance costs	89	-
Supplies & services	109	14
	440	469

37. Commitments

Capital expenditure commitments

Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:

	2007 $'000	2006 $'000
Within 1 year	-	261

Lease commitments
Non-cancellable operating lease commitments for vehicles
Commitments for minimum lease payments are payable as follows:

Within 1 year	4	11
Later than 1 year and not later than 5 years	-	4
	4	15

Other expenditure commitments contracted for at the reporting date but not recognised as liabilities, are payable as follows:

Within 1 year	-	66
	-	66

These commitments are all inclusive of GST.

38. Events occurring after the balance sheet date

Any events that occurred after balance sheet date that confirmed conditions that existed at the reporting date have been reflected in these statements. There were no events that arose after the reporting date that were of material significance.

39. Explanatory statement

Significant variations between estimates and actual results for income and expense are shown below. Significant variations are considered to be those greater than 10% or $100,000.

Significant variances between estimated and actual result for 2007

	2007 Estimate $000	2007 Actual $000	Variation $000	Variation %
Expenses				
Employee benefits expense	12,977	12,481	496	4%
Supplies and services	2,809	2,326	483	17%
Other expenses	98	231	(133)	-136%
Income				
Sales	70	58	12	17%
Commonwealth grants and contributions	238	305	(67)	-28%
Interest revenue	54	81	(27)	-50%
Other revenue	1,780	2,065	(285)	-16%

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Significant Variances - > $100,000 or 10%

Employee benefits expense
Employee expenses were lower than expected due to delays in filling positions following the Library's restructure process.

Supplies and services
The Better Beginnings Project was $260k below budget for supplies and services due to project delays. Worker's compensation premium was budgeted for in supplies & services but actual costs recorded as other expenses.

Other expenses
Actual costs for 2007 included worker's compensation premium which was budgeted in supplies & services.

Sales
Bookshop sales were below estimate for the year due to reduced stock levels and marketing for several months while recruitment of new manager was conducted.

Commonwealth grants and contributions
$60k was received from the National Library of Australia for microfilming work in 2007.

Interest revenue
Interest revenue in 2007 was higher than budgeted due to the investment of additional bequest funds received from the Cohen Estate.

Other revenue
The Board received an additional bequest of $400k from the Cohen Estate during 2007, which has been recognised as revenue and a restricted asset.

Significant variances between actual results for 2006 and 2007

	2007 $000	2007 $000	Variance $000	Variance %
Expenses				
Employee benefits expense	12,481	11,974	507	4%
Supplies and services	2,326	2,113	213	10%
Depreciation and amortisation	9,692	8,865	827	9%
Accommodation expenses	1,463	1,721	(258)	-15%
Grants and subsides	408	488	(80)	-16%
Capital user charge	11,684	11,252	432	4%
Cost of sales	36	45	(9)	-20%
Other expenses	231	601	(370)	-62%
Income				
Sales	58	74	(16)	-22%
Interest revenue	81	25	56	224%
Other revenue	2,065	2,724	(659)	-24%

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Significant Variances - > $100,000 or 10%

Employee expenses
The increase is employee benefits expense is consistent with wage and salary rate increases. In addition, employee expenses for the HRRC project increased by $316k in 2006-07.

Supplies and services
The Better Beginnings project increased spending on supplies & services by $90k. Professional fees of $98k incurred for the Exhibition Centre project were expensed in 2007.

Depreciation and amortisation
Amortisation of Public Library Stock and Reference Library assets increased due to the increase in size and value of the collections.

Accommodation expenses
Recoupable expenditure recorded in Other Expenses during 2006 has been recorded as Accommodation Expenses in 2007.

Grants and subsidies
A non-recurrent grant of $75k was paid to the Shire of Esperance for the Ravensthorpe Infrastructure Project in 2006.

Capital user charge
Net assets have increased as a result of increased building valuation, an increase in the value of the Library Collections (both through materials purchased and revaluation of heritage items) and a reduction in the loan liability. The Capital User Charge has reflected this increase. However, the Resources Received Free of Charge from the Department of Culture and the Arts offset the full cost of the Capital User Charge, and therefore this increase has no effect on the net operating result of the Library Board.

Sales/Cost of sales
Both sales and cost of sales for the bookshop sales have decreased in 2007 due to reduced stock levels and marketing for several months while recruitment of new manager was conducted.

Other expenses
Recoupable expenditure recorded in Other Expenses during 2006 has been recorded as Accommodation Expenses in 2007. A workers' compensation adjustment to 2002-03 contributions of $186k was recorded in 2006.

Interest revenue
Interest revenue increased in 2007 due to the investment of additional Cohen bequest funds received.

Other revenue
The Board received a bequest of $1m from the Cohen Estate in 2006 and $400k in 2007, which have been recognised as revenue and a restricted asset. A donation of $104k of Cultural Gifts (in kind) was also received in 2006.

40. **Financial instruments**
    (a) Financial Risk Management Objectives and Policies
    Financial instruments held by the Library Board are cash and cash equivalents, loans and receivables and payables. The Library Board has limited exposure to financial risks. The Library Board's overall risk management program focuses on managing the risks identified below.

    Credit risk
    The Library Board trades only with recognised, creditworthy third parties. The Library Board has policies in place to ensure that sales of products and services are made to customers with an appropriate credit history. In addition, receivable balances are monitored on an ongoing basis with the result that the Library Board's exposure to bad debts is minimal. There are no significant concentrations of credit risk.

    Liquidity risk
    The Library Board has appropriate procedures to manage cash flows including drawdowns of appropriations by monitoring forecast cash flows to ensure that sufficient funds are available to meet its commitments.

    Cash flow interest rate risk
    The Library Board's exposure to market risk for changes in interest rates relate primarily to the long-term debt obligations. The Library Board's borrowings are all obtained through the Western Australian Treasury Corporation (WATC) and are at fixed rates with varying maturities. The risk is managed by WATC through portfolio diversification and variation in maturity dates. Otherwise, the Library Board is not significantly exposed to interest rate risk because the majority of cash and cash equivalents and restricted cash are held in the WA Government bank account and the interest rate risk on these funds is managed by the Department of Treasury and Finance.

    (b) Financial Instrument disclosures
    Interest Rate Risk Exposure
    The following table details the Library Board's exposure to interest rate risk as at the balance sheet date:

2007

	Weighted Average Effective Interest Rate	Variable Interest Rate	Within 1 year	1-5 Years	More than 5 years	Non-Interest Bearing	Total
	%	$000	$000	$000	$000	$000	$000
Financial Assets							
Cash and cash equivalents						2,771	2,771
Cash international accounts	2.96%	401					401
Restricted cash and cash equivalents	6.02%	1,479					1,479
Receivables						445	445
Amounts receivable for services						18,089	18,089
		1,880	-	-	-	21,305	23,185
Financial Liabilities							
Payables						2,407	2,407
WATC/Bank Loans	6.29%		17,328				17,328
			17,328	-	-	2,407	19,735

LIBRARY BOARD OF WESTERN AUSTRALIA
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2006

	Weighted Average Effective Interest Rate	Variable Interest Rate	Fixed Interest Rate Maturity Within 1 year	1-5 Years	More than 5 years	Non-Interest Bearing	Total
	%	$000	$000	$000	$000	$000	$000
Financial Assets							
Cash and cash equivalents						670	670
Cash international accounts	2.55%	136					136
Restricted cash and cash equivalents	5.51%	1,029					1,029
Receivables						400	400
Amounts receivable for services						15,908	15,908
		1,165	-	-	-	16,978	18,143
Financial Liabilities							
Payables						552	552
WATC/Bank Loans	6.19%		1,434	6,194	11,016		18,644
			1,434	6,194	11,016	552	19,196

Fair Values
All financial assets and financial liabilities recorded in the balance sheet, whether they are carried at cost or fair value, are recognised at amounts that represent a reasonable approximation of fair value unless otherwise stated in the applicable notes.

41. Remuneration of members of the Accountable Library Board and senior officers
Remuneration on Members of the Library Board

The number of members of the Library Board, whose total of fees, salaries, superannuation, non-monetary benefits and other benefits for the financial year, fall within the following bands are:

	2007 $'000	2006 $'000
$		
0 – 10,000	16	12

The total remuneration of members of the Library Board is:	-	1

No fees are paid to members of the Library Board. This remuneration includes allowances for travel expenses only.

Remuneration of Senior Officers

The number of senior officers, other than senior officers reported as members of the Library Board, whose total fees, salaries, superannuation, non-monetary benefits and other benefits for the financial year, fall within the following bands are:

	2007 $'000	2006 $'000
$		
30,001 – 40,000		1
80,001 – 90,000	1	2
90,001 – 100,000		1
100,001 – 110,000	2	
110,001 – 120,000		1
120,001 – 130,000		1
220,001 – 230,000	1	1
The total remuneration of senior officers is:	514	748

The total remuneration includes the superannuation expense incurred by the Library Board in respect of senior officers other than senior officers reported as members of the Library Board.

No senior officers are members of the Pension Scheme.

42. Remuneration of auditor
Remuneration payable to the Auditor General for the financial year is as follows:

Auditing the accounts, financial statements and performance indicators	17	19

The expense is included at note 14 'Other expenses'.

43. Supplementary financial information
Write-Offs

	2007	2006
Bad debts written off by the Library Board during the financial year	-	1
Trading Stock shrinkage provided for during the financial year	4	5
	4	6

Losses Through Theft, Defaults and Other Causes
There were no losses of public moneys and, public and other property through theft or default.

Gifts of Public Property
There were no gifts of public property provided by the Library Board.

Key Performance Indicators

Government Goal
A community that is informed of, and has access to a diverse range of innovative ideas, knowledge and cultural experiences.

Desired Outcome
"Enhancing the quality of life and wellbeing of all people throughout Western Australia by providing high quality, accessible services."

The Library Board of Western Australia is a statutory authority within the Culture and the Arts portfolio.

The Library Board of Western Australia contributes to this outcome by:
Enabling information access for the Western Australian community by partnering with Local Government, and other participating bodies, to deliver public library services; and by delivering information and reference services from the State Library.

Encouraging the desire of Western Australians to seek information by creating cultural experiences that showcase, display, and interpret information through exhibitions, publications and on the Internet.

Collecting and preserving a significant set of Western Australian material.

Key Effectiveness Indicators

1. Preservation - Proportion of Heritage collections maintained within set standards
The State Library of Western Australia aims to store collections within appropriate environmental conditions. To maintain a significant set of Heritage materials these collections are housed under different conditions to general collections in the State Library building. Controlled conditions include temperature, humidity, light, and the filtration of gaseous and airborne pollutants.

2004 – 2005	99%	
2005 – 2006	99%	
2006 – 2007	99%	(Target 99%)

2. Accessibility - Number of accesses to State Library collections per capita
The number of accesses to State Library collections per head of population in Western Australia. Accesses include visitors to the State Library, Internet user sessions on the State Library website, information enquiries, and the number of items provided to public libraries to refresh their collections.

2004 – 2005	1.1	
2005 – 2006	1.3	
2006 – 2007	1.4	(Target 1.5)

3. Accessibility - Percentage of clients satisfied with the services associated with accessing State Library collections

The extent to which information services available from the State Library meet the needs of the Western Australian public. Clients are surveyed annually over a seven day period to determine their level of satisfaction with information services. In June 2007 there were 529 survey forms returned from 861 distributed, a response rate of 61%. Of the forms returned, 495 clients provided an appraisal of our services (a 6.4% non-response on this question).

	June 2005	June 2006	June 2007	
Satisfied or very satisfied	91.1%	93.1%	88.5%	(Target 91%)
Neutral	7.5%	6.2%	10.1%	
Dissatisfied	1.4%	0.6%	1.4%	

4. Sustainability - Value of the State Library's Heritage collections renewal, content development, expansion, and maintenance as a proportion of the value of the Heritage collections

The commitment to ensure the State's cultural and documentary history is collected, preserved and made accessible now and for future generations. Costs include staffing and materials. The value of Heritage collections does not include the State Library's significant private archives, ephemera and Western Australian music collections.

2004 – 2005	10%	
2005 – 2006	8%	
2006 – 2007	9%	(Target 9%)

> Note: The cost base used to determine the percentage has been recalculated to remove the capital user charge which arbitrarily inflated the renewal percentage. Removal of the capital user charge more accurately reflects the actual value of renewal.

5. Sustainability - Replacement stock provision rate

The extent to which the State Government's contribution to the public library system is delivered to meet the information and reference needs of Western Australians.

Under the *Framework Agreement* with Local Government the replacement stock provision rate measures the proportion of new items sent to public libraries to replace stock that is no longer required by the public library as a proportion of the total number of public library items at June 30 2007.

2004 – 2005	13.9%	
2005 – 2006	12.4%	
2006 – 2007	10.0%	(Target 12.5%)

> Note 1: Replacement rate does not include the value of electronic resources made available to public libraries. In 2006/07 $200,000 was expended on electronic resources. Including this would increase the replacement rate to 10.3%.

> Note 2: Under the Framework Agreement this calculation has changed from what was reported in past Annual Reports. In the past the New book input rate was reported. The Replacement stock provision rate only includes items replacing stock in public libraries.

Service - Library and Information Services
Key Efficiency Indicators

6. Sustainability - Average cost of State Library services per State Library access/client interaction.

Cost per access to State Library services.   Accesses / client interactions include visitors to the State Library, Internet user sessions on the State Library website, information enquiries, and the number of items sent to refresh public library stock.

2004 – 2005	$11.72	
2005 – 2006	$10.25	
2006 – 2007	$ 9.49	(Target $8.81)

> Note: This indicator uses the Total cost of services for SLWA as a base. Historical and target figures have been calculated removing the Capital user charge from the Total cost of services.

7. Sustainability - Average cost of State Library services per new collection item.

The cost per item of acquiring and supplying fully processed public library items.
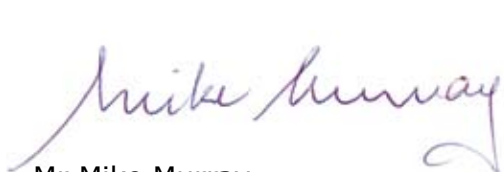
Under the *Framework Agreement* the State Library of Western Australia supplies public libraries with shelf-ready library materials. In 2006-07 293,037 items were supplied.

2004 – 2005 Including cost of item	$39.46	
2004 – 2005 Excluding cost of item	$19.50	
2005 – 2006 Including cost of item	$49.54	
2004 – 2005 Excluding cost of item	$28.15	
2006 – 2007 Including cost of item	$53.59	(Target $55.92)
2006 – 2007 Excluding cost of item	$28.70	(Target $30.81)

> Note: Historical and target figures have been calculated removing the Capital user charge from the cost of services.

Certification of Performance Indicators

We hereby certify that the Performance Indicators are based on proper records, are relevant and appropriate for assisting users to assess the Library Board of Western Australia's performance, and fairly represent the performance of the Library Board of Western Australia for the financial year ending 30 June 2007.

Mr Mike Murray
Vice Chairman
Library Board of Western Australia

Dr Margaret Nowak
Board Member
Library Board of Western Australia

Other Financial Disclosures

Demographics by Employment Category and Gender

Employment Category	Women		Men		Total	
	2007	2006	**2007**	2006	**2007**	2006
Permanent Full-time	102	103	54	56	156	159
Permanent Part-time	51	51	4	4	55	55
Fixed Term Full-time	24	20	10	15	34	35
Fixed Term Part-time	15	17	4	3	19	20
Casual paid on 30 June	3	1	0	0	3	1
Other*	1	0	0	0	1	0
Total	**196**	192	**72**	78	**268**	270

* Employees seconded in or out of the organisation

The full time equivalent (FTE) as at 30 June 2007 was 223.3 compared to 233.5 for the last financial year.

Workers' Compensation

During the year, the State Library experienced instances of Lost Time Injury/Disease (LTI/D)[1].

	2007	2006
Frequency Rate[2]	2.18	2.06
Average Time Lost Rate Number of working days lost Number of LTI/D	100	1.13 (40.57)[3]
Estimated Cost of Claims Per $100 payroll	0.7478	0.1735
Premium Rate Premium as a % of payroll	0.69%	1.42%
Rehabilitation Success Rate	N/A	N/A

Note 1: occurrences that resulted in a fatality, permanent disability or time lost from work of one day/ shift or more

Note 2: the number of lost time injuries and diseases for each one million hours worked

Note 3: two claims were accepted subsequent to initial report of 1.13 so the 'Average Time Lost' was actually 40.57

Governance Disclosures

No financial interests have been declared to the Accountable Authority by senior officers or members of the Library Board of Western Australia.

Insurance premiums were paid, in accordance with Treasurer's Instruction 903, to indemnify any 'director' against a liability incurred under sections 13 and 14 of the Statutory Corporations (Liability of Directors) Act 1996.

Other Legal Requirements

Advertising In accordance with Section 175ZE of the *Electoral Act 1907* expenditure by the State Library of Western Australia on advertising and related costs is listed below:

Advertising Agencies:	Nil
Market research organisations:	Nil
Polling organisations:	Nil
Direct mail organisations:	Nil
Media advertising organisations:	$41,838 incurred in the following areas:

Job vacancies	$ 300	Australian Library & Information Association
	$ 1,344	Drake Australia Pty Ltd
	$ 11,217	Marketforce Ltd
	$ 2,130	Seek Ltd
	$ 3,680	Statewide Business Management
	$ 18,671	

Other	$ 154	Dept of Culture and the Arts
	$ 1,311	Marketforce Ltd
	$ 21,280	Media Decisions
	$ 370	Media Highway
	$ 52	National Business Card Centre
	$ 23,167	

Disability Access and Inclusion Plan Outcomes The State Library's Disability Access and Inclusion Plan (DAIP) was lodged with the Disability Services Commission. The Plan met the requirements of the *Disability Services Act 1993* and the State Library was commended for its commitment to the needs of people with disabilities.

The State Library continues to provide public library resources in alternative formats to assist people with disabilities. At 30 June 2007 library stock in alternative formats were:

- Large print books   201,247
- Videos/DVDs   166,396
- Audio books   119,451
- CD-ROMs   18,723

Equal Employment Opportunity Outcomes The State Library of Western Australia is committed to equity and diversity by encouraging the employment of Indigenous Australians, young people, people with disabilities, people from culturally diverse backgrounds and women.

The State Library participates as a member of the Culture and the Arts Portfolio Equity and Diversity Reference Group. In December 2006 the Reference Group completed the planning, consultation and development for a new portfolio-wide *Equal Employment Opportunity and Diversity Management Plan 2007 – 2009* to achieve the objectives under the Government's *Equity and Diversity Plan for the Public Sector Workforce*.

State Library of Western Australia representation across the diversity groups as at 30 June 2007

Diversity Group	% Representation	Equity Index*
Women	73.1	102
People from Culturally Diverse Background	19	37
Indigenous Australians	0.6	n/a
People with Disabilities	5.2	n/a
Youth (under 25)	2.6	n/a

*   A measure of the distribution of a diversity group across all classification levels. If the distribution for the diversity group is the same as for all employees in the organisation, then the equity index is 100 (ideal). Equity Indexes are not available for a sample size of 10 or less and for youth distribution as the value is no longer meaningful.

Compliance with Public Sector Standards and Ethical Codes Employees of the State Library are employees of the Director General of the Department of Culture and the Arts (DCA). Human Resource services are provided by the Human Resource Unit of the Department of Culture and the Arts. They provide specific advice on compliance with the Standards in regard to recruitment, transfer, secondment, redeployment, termination, discipline, temporary deployment and grievance resolution. Shared services to support the processing of human resources functions are also provided.

Compliance with the Public Sector Standards and Ethical Codes is assessed by several different methods, including regular internal and external reviews of related procedures and staff feedback. A rolling DCA internal audit program reviewed the Transfer, Secondment and Redeployment Standards, and conducted follow up reviews for the Performance Management and Grievance Resolution Standards.

A new portfolio-wide performance management system was implemented. A Public Sector Standards awareness-raising program for staff is being developed, and awareness of these Standards and ethical codes has been included in the new portfolio-wide Induction Program.

Recordkeeping Plans The focus for the Corporate Information Unit in 2006-07 was the throughput of daily records management tasks. Due to difficulties in recruiting staff, some projects were deferred until 2007-08, however, strategies to place the Unit in a better ongoing staffing position have been implemented.

Training in general records management principles and the records management system software were provided to new staff and a training plan has been developed to ensure that all management and staff receive updated training on modern information management.

Corruption Prevention Two new positions, with responsibilities for governance and corruption prevention as part of their duties, were created under the new organisational structure. The Corporate Services Manager and the Policy and Research Officer will assist managers and team leaders fulfil their legal obligations.

Various managers attended training by the Corruption and Crime Commission on corruption in the public sector. Subsequent to this training all staff were directed to declare any conflicts of interest. Mandatory awareness training for all staff was undertaken on the Code of Conduct and other relevant policies.

Substantive Equality The State Library operates under the Department of Culture and the Arts' Substantive Equality policy. The Library is committed to the elimination of systemic racial discrimination from all its policies, practices and services. A portfolio-wide reference group has been established to provide advice and leadership on the implementation of the Substantive Equality Policy Framework.

Sustainability   In compliance with *The Sustainability Code of Practice for Government Agencies*, the State Library developed a Sustainability Action Plan with strategies to respond to the goals and commitments outlined by the Code. This plan sits within the framework of the Department of Culture and the Arts Action Plan. Many policies and procedures, particularly in the areas of finance, procurement, human resources and information systems, are common to all organisations within the portfolio.

Appendicies

- **Staff Members**

- **Staff Achievements**

- **Staff Awards**

- **Workload Indictors**

Staff Members

The following people were employed at the State Library of Western Australia at 30 June 2007. The list includes full-time, part-time, permanent and contract staff in the positions they held at that date.

EXECUTIVE OFFICE
Chief Executive Officer and State Librarian
Margaret Allen

Senior Executive Assistant
Lesley Smith

Policy and Research Manager
Pearl Tan

Policy and Research Officer
Oliver Gatty

Library Officer
Jane Masterman

CLIENT SERVICES
Director
Alison Sutherland

Administrative Assistant
Kelly Boxall

Collection Development
Manager
Barbara Patison

Archivist
Jan Skillington

Librarians
Laurie Allen
Andrew Black
Sue Byrne
Antoinette Carrier
Amanda De Cinque
Rachel Salby
Salwa Soliman

Library Technician
Janice Fairhurst

Information Services
Manager
Julie Ham

Team Leaders
Michelle Gherghinis
Hilary Hatfield
Toni Young

Librarians
Pena Atanasoff
Marilyn Cacavas
Julianne Clifford
Brenda Collins
Jude Cooper
Kate Eckersley
Janet Hocken
Sue Hunter
Mary Magaraggia
Stephen McQuade
Carol Rikli
Carol Smith
Jeri Tatian

Library Technicians
Peter Edwards
Mary Jones
May Pye

Senior Library Officer
Tatjana Daddi
Sharon Pratt

Library Officers
Paul Buttsworth
Samantha Fairbanks
Glenys Oakes
Penny PhoneMyint
Gayle Roberts
Julie Sheren
Scott Smith
Anne Sotzik
Adele Sugars

Receptionists
Evelyn Bullin
Kay Commons
Bill Hollis

Roster and Volunteer Coordinator
Kim Thompson

Coordinator Document Delivery
Sandra Jones

Library Officers Document Delivery
Nicole Piontek
Dianne Young

Bookshop Manager
Rosene Saks

Coordinator Public Orders
Anita Freeman

Library Officer Bookshop
Helen Watt

Outreach
Manager
Sue North

Public Library Liaison Librarians
Vicky Carlyon
Janet Deegan
Gaye Sweeney

Community Liaison Librarian
Jane Jones

Education Officer
Emily Patterson

Better Beginnings
Nola Allen
Margaret Robson Kett
Lucia Ravi

Library Officer Better Beginnings
Zofia Carter

Subject Specialist Team
Manager
Frances Hammond

Battye Librarian
Jennie Carter

Senior Subject Specialist, Battye
Steve Howell

Subject Specialist, Battye
Carmel McRobert

Subject Specialists, Business
Pam Phelan
Jo Roberts

Subject Specialists, Family History
Leonie Hayes

Subject Specialists, Music
Kylie Black
Allison Fyfe

RESOURCE SERVICES
Director
George Cowcher

Administrative Assistant
Jolanta Andres

Acquisitions
Manager
Ross Withnell

Accessions
Team Leader
Sue Hegney

Library Technician
Wendy Monaghan

Senior Library Officers
Kim Bucchino
Deborah Jones
Valda Kiely
Helen Marsh

Library Officers
Betty Bilton
Antonetta Fernandes
Yvonne Grant
Tina Guariglia
Meredith Howell
Lorraine Karas
Linda Laycock
Maria Neale
Caroline Nightingale
Jo O'Connor
Daniela Popiel
Kerry Randall
Renata Roberts
Heidi Ross
Jeanette Shepherd
Nicola Smith
Annette Stephens
Ann Watt
Karen Young

Storepersons
Bengt Jorgensen
Catherine McIntyre

Orders
Team Leader
Catherine Kelso

Coordinators
Virginia Burris
Pat Hyde

Senior Library Officer
Pat Willans

Library Officers
Norm Brodal
Lucy Dal Busco
Linda Davis
Anne Oakes
Rachel Turner

Distribution
Team Leader
Karin Jones

Coordinator Discard Sales
David Hodgson

Senior Library Officers
Roger Ford
Karen Godfrey

Library Officers
Ewa Bieniawski
Maureen D'Rozario
Pam Gulley
Steven Hellwig
Helen Lysaght
Carolyn Mitchell
John Naturalny
Pam Pilmer
Amrik Singh
Carl Studd
Brian Walker

Van Drivers
Ben Hoper
Eugene King

Storepersons
Phil Hough
Gary Obrecht

Preservation & Maintenance
Manager
Lee Blackford

Conservation
Senior Conservator
David Ashman

Paper Conservator
Jonathan Schmidt

Books Conservation Officer
Timothy Cooke

Conservation Technicians
Susan Anderson
Ian Donaldson

Library Officers
Teresa Epps
Louise Kilpatrick
Jennifer Leunig
Peter Thackray
Alan Wyncoll

Reformatting
Team Leader
Jennifer Crabtree

Senior Imaging Officer
Toni Munro

Imaging Support Technician
Bob Diggens

Micrographic Technicians
Kerry May
Gayle McGlynn
Sandy McGlynn
Paul Mitchell

Library Officers
Trish Bond
Shirley D'Cruze
Sue Osmond
Tony Paxton
Diana Ridge

Stock & Stack Maintenance
Team Leader
Barry Dent

Senior Library Officers
Jeff Booth
Kathy Wilkinson

Library Officers
Richard Barton
Adrian Bowen
Peter Burbak
Jennie Feehan
Rebecca Higgie
Jennifer Jenkins
Julie Jennings
Greg Kirby
Michelle Newman
Travis Pearce
Clint Polman
Lynsey Scott
Florence Seow
Patti Szabo
Maria Vargas
Peter Wang

Access
Manager
Monika Szunejko

Archive
Team Leader
David Whiteford

Archivists
Justin Fairhead
Alison Hocken
Christine Pip

Library Technicians
Annette Del Bianco
Roz McHale

Library Officers
Helene Charlesworth
Sandra Green
Gail O'Hanlon
Katherine Sellin

Create
Team Leader
Kevin Marsh

Librarians
John Draffin
Robyn Edwards
Anne Keehan

Joan McKenna
Pamela Marciano
Kathy Rawlinson
Robin Robinson
Urszula Wiejowski

Library Technician
Sally Stiglmayer

E-team
Librarians
Rebecca Balling
Michelle Collier
Gabrielle Reynolds

Quality
Librarian
Sai-Kee Kek

Historical Records Rescue Consortium
Project Manager
Pat Beament

Pictorial/ Digitisation Team
Librarians, Assessments
Fiona Caratozzolo
Tricia Fairweather
Colin Halbert
Alison Hocken

Librarians, Archival Description & Access
Jo-Anne Monaghan
Glenda Oakley

Library Technician, Linking
Susan Landy

Imaging Technicians
Cynthia Coombs
Adam Lewis
Les Tucker

Conservation Technicians
Maureen Blackford
Susan Crockett

Newspaper/Microfilming Team
Senior Collator
Donna Strickland

Micrographic Technicians
Rita Di Marco
Moira Elsner
Marie Jakovcich
Carol Williams

Library Officers
Ariehan Adikarta
Marina Gray
Kylie Jakobsen
Julie Moriarty
Debra Smith

STRATEGIC & CORPORATE SERVICES
Director
Brian Stewart

Project Manager
Claudette Pope

Adminstrative Assistant
Allison Nolan

Public Programs
Manager
Doug George

Publications & Display Officers
Adam Peterson
Dana Tonello

Marketing Officer
Anne Rennie

Corporate Services
Manager
Leanne Bicknell

Contracts Manager
Ian Kane

Senior Corporate Records Officer
Melissa Shanhun

Corporate Records Officers
Grace Chiu
Win Wharam

Digital Services
Manager
Carolyn McDonald

Online Coordinator
Nick Cowie

Web Designer
Illona Tobin

Applications Technical Support Consultant
Steve Elkins

Help Desk Officer
Andrew Macdonald

Facilities Management
Manager
Malcolm Mills

House Officer
Lorraine Beck

Venues Coordinator
Sally-Ann Brown

Facilities Officer
Brian Howard

Van Dock Supervisor
Rob Reece

Store Person
Ian McMenemy

Duty Officers
Sam Earnshaw
Rimar James
Mike Phillipsz
Tim Riley
Des Tonge

GRADUATE PROGRAM
Jane Anderson
John Geijsman
Nathan Hobby
Calida Wish

Staff Achievements

Margaret Allen

State Government representative, Digital Content Working Group - National Broadband Strategy Implementation Group meeting, Canberra

Member, National and State Libraries Australasia (NSLA)

Member, writingWA Board of Management

Member, Department of Education and Training Literacy and Numeracy Taskforce – Early Years Working Group

Member, ALIA CLICK 06 Conference Organising Committee

Chair, ALIA CLICK 06 Conference Social Committee

Nola Allen

Better Beginnings: a Window of Opportunity - presentation by Nola Allen and Margaret Kett, *Shattering Stereotypes: Changing the Face and Perception of Public Libraries*, LocLib Biennial Conference, March 2007

Taking the First Step: Better Beginnings Family Literacy Program by Nola Allen – article, *Magpies*, May 2007

David Ashman

Member, AICCM WA State Division Committee

Bible Stories – presentation, Seniors Week, State Library of WA, October 2006

Conservation of Books and Archives – presentation, Academic and Research Libraries Group (WA Group), 2007 Icebreaker, East Perth Central TAFE, March 2007

Care of Documentary Heritage – presentation, Fremantle Heritage Festival, Fremantle City Library, June 2007

Pat Beament

Member, Course Advisory Panel Certificate IV in Preservation Microfilming, TAFE

Member, Historical Records Rescue Consortium Management Committee

Kylie Black

Secretary, Australian Branch of the International Association of Music Libraries, Archives and Documentation Centres (IAML)

Member, Local Organising Committee, IAML International Conference, Sydney 2007

Strike a Note: We Want to be Heard! - forum speaker, Presenting the Perceptions of our Younger Library Professionals: Their Opportunities, Experiences, Ideas, and the Challenges They Face, IAML International Conference, Sydney 2007

Vicky Carlyon
Member, Sponsorship Sub-Committee, ALIA CLICK 06 Conference
Participant, Aurora 10, Aurora Leadership Institute, Thredbo NSW, February 2007

Tim Cooke
Conservation of Rare Books – presentation, Guild of Bookworkers WA Chapter, August 2006

Repair and Conservation of Library Materials - presentation, Public Libraries Regional Meeting, Northam, October 2006

George Cowcher
Member, Historical Records Rescue Consortium Management Committee

Barry Dent
Member, NSLA Stock Management Working Group

Allison Fyfe
National Vice President, Australian Branch of the International Association of Music Libraries, Archives and Documentation Centres (IAML)

Doug George
Convenor, NSLA Public Programs & Communications Working Group

Janet Hocken
Committee Member, Academic & Research Libraries (WA Group) ALIA

Member, Program Sub-Committee, ALIA CLICK 06 Conference

Jane Jones
Convenor, WA Libraries Australia User Group

Workshop Facilitator, Reference and End User Access, Libraries Australia Forum 2006, University of Melbourne, November 2006

Margaret Robson Kett
Better Beginnings: Getting Books into Mirrabooka, Western Australia - presentation, Learning Futures: Public Libraries for the New Generations, Adelaide, March 2007

Judge, Children's Book Council of Australia Book Awards, 2007

Carolyn McDonald
Member, ALIAWest Committee

Kevin Marsh
Secretary, Joint Advisory Committee, Framework Agreement between State and Local Governments for the provision of public library services

Sue North
Member, Program Sub-Committee, ALIA CLICK 06 Conference

Glenda Oakley

Photographs of the VIIth British Empire and Commonwealth Games, Perth, 22 November to 1 December 1962 – article, Friends of Battye Library Newsletter, July 2006

Let the Commonwealth Games Begin – article, Knowit*, July-Sept 2006

A Booming Western Australia Preserved with the Aerial Surveys Australian Collection of Photographs (BA1475) – article, Friends of Battye Library Newsletter*, May 2007

The Truth in Pictures and Pictures in the Truth – article, *Friends of Battye Library Newsletter*, June 2007

Lucia Ravi

Not Just Another Four Year Project: an Evaluation of Better Beginnings - presentation, Learning Futures: Public Libraries for the New Generations, Adelaide, March 2007

Jonathan Schmidt

Secretary, AICCM WA State Division Committee.

Preserving Local Archives - workshop, Nannup, November 2006

Alison Sutherland

Chair, Exhibition & Sponsorship Committee, ALIA CLICK 06 Conference

Professional Member, Australian Institute of Management

Regional Editor, *Serials Review*

Moderator, Australian Serials discussion list (Serialst)

Aurora Leadership Institute Alumnist

Keynote Speaker, Transforming Information & Learning Conference (TILC) 2006, *Connecting with school libraries: the whole is greater than the sum of its parts* http://www.chs.ecu.edu.au/conference/TILC/documents/2006/tilc2006_sutherland_keynote.pdf

Gaye Sweeney

Convenor, Academic & Research Libraries (WA Group) ALIA

Member, NSLA Indigenous Library Services and Collections Working Group

Monika Szunejko

Member, Libraries Australia Advisory Committee

Member, ALIAWest Committee

The Historical Records Rescue Consortium - presentation, Picture Australia Annual Participants' Meeting, National Library of Australia, Canberra, April 2007

Is there a Cataloguing 2.0?, Curtin University, Library and Information Studies Lunchtime seminar, April 2007

Pearl Tan

Partnership with Telecentres - paper, WA Telecentre Network Conference 2006 – Innovation ... more than a word, Perth, September 2006

Member, Department of Culture and the Arts Regional Services Committee

David Whiteford

Member, National Trust Rail Heritage Committee

Preserving Local Archives - workshop, Nannup, 2 November 2006

Local History Research in the Battye Library Collection" - presentation, Northampton Heritage Week, April 2007

Staff Awards

Terry Campbell Award for Service Excellence

The Terry Campbell Award for Service Excellence is awarded to a staff member who, on a particular occasion or, by general attitude to the public or to staff, deserves special recognition in any area of the State Library's services. Nominations are received from staff members or members of the public.

The award is in memory of Terry Campbell (1931 - 1989) who worked as a receptionist and telephonist with the State Library. She was unfailingly helpful and courteous, and this award aims to recognise staff who display excellence in service delivery.

The award was given to the following staff in 2006 - 2007:
   Tanya Daddi
   Sue Hegney
   Merrick Paget and Rob Reece
   Rosalyn McHale and Helene Charlseworth

Mollie Lukis Award

The Mollie Lukis Award is presented to an individual or work team for their outstanding contribution to any aspect of appraising, collecting, arranging, preserving and making available materials which reflect the cultural heritage of Western Australia.

This award honours the contribution of Mollie Lukis, OBE and Fellow of the Library Board, who was the first State Archivist and, on her retirement, was in charge of the State Archives and the J S Battye Library of West Australian History. It was awarded for the first time in 2001 to mark Mollie Lukis' 90th birthday.

Anne Gill was the worthy recipient of this year's Mollie Lukis Award. She commenced her career in Western Australia as a librarian in the Battye Library in the early 1970s, left for the UK, then returned to Perth in the 1980s. In 1989 Anne was re-employed as an archivist within the State Archives, and over the next few years arranged and described the records of a number of key government agencies, including the Fremantle Prison, the Governor's establishment and the Supreme Court of Western Australia. Following a State Library restructure in 1996, Anne became a consultant in the State Records Office's Recordkeeping Services Team. In August Anne herself became a client of the SRO when she accepted the position of records manager with the Western Australian Treasury Corporation.

WORKLOAD INDICATORS 2006-2007 (as at 30 June 2007)

Workload indicators for 2006-07 operations and stock levels are provided on the following pages, along with figures for the previous four years

OPERATIONS	2002-03	2003-04	2004-05	2005-06	2006-07
Visitors to the Alexander Library Building	634,498	589,749	527,763	526,900	546,996

WA DOCUMENTARY HERITAGE COLLECTIONS AND INFORMATION SERVICES

J S Battye Library

Information enquiries and consultancy	50,722	48,971	48,779	45,282	40,638
New researcher registrations	416	384	168	235	122
Material retrieved/reshelved after public use	142,516	134,971	131,589	116,026	85,440
New index entries	9,410	6,079	6,145	5,498	1,223
Infolink database records updated	8,690	7,132	5,888	4,949	4,842

Preservation Services

Microfilm reels preserved	1,122	1,042	1,142	405	874
Microfilm jackets preserved	3,222	787	1,686	0	799
Negatives preserved	1,981	12,296	1,787	6,566	32,870
Items produced for outside orders	1,758	1,759	2,083	2,098	2,856
Protective encasements	2,069	2,164	1,683	1,457	679
Public enquiries	120	93	120	122	115

SERVICES TO PUBLIC LIBRARIES

Total public libraries and extension services	238	238	240	239	232
Additional volumes in public libraries					
- Development Program	43,069	66,988	65,982	36,223	19,748
Volumes despatched on Exchange Program	378,434	360,868	484,754	475,227	443,750
Volumes repaired in-house	21,159	15,244	14,687	9,545	8,052
Information enquiries	2,624	1,752	1,429	2,738	1,496
Number attending training courses	129	61	39	1,025	448

Document Delivery Services

Number loan requests received	31,727	31,382	26,319	25,020	31,286
Number of copy requests received	996	948	889	934	1,299
Loans supplied	15,678	18,777	16,048	15,106	14,098
Copies supplied		750	805	836	805

OTHER INFORMATION SERVICES	2002-03	2003-04	2004-05	2005-06	2006-07
State Library					
Information enquiries	80,950	66,469	58,989	53,582	74,422
Stock reshelved after public use	257,739	219,195	199,000	188,236	165,592
Direct loans to clients					
(videos, scores, cassettes, scripts)	37,058	34,754	33,950	28,841	24,662
Total membership of State Library (loan collections)	7,820	9,600	10,648	8,300	9,223

USE OF INFORMATION TECHNOLOGY

	2002-03	2003-04	2004-05	2005-06	2006-07
Searches on State Library Database	2,858,525	4,684,968	5,683,745	7,574,950	14,530,410
Hits on the State Library Website	11,591,612	12,361,926	16,531,429	15,039,523	19,224,393
Searches on Electronic Resources	45,941	48,313	149,225	113,477	164,147
Number of Internet sessions booked	43,955	45,456	44,756	45,707	45,162
Number of records on the State Library database	986,638	1,035,847	1,085,653	1,151,657	1,220,218
Number of items linked to the database	3,288,321	3,369,045	3,432,339	3,429,288	3,555,131
Number of index entries in the database	135,231	154,358	173,490	192,519	200,622
Digital images available	8,941	10,524	11,902	21,214	49,775
Electronic resources archived to Pandora	59	103	188	204	75

RESOURCE SERVICES

Acquiring stock

	2002-03	2003-04	2004-05	2005-06	2006-07
Number of orders raised	28,663	32,976	35,035	45,834	48,256
Items processed for Public Library stock	245,702	233,930	381,813	325,481	293,037
Serial issues processed for permanent collections	62,833	60,120	53,924	60,113	51,987

Cataloguing stock

	2002-03	2003-04	2004-05	2005-06	2006-07
Total number of titles catalogued	37,108	32,626	40,259	42,529	48,348
Titles catalogued for Public Library Services	20,133	19,378	28,724	32,831	43,260
Titles catalogued for State Reference Library	6,690	7,169	5,081	4,665	2,250
Titles catalogued for J S Battye Library	8,030	6,079	6,454	5,033	2,838

PUBLIC PROGRAMS

	2002-03	2003-04	2004-05	2005-06	2006-07
Exhibitions / displays mounted	78	50	53	57	32
Total number of items published or printed	651	862	1,040	1,115	1,244

STOCK	2002-03	2003-04	2004-05	2005-06	2006-07
PUBLIC LIBRARY COLLECTIONS					
Adult non-fiction	856,911	853,256	895,283	1,069,266	1,069,616
Adult fiction	662,174	663,333	698,587	811,221	847,670
Junior	685,735	688,608	731,972	854,549	870,456
Total stock	2,266,941	2,268,578	2,325,842	2,735,036	2,787,742
Special Formats *(included above)*					
Multi Language Resources Collection	61,780	63,040	74,390	73,969	80,403
Large Print Books	195,974	198,222	200,485	198,540	201,247
Videos / DVDs	137,715	145,707	154,893	159,628	166,396
Audio Tapes / CDs / MP3	98,853	99,363	101,637	137,951	119,451
CD-ROM	24,428	18,962	29,269	19,553	18,723
WA DOCUMENTARY HERITAGE COLLECTIONS					
J S Battye Library					
Monograph titles	65,533	68,514	72,099	75,084	77,391
Monograph volumes	101,996	106,340	111,458	116,039	119,557
Serial titles	14,350	14,632	14,889	15,410	15,553
Newspaper titles	873	875	877	877	877
Microfilm (reels)	14,265	14,656	14,980	15,558	15,834
Microfiche (metres)	15.2	15.2	15.2	15.2	15.2
Cartographic items	27,730	28,326	28,634	29,112	29,186
Ephemera (items)	77,490	80,251	82,367	83,055	85,553
Pictorial images	456,831	462,778	469,813	487,730	507,105
Pictorial collections	5,967	6,143	6,917	7,270	7,708
State Film Archives film and video reels	5,581	5,663	5,712	5,712	5,712
Oral history hours of tape	12,412	13,027	13,249	13,519	13,553
Oral history transcripts	3,006	3,492	3,638	3,789	3,801
Private archives (metres)	2,818	2,917	2,993	3,048	3,077
Government and community information					
Infolink database records	9,040	8,998	9,365	10,241	10,599
OTHER INFORMATION SERVICES COLLECTIONS					
State Library					
Monographs (volumes)	373,027	377,569	381,120	383,864	385,382
Current serials and newspaper titles	6,718	6,298	6,228	6,236	6,018
Microfilm (reels)	13,112	13,322	13,545	13,791	13,954
Microfiche (metres)	209.6	212	212.3	212.3	212.4
Scores	41,267	41,512	41,803	42,423	42,785
Musical sound recordings	15,262	15,230	15,206	15,170	15,295
Cartographic items	22,429	22,697	23,280	23,436	23,495
Film and video titles	13,983	14,088	14,234	14,332	14,341

Images used in this Report