

# Annual Report 2020–21



NATIONAL  
LIBRARY  
OF AUSTRALIA



# Annual Report 2020–21



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OF AUSTRALIA

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

# National Library of Australia

13 August 2021

The Hon. Paul Fletcher MP  
Minister for Communications, Urban Infrastructure, Cities and the Arts  
Parliament House  
CANBERRA ACT 2600

Dear Minister

## National Library of Australia Annual Report 2020–21


The Council, as the accountable authority of the National Library of Australia, has pleasure in submitting to you for presentation to each House of Parliament its annual report covering the period 1 July 2020 to 30 June 2021.

The Council approved this report at its meeting of 13 August 2021.

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

We commend the annual report to you.

Yours sincerely



The Hon. Dr Brett Mason  
Chair of Council



Dr Marie-Louise Ayres FAHA  
Director-General



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A series of Aboriginal Australian stone fish traps  
across the Barwon River, c1890, New South Wales, 4  
[nla.gov.au/nla.obj-153482139](http://nla.gov.au/nla.obj-153482139)





# Introduction

# 1.1 Chair's Report



Last year challenged the resourcefulness of all Australians, including the National Library of Australia. But the global pandemic highlighted the immense value of the Library's long-term investment in its world-leading digital capability. Supported by significant Australian Government funding, this commitment to enhancing digital capacity has paid off handsomely.

In a world in which the great majority of our business—building collections, shining curatorial light on fascinating stories, serving individuals, collaborating with others, building capability—had to be adapted, the Library's digital excellence underpinned strong service to the nation, and inspired libraries around the world.

Whether via its online platform Trove, or the very popular Digital Classroom, or through a well-curated series of webinars for researchers and professionals alike, the Library in 2020–21 reached Australians wherever they live, work or study. We are delighted that so many engaged with the Library's collections and its experts, fuelling their own curiosity, creativity and the delight of learning. Through Trove, those same Australians can also engage with the collections of the Library's 900 long-term partners—from the largest university libraries to the smallest local historical societies—connecting stories across place and time, enriching our understanding of our past and present.

While travel restrictions meant that beautiful exhibitions such as *A Nation Imagined* and *Australian Dreams* were out of reach for many Australians, and while exciting programs for adults and children had to be modified or cancelled altogether, the Library nevertheless reached well over 30 million people throughout the year. Regional and rural Australians are at least as likely to use Trove as their metropolitan cousins, with many conveying their thanks for the ways in which the Library supports their education, research, businesses and their engagement with Australia's cultural history. The Library's collaborative relationships span the nation, and it brings that same spirit to collaborating with National Cultural Institutions. Over the last year, the Library has joined other Canberra institutions in joint campaigns to market the wonders of the collections held in the national capital and explored new opportunities to work together in the digital environment, amplifying the impact of Australia's collections for the nation.

Council and staff continue to pursue the Library's ambitious philanthropic strategy, aimed at greatly accelerating online availability of the most important parts of the Library's collection. This year, I particularly thank the Susan and Isaac Wakil Foundation for a very generous gift that will see some of our most precious performing arts collection available to all Australians and indeed the world; TLE Electrical for a gift that will make more of our visual arts and music collections available; and anonymous donors supporting a three-year curatorship focused on the Library's magnificent rare books and music collection.

While these large gifts are most welcome, I also thank the hundreds of individual donors who responded to our call to support digitisation of the records of the Australian Federation of Women Voters. This was our most successful annual appeal. Thanks to additional government funding, the papers of General Sir John Monash are now available online, as is a significant portion of Sir Robert Menzies's voluminous personal archive, with work continuing into next year.

I thank my fellow members of Council, who have willingly (if not always cheerfully) continued their important work for the Library via video communication for much of the year. I particularly thank Mr Julian Leeson MP, who stepped down from Council after serving with distinction since 2016. Mr Leeson's love of the Library is undiminished, and Council knows that he will be a great friend of the Library for many years to come.

Last, I thank the Director-General, her Executive team and the Library staff for their resilience, flexibility and commitment to providing the highest service quality to their fellow citizens, both in our beautiful heritage building and through digital channels that seek to reach every Australian.

A handwritten signature in black ink, appearing to read 'Brett Mason', written in a cursive style.

The Hon. Dr Brett Mason

## 1.2 Director-General's Review



The Chair has outlined the ways in which the National Library's digital capability supported continuing service to Australians in 2020–21, our first full year living with COVID-19.

While Trove is our largest channel, the Library's other digital services also grew and broadened their audiences. We saw an increase of nearly 30 per cent in registered readers, use of our licensed databases doubled, Digital Classroom reach increased by 81 per cent, and our digital first approach to programming reached one *hundred* times our maximum onsite audience.

We continued to find new ways to collect in difficult times. Our Indonesian colleagues in Jakarta, for example, were purposeful and resourceful, collecting despite significant barriers to movement of people and goods. Even in June—with life in Indonesia posing many challenges—our small team managed to ship a consignment of monographs, serials and newspapers, which were processed for immediate use. I particularly thank them, and the Australian Embassy where the office is housed, for their dedication.

Our digitisation program—funded by the Australian Government, partners and generous philanthropic donors—continued apace, with researchers eagerly engaging with newly digitised newspapers, books, journals and, increasingly, personal archives. While we have much work to do in this space—less than ten per cent of the Library's collection is available online—we are making steady progress, and seeing the difference that digitisation makes for Australians researching in our largest cities as well as in our most remote outposts.

We continued our reconciliation journey in 2020–21, establishing the groundwork for new collecting and service relationships, asking ourselves deep questions about past and current collecting and description practices, and—as part of National and State Libraries Australia—achieving an outstanding milestone, with 84 per cent of the Library's workforce having now completed the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) 'Core' cultural learning modules.

We also established new collaborative relationships with our fellow National Cultural Institutions, with cultural organisations large and small across the country, and with the research community. Trove is now recognised as an essential part of Australian humanities and social sciences research infrastructure, with funded work to build a Trove Researcher Portal to commence in the next year.

Achieving these outcomes relies on our institutional capability, and one of the most important parts of that capability is our magnificent heritage building, which houses the majority of our vast physical collections.

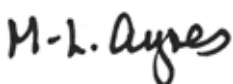
The Library is managing a series of major capital works to ensure the safety of those collections, and of the people who work in, and visit, the building. They include replacement of our heating, ventilation and air-conditioning system, upgrade of fire systems, replacement of our entire copper heritage roof, prototyping of replacements for our heritage windows, and preparations for major reconfiguration of our lowest floor, driven in part by the need to accommodate our growing digitisation business. Together, these works have meant significant disruption, with reduced spaces available for Library and venue hire events, and large parts of the Library's workforce relocating around the building. I am very proud that despite the scale of these works, we have been able to continue to serve our visitors without interruption.

Another underpinning strength is our superb staff and an operating model that can make the best use of their knowledge and talents. The 2020–21 year saw completion of the first major organisational restructure in 20 years. While I acknowledge the process was challenging for many staff, I also thank them for their willingness to engage in new ways of doing our work, for challenging themselves to think beyond traditional roles, and for deep and wide-ranging interrogation of our priorities, processes and procedures. While some anticipated benefits will play out over a longer time frame, it is clear that most of the outcomes we hoped to achieve—especially in terms of a more flexible structure that could respond quickly to a changing environment—are well underway.

One example of this flexibility is the excellent use made of additional Australian Government funding made available in recognition of revenue impacts arising from COVID-19. The Library used much of this funding to address longstanding needs, such as upgrading essential corporate tools and some systems underlying Trove. We also invested in thinking forwards, by commissioning major work on the potential of artificial intelligence and machine learning to improve the Library's efficiency, on better understanding and reaching an increasingly diverse audience, and on our future workforce needs. I thank all colleagues who worked quickly and decisively to prioritise our needs, and to oversee these projects in addition to their busy mainstream roles. While a devaluation of the Library's collection—which is extremely large, heterogenous and difficult to value with certainty—meant a technical operating loss at the end of the year, the Library recorded a modest underlying operating surplus, testament to strong financial management in the face of COVID headwinds.

While 2020–21 did not present the same number of completely new challenges as the previous year, it was also not a 'normal' year.

I therefore thank the entire Library community—our Council, the Executive team, workforce, Friends and volunteers—for their dedication, for their ability to think creatively about novel problems, and for continuing to earn the trust and respect of the Australian community.

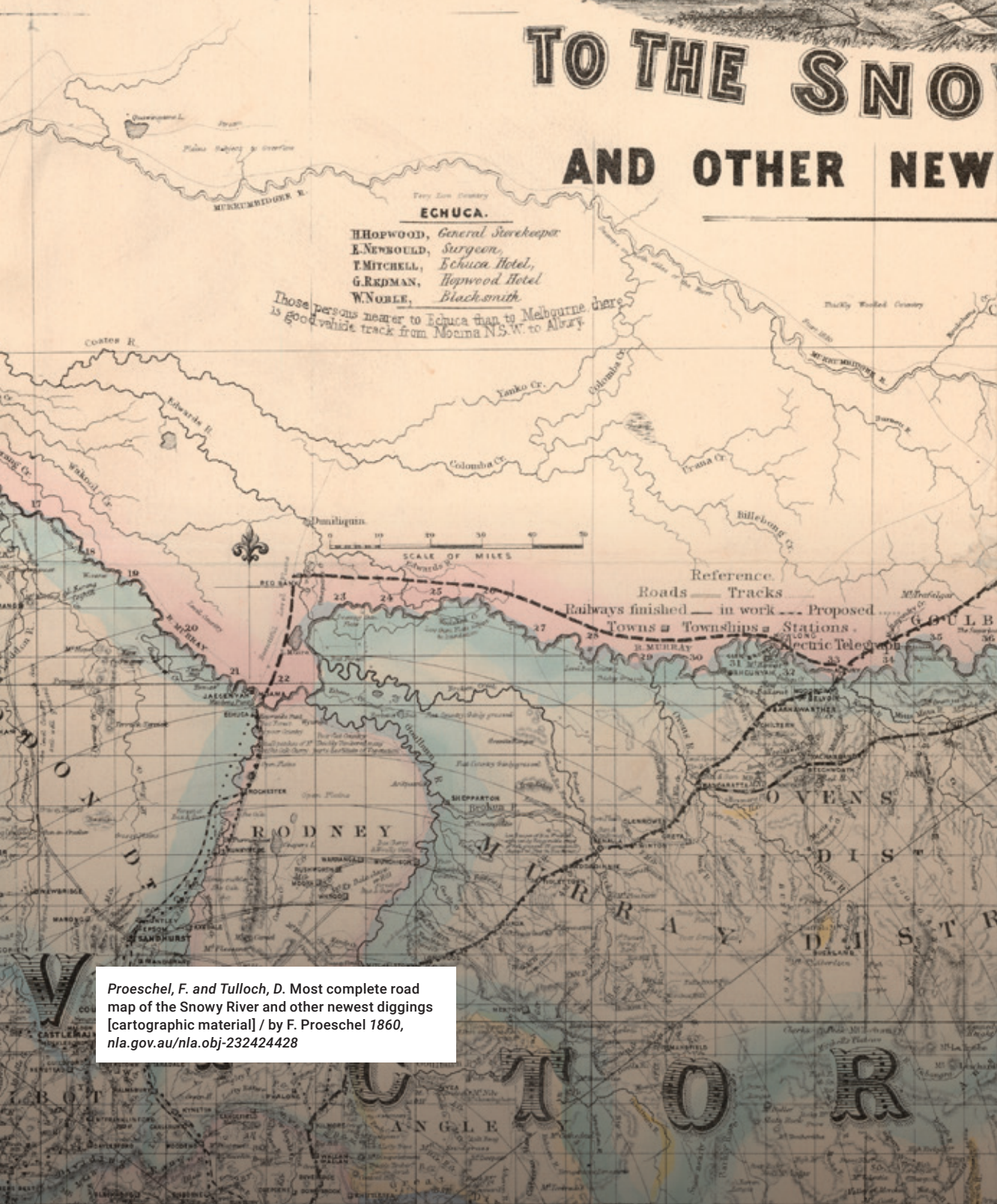


Dr Marie-Louise Ayres FAHA

# ROAD



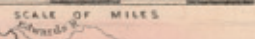
# TO THE SNOW AND OTHER NEW



### ECHUCA.

- HOPWOOD, *General Storekeeper*
- E. NEWBOLD, *Surgeon*
- F. MITCHELL, *Echuca Hotel*
- G. REDMAN, *Hopwood Hotel*
- W. NOBLE, *Blacksmith*

Those persons nearer to Echuca than to Melbourne, there is good vehicle track from Moama N.S.W. to Albury.



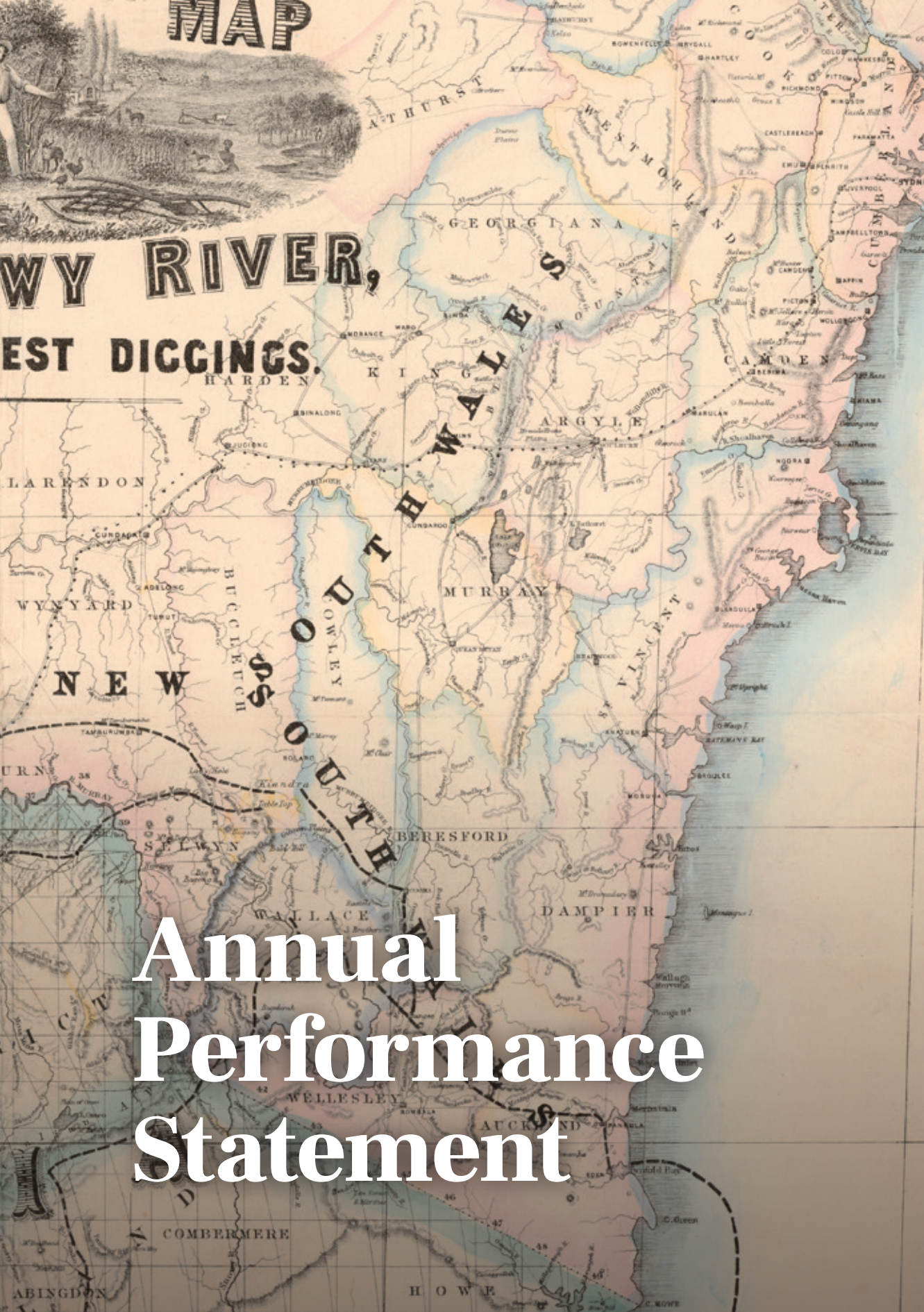
Reference:  
 Roads — Tracks  
 Railways finished — in work — Proposed  
 Towns — Townships — Stations  
 Electric Telegraph

Proeschel, F. and Tulloch, D. Most complete road map of the Snowy River and other newest diggings [cartographic material] / by F. Proeschel 1860, nla.gov.au/nla.obj-232424428

MAP

WY RIVER,  
EST DIGGINGS.

# Annual Performance Statement



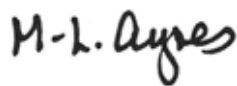
## Statement by Accountable Authority

On behalf of the Council of the National Library of Australia, we present the 2020–21 annual performance statements of the National Library of Australia as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In our opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the entity and comply with subsection 39(2) of the PGPA Act.



The Hon. Dr Brett Mason  
CHAIR  
13 August 2021



Dr Marie-Louise Ayres FAHA  
DIRECTOR-GENERAL  
13 August 2021



## 2.1 2020–21 Snapshot

### VISITOR REACH \*

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

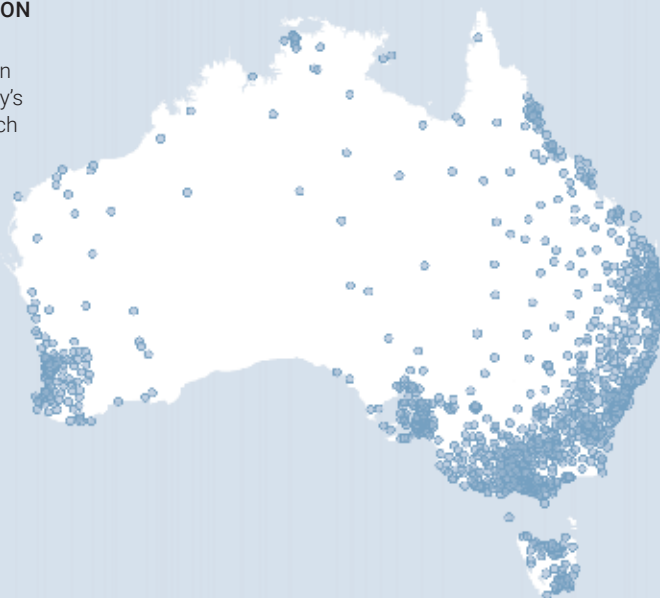
<b>very remote</b>	<b>0.3%</b>
<b>remote</b>	<b>0.9%</b>
<b>outer regional</b>	<b>7.5%</b>
<b>inner regional</b>	<b>13.9%</b>
<b>major cities</b>	<b>73.7%</b>
<b>undeclared</b>	<b>3.6%</b>



### RESEARCH AND INFORMATION INQUIRIES REACH \*

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

<b>very remote</b>	<b>0.8%</b>
<b>remote</b>	<b>1.1%</b>
<b>outer regional</b>	<b>9.5%</b>
<b>inner regional</b>	<b>20.3%</b>
<b>major cities</b>	<b>65.8%</b>
<b>undeclared</b>	<b>2.5%</b>



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

## Our People



354 staff \* ↑

Median age of staff was 47 years ↓

61.86% of ongoing staff have worked at the Library for over five years ↓

52 registered volunteers ↓

Approx. 1,623 Friends of the National Library ↓

## Our Collections

PHYSICAL

**TOTAL  
279 SHELF KM**

HOUSING THE COLLECTIONS



Approximately 10.25 million collection items

DIGITAL

**TOTAL  
2.65 PETABYTES**

OF DIGITAL MATERIAL



25,572 new items acquired in digital format \*\* ↑

## Access and Usage



**26.3M**

SESSIONS ↓

NLA ONLINE \*\*\*



**17.9M**

SESSIONS ↓

TROVE WEBSITE \*\*\*

75,794 physical items delivered to users either in reading rooms or offsite via interlibrary loan or document supply ↓

33,633 reference and information inquiries answered by Library staff ↑

13.5 billion Australian and online resources available \*\*\*\* ↑

26.29 million newspaper pages available online ↑

398.8 million lines of text corrected ↑

## WE OPERATED FROM FIVE BUILDINGS



The **main Library** building  
Three offsite collection **storage repositories**  
An office in the **Australian Embassy in Jakarta**

## Social Media \*\*\*\*\*



**271,288** ↑  
ENGAGEMENTS



**65,587** ↑  
ENGAGEMENTS



**48,421** ↑  
ENGAGEMENTS



**80** ↑  
BLOG POSTS

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



**Main Reading Room**  
**Special Collections Reading Room**  
**Treasures Gallery**  
**Exhibition Gallery**

## Visitors

**332,674** ↓  
ONSITE VISITORS

**1.29M** ↑  
OFFSITE VISITORS

In 2020–21, there were:

171,561 reading room visitors ↓

79,963 visitors to our exhibition galleries ↓

1,526 visitors to events ↓

1,199 school students ↓

42 online events ↓

244,181 online event attendees ↓

Our staff delivered onsite and offsite public programs including:

63 public events ↓

143 volunteer-led tours ↓

24 organised school programs ↓

25 learning programs ↑

Note that upward and downward arrows reflect the trend from previous year. In 2020–21 several indicators were affected by the impact of COVID-19. \*Average full time equivalent \*\*Excludes individual issues of magazines and journals, and individual files from archived websites \*\*\*Includes Australian and international engagement. Session count was affected by redesign of the Trove website and Google re-indexing \*\*\*\*Includes all files in the Australian Web Archive, delivered via Trove, reported for the first time this year \*\*\*\*\*Social media reporting relies on a third-party algorithm which may be adjusted from year to year

## 2.2 Purpose and Performance Outcomes

This section reports on performance and outcomes against the 2020–21 Corporate Plan and Portfolio Budget Statements.

### Purpose

The National Library of Australia was established by the *National Library Act 1960*. In accordance with that Act, the Library collects documentary resources, particularly relating to Australia and the Australian people, so that the Australian community—now and in the future—can discover, learn and create new knowledge.

In an increasingly digital creative and research environment, the Library expands its reach through delivery of world-leading digital platforms, and collaborates with others to develop critical digital research infrastructure, contributing to Australia’s rich, diverse and enduring culture and heritage.

### Strategic Priorities

The Library has four strategic priorities:

- collect—we collect today what will be important tomorrow
- connect—we connect with communities, and connect communities with their national collections
- collaborate—we collaborate with others to maximise the national impact of cultural collections
- capability—we build capability to maximise return on the nation’s investment in the Library.

## 2.3 Strategic Priority One: Collect

We collect today what will be important tomorrow.

### Priorities

- Enable Australians to understand their diverse social, cultural and intellectual histories by collecting and preserving Australian publications for current and future generations.
- Build a rich, culturally and linguistically diverse collection of Australian pictures, manuscripts and oral histories, enlivening the national story with the unique voices and viewpoints of individuals and organisations.
- Selectively collect overseas resources to enhance understanding of the Asia–Pacific region, with a curatorial focus on Indonesia, China, Timor-Leste and the Pacific.

### Actions 2020–21

---

#### **Implement the Library’s Collecting Strategy 2020–21 to 2023–24 and Collection Development Policy 2020 to build a collection that reflects the full diversity of Australian society.**

Collecting in 2020–21 was disrupted by the reduction in publishing, travel and general business due to Australia’s response to COVID-19. Nonetheless, in line with its Collecting Strategy 2020–21 to 2023–24, the Library focused on collecting Australian material, and in digital form whenever possible. For example, legal deposit collecting under National edeposit (NED), along with streamlined processes for acquiring physical publications, resulted in the acquisition of a wider range of published content. Oral history interviews, folklore recordings and documentary photos have all been acquired digitally.

The diversity of Australian society is reflected in the Library’s collecting. In order to achieve the competing aims of a representative and a deep collection, the Library has chosen to focus on two communities in 2020–21 and 2021–22. Fijian Australians and Chinese Australians are being approached to build community connection to the Library’s collection and ensure relevance and significance. Active engagement with communities has been the hallmark of Indigenous collecting (see below).

---

**Expand digital collecting, including through enhancement of the National edeposit service (a National and State Libraries Australia partnership that builds, preserves and provides access to a shared collection of Australian digital publications), our web archiving infrastructure and our social media collecting capability.**

Enhancements to the NED service delivered benefits for publishers, partners and our digital audience. NED now offers a bulk deposit service for serials publishers. This enhancement supports newspaper, magazine and journal publishers, who are responsible for a large volume of publishing outputs in Australia. Publishers can now efficiently deposit their titles (including newspapers published daily) with the NED service automating metadata extraction to improve access. This enhancement enabled deposit of over 200 titles in 2020–21. With many regional and local newspapers ceasing production as a result of business downturn due to COVID-19, NED now preserves access to many last editions.

Additional improvements will automate identification of, and requests for, missing issues. This will reduce the likelihood of missing issues and ensure a comprehensive collection of Australian digital publications.

Publishers now have the option of providing additional description of their content at the time of deposit, including the ability to identify Indigenous content. This enhancement strengthens the discoverability and promotion of Australian Aboriginal and Torres Strait Islander material and languages in the collection.

The 2021 whole of .au.domain harvest was completed in April 2021 and for the first time was sent by high-speed internet protocol (IP) transit connection. Content was received from the Internet Archive through an internet connection provided by AARNet (Australian Academic and Research Network). As a result, the Library could index the content incrementally and make it available through Trove much sooner than in previous years when it was supplied on physical hard drives. The Library achieved another first for web archiving by using a new automated browser-based crawling system, Browsertrix, to archive previously difficult-to-capture required social media content hosted on Facebook.

---

**Increase and improve the representation of Indigenous and culturally and linguistically diverse communities in the collection, through consultative approaches to acquisition and description.**

The Library has adopted a collaborative approach to collecting from Indigenous and culturally and linguistically diverse communities, based on priorities in the Library's Collecting Strategy 2020–21 to 2023–24. This year, the Library developed project plans and started consultation with two communities: Australians with Fijian heritage and Australians with Chinese heritage. These, and future, projects aim to document the contribution and experiences of migrants to Australia and their descendants across the many formats that the Library collects.

COVID-19 travel requirements affected other collaborative projects. In March 2021, Karen Mundine from the Bundjalung nation of northern New South Wales, and Chief Executive Officer (CEO) of Reconciliation Australia, was interviewed for the oral history project *Walking Together: An Oral History of Reconciliation*. Due to travel limitations, only one interview was possible for the Indigenous Bilingual Education oral history project.

Four oral history interviews were conducted with members of the Norfolk Island community as part of the Norfolk Island Oral History Project. This project includes the endangered Norfolk language, which is a blend of eighteenth-century Tahitian and English. Thirteen interviews were conducted for the Library's Social Histories of Holden in Australia project, with a strong focus on post-war migrant experience.

The Library is involved in a number of initiatives to improve discoverability of Indigenous materials through acquisition and description processes. The Library, along with all other National and State Libraries Australia (NSLA) members, commenced an audit of contemporary Indigenous collections. The project has generated quantitative and qualitative analysis of published material, web and ephemera collecting in libraries over the past two decades. In later stages, data analysis will be supplemented by commentary and local context from library representatives. An interim report of this project is to be released in July 2021, with recommendations impacting the scope and extent of collecting, and approaches to discoverability.

The Library collaborated with colleagues from the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) to assist in implementation of AIATSIS subject and placename headings and Austlang language codes in National Library catalogue records.

## Collecting in Difficult Times

The Library plays a critically important role in preserving history as it happens. Its collection practice evolves to respond to the external environment and reflect social change. Three stand-out examples this year were the response to COVID-19, the Black Lives Matter protests and the March for Justice.

Despite the ongoing pandemic, the Library continued to bring in substantial and diverse subject matter during the year. While collecting was impacted by COVID-related restrictions, Library practices will ensure that the full impact of the pandemic is preserved for future generations. A total of 874 COVID-19 websites were harvested, including government information webpages, news media and opinion pages, and Twitter feeds. Extensive ephemera also captured changing aspects of life during COVID-19. The Library collected a QANTAS 'Fly Well' pack, leaflets produced in local communities offering support to the vulnerable and isolated, shop signs prohibiting bulk purchases, and mail-outs about theatre closures.

The Library also took advantage of the enforced suspension of some collecting activity by adjusting its Collecting Strategy and responding rapidly to key events. In 2020, the Black Lives Matter movement galvanised action globally. In Australia, the movement also drew

attention to historical mistreatment of Aboriginal and Torres Strait Islander people, ongoing issues of racism and Aboriginal deaths in custody. The Library commissioned photography of protests in Canberra and Perth, while the web archiving team harvested 80 sites that related to Black Lives Matter, including Twitter accounts that included Indigenous voices. The Library also obtained a copy of *When We Say Black Lives Matter* by prize-winning Australian author Maxine Beneba Clarke through edeposit. The Library's Jakarta Office selected material for the Black Lives Matter Papua campaign, adding 11 websites through the Archive-IT service.

On 15 March 2021, Australians participated in March 4 Justice events, drawing attention to sexual harassment in Australian workplaces and society. The Library coordinated collecting to ensure events of that day were captured for future generations. Internet sites and web material documenting the protest movement were preserved, including event Facebook pages, webpages and daily news coverage. The Library commissioned photographers to document the marches in Canberra and Melbourne, and obtained an extraordinary collection of ephemera, including more than 100 signs displayed during the Canberra event.

## Other Collecting Issues

Most national publishing houses were closed at the start of 2020–21, with the trickle of material increasing gradually as the country opened up and publications reached pre-COVID-19 levels. The Library's overseas collecting strategically targeted China, the Pacific and Indonesia. The Library's team in Jakarta continued to order and collect from Indonesian publishers despite working from home and being unable to freight materials into Australia until March 2021. By the close of the year, two large, pre-processed consignments were received in Canberra.

After a pause of eight months, collecting resumed in November with opportunities at auction for rare published items. The oral history interview program restarted in February both onsite and offsite, commissioned photographic projects began in March (March 4 Justice, School Strike 4 Climate), and archives were received again from April—all in line with the Library's COVID-safe protocols. Unsolicited and solicited materials received during the year were quarantined in line with public health advice.

The 2020–21 year saw an increase in opportunities to collect Australian published materials, acquire photographic archival collections and commission digital photography. The Library streamlined its collecting work by making more use of skilled contractors to prepare archival materials at their source.

Further recognition of the importance of the Library's collection was received with the inscription of the papers of Jessie Street (MS 10365) into the United Nations Educational, Scientific and Cultural Organization (UNESCO) Australian Memory of the World Register on 26 February 2021. Covering Street's activities between 1914 and 1968, they cover her personal and family life, political involvement in feminist issues, Aboriginal rights and race relations, the formation of the United Nations (UN) and the UN Status of Women Commission, Australian relations with Russia, the peace movement and campaigns to ban nuclear weapons. A distributed collection of Library material related to the influential theatrical agency J.C. Williamson Ltd was also successfully nominated for the register by the Performing Arts Heritage Network. The selection includes archival holdings from the Williamson collection (MS 5783), the papers of Sir George Tallis (MS 9522), and salary records and contracts with 43 artists, including Dame Nellie Melba and Anna Pavlova (MS 9145).



## Performance Measures for Collect

**Table 2.1** Number of Australian published works collected 2020–21

Performance Measure	Status	2020–21 Actual (Target: 30,000)	2019–20 Actual (Target: 30,000)	2018–19 Actual (Target: 33,000)
Number of Australian published works collected, including digital	Met <sup>a</sup>	32,565	37,168	30,454

<sup>a</sup> We have assessed quantitative measures with targets as Met, Partially met (within 5 per cent of target), Not met, and Exceeded (more than 5 per cent above target).

Note: This performance measure is taken from the 2020–21 Portfolio Budget Statements, Program 1.1, Table 2.1.2, and the 2020–21 Corporate Plan.

The number of Australian publications collected through legal deposit, including digital, was 32,565. This is a decrease of 12 per cent on last year's result of 37,168, reflecting disruption to the publishing industry in the first half of the year. Fifty-five per cent of Australia's published works collected in 2020–21 were in digital format, compared with 60 per cent in 2019–20. National edeposit continued to grow, with several commercial newspaper publishers transitioning from print to digital deposit. Over 2,000 new serial titles were deposited in digital format in 2020–21. Australian Government department and agency use of the service was strong, with over 2,500 publications deposited in digital format.

**Data source:** Data extracted from acquisitions data held in the Library's information management systems (Voyager and Digital Library Collection system).

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

**Table 2.2** Number of Australian unpublished materials collected, including digital

Performance Measure	Status	2020–21 Actual (Target: none set)	2019–20 Actual (Target: none set)	2018–19 Actual (Target: none set)
Number of Australian unpublished materials collected, including digital	Not applicable	58,014	43,747	322,365

Note: This performance measure is from the 2020–21 Corporate Plan.

Collection of unpublished works varies from year to year as archives, manuscripts and oral histories become available in unpredictable ways. In 2020–21, the Library collected 58,014 Australian unpublished works, surpassing the 2019–20 figure of 43,747. The impact of COVID-19 meant that collecting trips and appraisal work did not resume until March 2021. This posed a difficulty for collecting unpublished material that requires face-to-face interaction. However, the acquisition of photographic materials increased during the year, principally due to one major archive. There was also an increase in commissioned photographs as the Library took a more active role in shaping the creation of images for the collection.

**Data source:** Data extracted from acquisitions data in the Library’s management systems (Voyager, ArchiveSpace, Digital Library Collection system).

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

**Table 2.3** Number of overseas works collected, including digital

Performance Measure	Status	2020–21 Actual (Target: none set)	2019–20 Actual (Target: none set)	2018–19 Actual (Target: none set)
Number of overseas works collected, including digital	Not applicable	3,809	9,831	14,279

*Note: This performance measure is taken from the 2020–21 Corporate Plan.*

The number of overseas publications collected in 2020–21 was 3,809, a decrease of 61 per cent on last year’s result of 9,831. The reduction represents the impact of COVID-19 on the production and distribution of publications, and the continued application of the Library’s Collection Development Policy, which prioritises Australian collecting.

**Data source:** Data extracted from the Library’s management systems (Voyager and Digital Library Collection system).

**Methodology:** The number of overseas-published materials collected includes newly acquired material in print or in electronic format. Material is purchased or donated and decisions to acquire are made in accordance with the Library’s Collection Development Policy. Included are monographs, serials, maps, music, posters, websites and ephemera at item level/series level. The data does not include individual issues of magazines, newspaper and journals.

## Qualitative Evaluation

### **Measure: Collection Depth and Breadth Relative to the Needs of Our Researchers**

#### **Target Group: Historians of Australia**

In February 2021, the Library surveyed historians of Australia to gauge their views on the relevance of collection material to their research needs. Historians were identified as a target for survey because of their use of the Library's resources in generating published work. Over 500 responses were received from university academics, independent scholars and family historians.

Responses were resoundingly positive. An overwhelming majority (94 per cent) considered that the Library's collections are highly relevant and add significantly to their research and publication outcomes. The survey also revealed that almost all of the historians (97 per cent) accessed the Library's collections online, in addition to making use of materials onsite. Respondents highlighted both the anticipated and incidental benefits of searching Trove, and that they often find material of which they were previously unaware.

The survey also reported high usage of the Library's research services, including Ask a Librarian, online research guides, finding aids and bibliographies, and the Copies Direct reproduction service.

Almost half of the historians surveyed (49 per cent) had written journal articles, books, conference papers and online publications based on the Library's materials. The list of outputs was highly varied, and also included podcasts and audio documentaries, digital applications and datasets, consultancy reports, heritage walks, valuation essays, teaching resources and magazine articles.

Most historians (85 per cent) indicated they would promote the Library to others in the community.

**Data source and methodology:** For several years, the Library has conducted an annual online survey distributed to relevant networks and associations. In 2020–21, questions were based on previous year surveys with additional questions on Trove and digital collections.

*Note: This performance measure is taken from the 2020–21 Corporate Plan.*

## 2.4 Strategic Priority Two: Connect

We connect with communities, and connect communities with their national collections.

### Priorities

- Extend national reach and engagement, increasing the number and diversity of Australians who engage with national collections.
- Curate engaging onsite and digital experiences that delight, inspire and nourish Australians' curiosity about the nation's past, present and future.

### Actions 2020–21

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**Expand Trove's audience, including among students and diverse communities, and increase the visibility of digital collections from organisations large and small.**

In June 2020, the Library implemented new functionality in Trove that enables Trove Partners to highlight aspects of their collections for the public. These Collection Features provide direct access to collections on specific topics, such as Education in Colonial Victoria ([trove.nla.gov.au/collection/slv/colonial-education](https://trove.nla.gov.au/collection/slv/colonial-education)); and the Moreland & the 1918 Influenza Pandemic, drawn from the Brunswick and Coburg Leader ([trove.nla.gov.au/collection/moreland/influenza](https://trove.nla.gov.au/collection/moreland/influenza)); or by bringing together a collection such as the Australian Joint Copying Project ([trove.nla.gov.au/collection/national-library/ajcp](https://trove.nla.gov.au/collection/national-library/ajcp)).

The Library worked with AIATSIS on several initiatives to improve access to information on Australian Aboriginal and Torres Strait Islander people in Trove. A Collection Feature on the Aboriginal and Torres Strait Islander Biographical Index ([trove.nla.gov.au/collection/aiatsis/abi](https://trove.nla.gov.au/collection/aiatsis/abi)) allows searching by region, occupation and tags. In addition, AIATSIS subject headings were jointly promoted to the library community to enrich their collections and improve access to these collections.

In a highly collaborative project (see 'Australian Jewish Newspaper Digitisation Project' feature in Section 2.5), the Library digitised 15 Jewish newspapers covering 1820–2008 to add to the diversity of content available through Trove. A Collection Feature highlighting these titles ([trove.nla.gov.au/collection/ajhs/newspapers](https://trove.nla.gov.au/collection/ajhs/newspapers)) provides a broad view of the Australian Jewish community over two centuries.

During 2020, the National Library of Australia collaborated in the development and implementation of Digital Pasifik ([digitalpasifik.org](https://digitalpasifik.org)), a key part of the Pacific Virtual Museum pilot project, funded by the Australian Department of Foreign Affairs and Trade, and implemented by the National Library of New Zealand, Te Puna Mātauranga. This project enables Pacific Islander peoples access to their rich cultural heritage by bringing together digital collections in Trove, DigitalNZ and the Pacific Islands.

## Beauty Rich and Rare

*Beauty Rich and Rare*—a digital exhibition based on the Library's collections, which follows Captain James Cook's 1768 voyage to Tahiti, New Zealand and Australia—was featured at the Cooktown & Cape York Expo in June 2021. An audience of 3,396 enjoyed this immersive experience at the Cooktown Botanic Gardens.

To mark the 250th anniversary of Cook's voyage in 2018, the Library commissioned AGB Events to create and produce *Beauty Rich and Rare*—an immersive sound and light display featuring original illustrations, charts and Sir Joseph Banks's journals. Following its launch during our *Cook and the Pacific* exhibition, and a showing at the Smithsonian Museum of Natural History in Washington, it is wonderful that even more Australians can enjoy this experience.

The Library's support in taking *Beauty Rich and Rare* to Cooktown achieves a number of corporate priorities, including from our Reconciliation Action Plan:

- strengthens regional connections by taking the Library's collections to regional Australia
- further strengthens connections with the Indigenous community in Cooktown, who were so generous in their contribution to, and support of, the Library's *Cook and the Pacific* exhibition
- supports the original project goals of having *Beauty Rich and Rare* travel regionally and be experienced by people beyond Canberra
- provides a pathway for new audiences into the Library's collections
- demonstrates how the Library's collections can be a catalyst for digital innovation.

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**Expand engagement with linguistically and culturally diverse communities through delivery of high-quality learning experiences and outreach programs, via a wide range of platforms and delivery mechanisms, for Australians of all ages.**

One of the successes of the past year was the delivery of Learning Programs online. Learning Program webinars are delivered via Zoom and then made freely available via the Library's website and YouTube channel. Topics explored in 2020–21 included: linguistic diversity in the Library's collections, such as the French–English bilingual newspaper *Le Courier Australien*; the Australian Joint Copying Project; Family History; Getting Started for Students; accessing digitised rare books online; an introduction to the Oral History and Folklore Collection; digitised National Press Club addresses; and Finding the History of Your House. An attendee noted:

**'This type of recorded session is incredibly helpful to professionals working in regional and remote Australia (in particular), especially with the live Q&A at the end. Excellent service.'** – (LEARNING PROGRAM PARTICIPANT)

The Library's online learning resource, Digital Classroom, achieved a reach of 878,573 in 2020–21, an increase of 81 per cent compared with 2019–20. A series of modules supporting the Year 8 Australian Curriculum: History depth study *The Asia–Pacific World* was launched during the year with the module *Japan under the Shoguns (c.794–1867)* drawing on the Library's rich collection of Japanese woodblock prints and maps to investigate what life was like for the people of Japan under the rule of the military shogunates. It is the first in a series of three modules, also including *Angkor/Khmer Empire (c.802–c.1431)* and *The Polynesian Expansion across the Pacific (c.700–1756)*.

The Library building was illuminated with digital projections and accompanied by a soundscape for the Enlighten Festival in March 2021. Drawing on the United Nation's International Year of Fruits and Vegetables, themes explored visually and through the oral history collection included the influence of European migrant communities on the fruit industry and winemaking, as well as Ellis Rowan's richly coloured native fruits, advertising posters, menus and images of orchards, canneries and vineyards.

Research into the Library's rich collections through the fellowships and scholarships program by grant recipients included: an exploration of Indigenous employment, child migration and stolen generations; folk songs of western New South Wales; the life of Bennelong and other Indigenous negotiators in the Pacific world; Chinese perspectives on the Chinese–Australian relationship; culture and politics in Thailand during the period 1945–1958; 25 years of HIV/AIDS in Indonesia; and a history of birdwatching passions.

The Library's long history of publishing culturally diverse stories for young readers continued with the publication in January 2021 of *Star of Anise*, by Jane Jolly and illustrated by Di Wu, a children's book depicting the story of Sikh immigrants in regional Australia. The Library's publication *Grandma's Treasured Shoes*, by Coral Vass and illustrated by Christina Huynh, was featured on the ABC's Playschool in April 2021. This book tells the story of Grandma's childhood in Vietnam and her journey to Australia after the Vietnam War.

## Star of Anise

**'I love that the contribution of Hawkers to Australian society is being acknowledged and celebrated like this! My great-grandfather was a Hawker from Punjab'** – (FACEBOOK USER)

A gentle picture book for children about a Sikh hawker from Punjab in remote Australia has delighted the Australian Sikh community and engaged members of the broader Australian–Indian, Australian–Chinese and Australian–Syrian communities, connecting the Library to new audiences.

In writing *Star of Anise* for the National Library's publishing program, author Jane Jolly drew on collection material relating to the arrival of the Sikhs in Australia, as well as Hindus and the Islamic Afghan community, and the role community members played, particularly in isolated areas of Australia. The Canberra Sikh Association was engaged early in the writing process with fact-checking and providing feedback on the main character of Bhagwan and his depiction by illustrator Di Wu.

The publication, launched in January 2021, has seen descendants of Cantonese hawkers engaging with descendants of Punjabi hawkers online, members of the Sikh community urging their Facebook friends to 'share this with your kids', and community leaders expressing their delight at seeing themselves represented in print by their National Library. A Facebook post to celebrate the book's release reached more than 15,700 people and received over 500 reactions, comments and shares. On Twitter, the Hon. Barry O'Farrell AO, High Commissioner to India, tweeted that *Star of Anise* 'highlights the deep connections between our people'. National Library Council former member the Hon. Julian Leeser MP took a copy to a meeting at Sydney's Turrumurra Gurudwara and reported that community leaders were humbled to discover that the Library holds collections about Sikhs in Australia and that the National Library had chosen this story to tell.

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**Implement the Library's first Reconciliation Action Plan in 2020–21, including establishing an Indigenous Engagement section to support genuine and respectful engagement and connection with First Nations people.**

The Library launched its Innovate Reconciliation Action Plan (July 2020 to June 2022) on Thursday 12 November 2020 during NAIDOC Week (which had been postponed from its usual July dates because of COVID-19). The document is built on the three pillars of reconciliation—respect, relationship and opportunity—and outlines the Library's aspirations for reconciliation.

The Library's newly established Indigenous Engagement section is responsible for developing opportunities to build the cultural grounding and capacity of the Library. The section supports public programs connected to the Library's Indigenous collections; develops a range of programs to build the Library's cultural capability; instigates Indigenous community engagement and outreach strategies; and provides cultural guidance and support for the development, acquisition, management, storage, description, digitisation, discovery and exhibition of First Australians collection material, and community access to, and engagement with, that material.

To support the work of the Indigenous Engagement section and so that the broadest possible intelligence is offered to the Library, an Aboriginal and Torres Strait Islander Consultative Framework has been implemented. The framework provides high-level specialist expertise and advisory support to Library staff and is a mechanism for strengthening Indigenous cultural endorsement across all areas of Library operations. Several subject-specific Aboriginal and Torres Strait Islander Reference Groups are being formed, with the first focused on management of the Library's Indigenous collections.

Other work during the year included progress towards a National Library of Australia Indigenous Cultural and Intellectual Property Protocol that will provide guidelines and procedures underpinning the cultural integrity and reputation of all stakeholders—the Indigenous owners of the cultural material, Library staff (Indigenous and non-Indigenous) who work with cultural material, and the broader Australian Aboriginal and Torres Strait Islander community.

The Library has made a commitment to building a culturally safe environment for all staff and stakeholders, which includes whole-of-institution participation in the 'Core' cultural learning program. For more information about this, see Section 2.6 of this report.



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**Continue the Library's ten-year Philanthropy Strategy, leveraging government seed funding to partner with members of the community who share our goal of transforming access to Australian culture, especially through large-scale collection digitisation.**

In 2018, the Library launched an ambitious philanthropic plan to raise \$30 million over ten years to transform access to our collections via digitisation, and to support our ongoing fellowships and scholarships program. The Library's philanthropic efforts have been assisted by Australian Government funding of \$10 million over four years to support digitisation initiatives.

In 2020–21, the Library completed a number of digitisation projects supported by philanthropic funding, including digitisation of the papers of A.B. 'Banjo' Paterson, the journal of Ellis Rowan, the photographs of Athol Shmith, the Byrne Goodrick map collection, and over 270,000 pages of Australian Jewish newspaper content from the 1870s to the present day. Digitisation of nineteenth- and twentieth-century almanacs, supported by Principal Patron Ms Jane Hemstrich, will continue into 2022.

The Library also received substantial commitments to fund future projects. A \$1 million gift from the Susan and Isaac Wakil Foundation will see extensive selections from the Library's performing arts collections shared online by 2023. In addition, a \$500,000 commitment from TLE Electrical will see selections from our visual arts and music collections digitised over a number of years.

Philanthropic funding also continues to support a range of other Library priorities. A generous donation from anonymous donors will fund a new Rare Books and Music Curator role for the next three years. The Kenneth Myer Lecture and the Seymour Lecture in Biography will return in 2021–22 along with a new annual lecture funded by the late Dr Ann Moyal AM on the theme of science in society, to be delivered by distinguished speakers from such fields as environment, ecology, history, anthropology, art and technological change. Our fellowships and scholarships programs continue with ongoing generous support from our donors and patrons.

In total, the Library has raised \$6.5 million to date, against its target of \$6 million in the first three years of the campaign.

## Zimmermann + Ellis Rowan

A copy of *The Flower Hunter*, published by the National Library, inspired luxury fashion brand Zimmermann's Spring 2021 Collection and has taken the National Library's Ellis Rowan collection of botanical illustrations to an international audience.

When Creative Director Nicky Zimmermann came across Ellis Rowan's botanical art she described it as a style that 'traversed science and creativity, painting accurate depictions of wildflowers, insects and birds but with a very feminine, colourful and imaginative hand'. The artwork inspired her to design the Spring 2021 *Wild Botanica* collection, which was launched to an international audience in September 2020. The collection has been featured in *Marie Claire*, *Vogue* and *Grazia* and worn by celebrities around the world. The collection has been sold across Zimmermann's global

network of stores in Europe, the UK, Australia, China and the USA as well as through their retail partners which include Net-a-Porter, Saks Fifth Avenue and MyTheresa.

A request to the Library to use the Ellis Rowan artworks resulted in a partnership that included a generous financial gift to support the digitisation of Ellis Rowan manuscript material and photos by photographer Athol Shmith. The partnership supported a pop-up display of eight garments, framed by stunning floral arrangements and the associated inspirational prints in the Library's foyer from 25 February until 11 March 2021 and digital content including an exclusive interview with Nicky Zimmermann. The display inspired and drew visitors to the Collections-in-Focus *Birds of Paradise: Ellis Rowan in New Guinea* exhibition in the Treasures Gallery.

## Performance Measures for Connect

**Table 2.4** Number of online engagements 2020–21

Performance Measure	Status	2020–21 Actual (Target: 19,000,000)	2019–20 Actual (Target: 19,000,000)	2018–19 Actual (Target: 18,500,000)
Number of online engagements with the Library	Not met	16,656,427	18,796,600	18,794,996

Note: This performance measure is taken from the 2020–21 Portfolio Budget Statements, Program 1.1, Table 2.1.2, page 391; and the 2020–21 Corporate Plan.

A decrease in Australian usage of the Library’s websites and other online engagements with the Library largely reflects a reduction in reported Trove usage, partly attributable to less automated traffic being recorded (such as search engine crawler bot activity) as well as a technical issue that meant that some content was not ‘findable’ through Google searches for part of the year. This issue has been remedied. Note that this performance measure does not include engagements with the Library on third-party sites or social media, which have recently seen significant increases.

**Data source:** Data extracted from Library systems and Google Analytics.

**Methodology:** Count includes Australian traffic to, for example, the Library or Trove websites, registrations to use the Library’s collection or e-resources, Trove or reference inquiries.

**Table 2.5 Number of onsite engagements 2020–21**

Performance Measure	Status	2020–21 Actual (Target: 230,000)	2019–20 Actual (Target: 370,000)	2018–19 Actual (Target: 470,000)
Number of onsite engagements with the Library	Not met	148,616	145,381	356,531

*Note: This performance measure is taken from the 2020–21 Corporate Plan.*

The Library was not able to reach the 2020–21 target, with visitation to, and participation in, onsite programs significantly impacted by COVID-19. However, the Library developed new ways to engage with the community—for example, through online learning programs and the successful webinar series for Trove Partners—to supplement a reduced onsite interaction.

**Data source:** Data extracted from Library systems.

**Methodology:** Count includes visitors to exhibitions, guided tours and events, venue hire functions, onsite reference inquiries and bookshop transactions.

**Table 2.6 Percentage increase in use of the digital collection 2020–21**

Performance Measure	Status	2020–21 Actual (Target: % Growth)	2019–20 Actual (Target: % Growth)	2018–19 Actual (Target: % Growth)
Percentage increase in the use of the digital collection	Partially met	-3%	12%	15%

*Note: This performance measure is taken from the 2020–21 Corporate Plan.*

In 2020–21, the Library’s online digital collections were accessed for 10.59 million sessions. While this represents a three per cent decrease on the previous year (10.89 million), overall usage of the Library’s collection remained strong. Traffic from Australia was slightly stronger than past patterns and traffic from overseas was weaker. The slight reduction in use of digital collections was far outweighed by significant increases in engagement with learning programs and other digital experiences that connected a COVID-affected community with experts from the Library and beyond.

**Data source:** Data extracted from Google Analytics.

**Methodology:** Count includes newspapers and gazettes, digital collections and archived websites.

## Qualitative Evaluation

### **Measure: Qualitative Evaluation Using Case Studies of the Value of the Collection and Services**

#### **Target Group: Trove User Community**

In 2020–21, the Library sought feedback from the Trove user community for this performance measure. A planned move of user accounts to a new login system in April 2021 provided the opportunity to capture a sentiment of trust from Trove end-users. This assessed user trust in the strength of Trove’s cybersecurity and respect for individual privacy. In preparation for the change, every Trove user received an email prompting them to create a new 14-character password. Within five days of the release, over 4,000 Trove users had successfully completed the process. By 30 June 2021, this had grown to 10,793 users successfully resetting their passwords to meet the strengthened security requirements and revised Trove privacy policy. Library support staff responded to 320 enquiries about the change and assisted 52 users to update their login details—representing only 3.4 per cent requiring personal assistance. Users provided feedback indicating a strong sentiment of trust in the security of their Trove accounts and reassurance in the value placed on their privacy by the Library. This successful change management demonstrates the benefits of careful planning and a clear and targeted communication strategy.

*Note: This performance measure is taken from the 2020–21 Corporate Plan.*

## 2.5 Strategic Priority Three: Collaborate

We collaborate with others to maximise the national impact of cultural collections.

### Priorities

- Consolidate the Trove partnership base to expand and deepen Trove content and infrastructure, increasing Australians' opportunities to engage with national collections.
- With National edeposit (NED) in place from May 2019, explore further opportunities to share national-scale collection, storage, preservation and access to digital heritage.

### Actions 2020–21

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#### **Extend the Trove partnership model to include non-library-sector organisations stewarding unique Australian collections.**

Trove Collaborative Services (TCS) work with libraries and diverse organisations such as historical societies, museums, galleries, archives and research organisations that contribute their valuable collections to Trove. Many of these organisations are small but play a vital role in stewarding local or specialist heritage.

The Trove Membership Expansion project offered these organisations a trial TCS membership to contribute their data, experience the benefits of being a Trove Partner (such as direct-to-Trove data ingest) and the Trove Data Dashboard. The project cast its net widely, with a focus on rural and regional organisations. Organisations taking up the opportunity have their metadata added to Trove and updated regularly. The project aimed to test the viability of the Trove business model, which currently relies on member revenue.

A total of 86 per cent of regional partners indicated that leadership and stewardship of the Australian National Bibliographic Database and Trove was meeting or above their expectations. In addition, 85–95 per cent of regional partners identified association with Trove and the national collection as compelling reasons for their continued membership of TCS. These results, which were combined for the overall rating of 89 per cent, indicate that regional partners highly value collaboration with the National Library to build, preserve and provide access to Australia’s cultural collections for all Australians no matter where they might live. Further survey information is provided in the ‘Performance Measures for Collaborate’ section below.

## Trove ‘Take 20’ Webinars

In response to COVID-19 and in preparation for the launch of redesigned Trove, the Library developed a ‘Take 20 with Trove’ webinar series. These 20–30-minute webinars ran between March and July 2020, highlighting different features in the new Trove interface. The Library ran eight webinars attended by 772 participants.

The webinar series is now a key component of the TCS partner communication strategy. The program showcases different aspects of the service and supports partners to get the most out of their membership. It also provides a mechanism to inform the community as services evolve. A particularly popular webinar was Harvesting First, a new automated method of harvesting bibliographic data into the Australian National

Bibliographic Database and Trove with minimal staff involvement.

Guest presenters enriched the webinar program. A partnership with AIATSIS created a webinar on enhancing the findability and cultural integrity of catalogue records relating to First Australians material. The Library also worked with the National Library of New Zealand to deliver a webinar on improving metadata about Pacific material so it can be sent, via Trove, to the DigitalPasifik.org website.

The webinars were supplemented by two longer Town Hall sessions. These one-hour webinars provided partners a more holistic view of the latest developments and activities associated with TCS. Trove partners engaged well with this series, with an average of 100 attending each session.

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**Develop a strategic plan for national digital infrastructure that builds on the strengths of the redesigned Trove, champions the need for an effective national solution for our national digital culture and supports the efficient delivery of Trove Collaborative Services.**

The Library began the financial year well positioned to deliver high quality digital services to Australians, and especially to provide access to the national collection. With the refreshed Trove providing access to the collections of 900 organisations, and a booming digitisation program supplying an increasing number of unique historical materials, Trove was able to meet the growing demand for online content. At the same time, the Library is working to better meet strengthening demand for diverse and sophisticated online services, and to address the need to replace ageing infrastructure with a renewed vision for national collaboration around digital content, including deeper collaboration with National Cultural Institutions, as envisaged in the report from the 2019 parliamentary inquiry into Canberra's national institutions: *Telling Australia's story—and why it's important*.

The Library established a Collaboration Strategy and Transformation Section in July 2020 and has mapped the current state of services through the creation of service blueprints. The Library also used stakeholder focus group and survey analysis to commence new service design. This work will continue into 2021–22, including consultation with key stakeholders. In parallel, a successful analysis of existing infrastructure shortcomings led to a proof-of-concept prototyping for stronger back-end systems. This work was highly successful, demonstrating certainty that, with future investment, existing services can be provided more efficiently.

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**Lead a collaborative design approach to the future of national web and social media archiving infrastructure, and represent Australia's interests and achievements as a leading member of the International Internet Preservation Consortium.**

In November 2020, National and State Libraries Australia (NSLA) CEOs endorsed a project to scope the likely investment for collecting Australia's web and social media output under legal deposit and tools required to support next-generation web archiving. The Library engaged a business analyst to determine costs, medium- and long-term investment priorities, and governance models. A project report recommending next steps will be presented to NSLA CEOs in late July 2021.

A Library staff member was Vice-Chair of the International Internet Preservation Consortium (IIPC) Steering Committee until the end of 2020. The Library's subject matter expert is also co-leading the IIPC Tools Development Portfolio tasked with planning the next generation of web crawling tools. This work builds on community-developed tools such as the Heritrix web crawler and includes tools initiated by the Library, such as OutbackCDX and jwarc, which have been increasingly adopted by other international institutions.

## Performance Measures for Collaborate

**Table 2.7** Number of partnerships that the Library engages in annually

Performance Measure	Status	2020–21 Actual (Target: None set)
Number of partnerships that the Library engages in annually	Not applicable	896

*Note: This performance measure is taken from the 2020–21 Corporate Plan.*

The National Library engaged with 896 partners through Trove Collaborative Services in 2020–21. This service enables Australian libraries and collecting institutions to manage and promote their digital collections and manage large-scale aggregation of digital content. The Library is planning to further expand membership to the rest of the galleries, libraries, archives and museums (GLAM) sector in 2021–22.

**Data source:** Library systems recording agreements with Trove Collaborative Services partners.

**Methodology:** Simple count of partners as at the end of June 2021. This is a new measure so there is no baseline for comparison.

**Table 2.8** Percentage of stakeholders that identify the Library as a trusted collaborator

Performance Measure	Status	2020–21 Actual (Target: 90%)	2019–20 Actual (Target: 90%)	2018–19 Actual (Target: 90%)
Percentage of stakeholders that identify the Library as a trusted collaborator	Partially Met	89% Target group: Trove collaborative partners in non-metropolitan areas	100% Target group: NSLA libraries	88% Target group: Partners funded by Australian Research Council (ARC) grants

*Note: This performance measure is taken from the 2020–21 Portfolio Budget Statements, Program 1.1, Table 2.1.2, page 391; and the 2020–21 Corporate Plan.*



The 2020–21 survey received a response rate of 45 per cent; 25 per cent identified as being from non-metropolitan areas. The overall rating of 89 per cent indicates that regional partners highly value collaboration with the National Library to build, preserve and provide access to Australia’s cultural collection. For further discussion of this performance measure, see the priority action ‘Extend the Trove partnership model to include non-library sector organisations stewarding unique Australian collections’ near the start of this section.

**Data source:** The Library’s online survey tool.

**Methodology:** Online survey of TCS partners, with those in non-metropolitan areas identified based on Australian Bureau of Statistics geolocation coding of postcodes. Partners were asked to rate their level of agreement to statements around data management, association and contribution to Australia’s national cultural collection.

## Library Support During COVID-19 Pandemic Restrictions

The National Library provided several services to support libraries and the community during COVID-19 restrictions. These included reducing Trove partnership fees, making it easier for libraries to contribute metadata to Trove, and providing access to collections through digitised copies.

Trove enabled online access to the collections of 896 partners across the country, as at 30 June 2021.

Trove’s value lies in its ability to access multiple, diverse collections in one place—this value reduces if the number of contributors reduces. The Library introduced a ‘hardship policy’ which modified standard provisions to support continued membership by partners facing financial challenges.

During COVID-19 closures, many libraries took the opportunity to update their internal systems. The Library developed new harvesting processes to enable libraries to more easily update their metadata in Trove. Metadata for 47 Victorian public libraries was harvested to support transfer of their interlibrary loan services to Trove. A further 117 libraries are using the new service to enable their metadata to be updated on a daily or weekly basis.

With COVID-19 lockdowns affecting the availability of many library services, the National Library also saw an almost 20 per cent surge in demand from the public for copies of collection materials. Since April 2020 to June 2021, the Library fulfilled more than 18,000 requests and supplied almost 340,000 pages of digitised materials to public users.

## Qualitative Evaluation

### **Measure: The Library as a Trusted Collaborator**

#### **Target Group: Trove Collaborative Partners in Non-metropolitan Areas**

The National Library has a long history of working collaboratively with Australian libraries to maximise access to Australian collections through shared cataloguing and resource-sharing services. Since July 2019, these more traditional library services have been combined with a broader suite of digital services available to 896 partners through TCS. The Library is actively working to expand these services further to regional and rural organisations and the GLAM sector.

Partners were surveyed on the effectiveness of service offerings, as well as their views on the National Library as a trusted collaborator in terms of data management and association with Trove and the national collection. Sixteen per cent of the 400 respondents were from non-metropolitan areas.

Of the non-metropolitan respondents, 86 per cent indicated that leadership and stewardship of the Australian National Bibliographic Database and Trove was meeting or above expectations; and 85–95 per cent identified association with Trove and the national collection as compelling reasons for their continued membership of TCS. The overall satisfaction rating by non-metropolitan partners was 89 per cent.

*Note: This performance measure is taken from the 2020–21 Corporate Plan.*

## Australian Jewish Newspaper Digitisation Project

With generous assistance from members of the Jewish community and the publishers of *The Australian Jewish News*, a collaboration between the National Library of Israel, the National Library of Australia and the Australian Jewish Historical Society saw 150 years of Australian Jewish newspapers made available via Trove during 2020–21. The newspapers cover 15 titles published in Victoria, New South Wales and Western Australia, including *The Australian Jewish News* (Melbourne and Sydney), *Australier Leben* (Melbourne) and the *Westralian Judean* (Perth). In total, over 270,000 pages—including Yiddish and Hebrew content as well as English—were digitised and made available online. The newspapers document daily life and enable the Australian Jewish community to connect with the treasured voices, stories and evidence of their past. Enhanced searchability is provided through optical character

recognition, with text correction enabling the Australian Jewish community and others to improve the indexing of these digitised pages.

The project represented a first for the Library by including both contemporary electronic newspapers and earlier content from 1871–2008 which was digitised from hard copy newspapers. Copyright permission provided by Polaris Media enabled more recent digital content to be made available to the public. A collection feature bringing both digitised and born digital content together is available on Trove.

This joint initiative was made possible with financial assistance from philanthropic supporters, including the David Lesnie Foundation, the Embassy of Israel in Australia, the Besen Family Foundation, the Australian Jewish Historical Society, Eitan Neishlos and Lee Levi.

## 2.6 Strategic Priority Four: Capability

We build capability to maximise return on the nation's investment in the Library.

### Priorities

- Maintain and preserve the Library's heritage-based building and national collections, and secure funding to meet our ongoing physical storage needs.
- Ensure the Library's technology infrastructure and capabilities are sustainable and affordable, trusted and secure, resilient and highly reliable.
- Maintain and develop very high levels of domain expertise, which are essential to achieving all the Library's institutional and national ambitions.
- Develop capability to modernise our work practices, responding flexibly and innovatively to the changed and changing nature of our work, with a special focus on developing a culturally competent workforce capable of sensitively engaging with Indigenous people and communities.
- Sustain and enhance national services provided by the Library, underpinned by a full cost-recovery model.

### Actions 2020–21

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#### **Identify and secure funding for long-term storage solutions, as part of the Library's Collection Storage Master Plan 2019–25.**

The Library's physical collection extends to some 10 million items in various formats, and the physical collection continues to grow despite a rapid transition from print to digital. The Library has 279 kilometres of shelving, which is rapidly reaching capacity. If the Library's collecting program stays on its current trajectory, a further two to three shelf kilometres of physical storage will be required every year for at least the next one to two decades.

The collection is housed in the Library's iconic heritage building in Parkes, Canberra, and three offsite storage facilities: the Hume repository, which is owned by the Library; the Hume annex, which is leased by the Library; and the Mitchell facility, which has a six-year sublease with the National Archives of Australia. The Australian Government has provided funding support for storage costs incurred with the short-term relocation of Library collection material to the Archives. Storage capacity at off-site facilities will be exhausted by 2025, and the sublease with the Archives expires in January 2026 with no option to extend.

During 2020–21, the Library participated with several other National Collecting Institutions (NCIs) in a joint scoping study and initial business case led by the Office for the Arts to investigate options for a possible shared NCI offsite storage facility.

Concurrent with the work being undertaken to secure a long-term offsite facility, the Library continues to undertake works required to implement its Collection Storage Master Plan 2019–25. During 2020–21, the Library completed the design of a new cold storage facility at Parkes to house significant photography and film-based collections that require long term preservation. This project will increase cold and freezer storage capacity, which will provide growth for collections requiring such storage; and address collection and work health and safety risks. This facility will be constructed in 2021–22. The Library's Council also approved allocation of \$7.5 million cash reserves to fund key elements of the Library's Collection Storage Master Plan over the next three years to maximise storage and preservation opportunities in the Parkes building.

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### **Implement the Library's significant capital works program—including replacing the heating, ventilation and air-conditioning system and heritage copper roof—and secure funding for further key projects.**

The Library's significant capital works program gained pace through 2020–21 with the support of funding from the government's NCI Phase 2 capital works budget measure. The replacement of the heating, ventilation and air-conditioning (HVAC) system saw refurbishments and replacements in two plant rooms, fire matrix upgrades, and the construction of a new plant room to provide improved service to the Library's maps collection. Careful coordination of the HVAC and roof replacement projects has enabled the Library to realise significant efficiencies.

The specific purpose Australian Government funding is also supporting the partial replacement of the Library's aging and failing heritage windows. A prototyping study commenced to develop a design in keeping with the heritage values of the building, while improving the environmental performance of the building façade. Construction will begin in 2021–22, after the prototyping phase is complete.

In addition to funding for windows, the NCI Phase 2 capital works budget measure provided funding support for fire system upgrades associated with the HVAC project, and for storage costs incurred with the short-term relocation of Library collection material to the National Archives of Australia facility in Mitchell.

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### **Develop capability to modernise our work practices.**

Knowledge and data management sections were established to modernise ways of working and how the Library leverages information assets. Website and data specialists were recruited to deliver and sustain new functions and services. This has helped the Library to develop information management and data governance strategies, map changes to processes, systems and culture, and identify required investment.

Recent deliverables include a refreshed and continually improved corporate intranet, updates to underlying content management systems and infrastructure, a new user directory and a service desk upgrade. These updates provide improved staff experience, increased analytics capabilities and better workflows.

A new data warehouse and dashboard for corporate key performance indicators are also being developed. This will streamline data collection and reporting processes, and provide more accurate, consistent and timely data to meet reporting obligations and to support decision-making.

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### **Implement our organisational redesign, including implementing and maintaining an Indigenous cultural competency program.**

In 2019–20, the Library began a major internal organisational redesign process, the first in over 20 years. The final structure was settled in the first half of 2020 and implemented from mid-2020. The extensive consultation that occurred during the development phase continued through the implementation phase with regular meetings held with the Community and Public Sector Union and workplace delegates.

Capability and employee support programs offered throughout the redesign process were well utilised by staff. Support included access to the Employee Assistance Program as well as one-on-one coaching. Programs focused on health and wellbeing, preparing applications, interview skills, team management and agile work practices, personal resilience, and performance and development conversation skills. These sessions were tailored for staff at each classification level, with places made available for all those affected.

The Library used a cascade approach starting with placements at the Executive Level 2 (EL2) level, then down through the classifications. The implementation of the redesign resulted in a total of:

- 25 internal promotions
- 61 staff with new skills and experience joining the Library
- 10 staff being unplaced (one EL2, one EL1, two APS6, one APS4 and five APS2). Each of these employees was identified as potentially excess to requirements and elected to take voluntary redundancy.

The Feedback in Action program—initiated in 2019 in response to the Library’s Australian Public Service (APS) Employee Census results—enables us to analyse and respond to significant trends. The program continued in 2020–21, with a new working group formed to consider the theme Working Well Together. The theme touches on factors that support optimal workplace culture, including respect, inclusion, communication, collaboration and wellbeing.

The ‘Core’ cultural learning program, developed by AIATSIS, was rolled out across the workforce, exceeding the goal of 75 per cent completion by 30 June 2021. The online program was accompanied by onsite Cultural Conversation sessions facilitated by Indigenous Library staff. Completion of the online program has been added to the induction of new employees to ensure workforce competency is maintained into the future.

The Library launched its Innovate Reconciliation Action Plan (2020–22), which outlines key activities and measures to strengthen workforce capability over a two-year period. Progress is monitored by an internal working group.

The Library’s new Indigenous Engagement section plays a key role in matters related to connecting and engaging with Indigenous people and communities, including the Library’s workplace and workforce capability.

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### **Update and continue implementing the Technology Roadmap, addressing the Library’s application portfolio, infrastructure, disaster recovery and cybersecurity.**

In 2020–21, progress on the Technology Roadmap included:

- full transition of Trove to an upgraded user management system and decommissioning of the previous system
- upgrade of the search technology underpinning Trove’s search index to a modern version
- improvement of the bulk collecting capabilities of National edeposit
- digitisation scalability improvements

- consolidation of corporate utilities, such as meeting room booking and information technology (IT) service desk ticketing, into existing applications and decommissioning legacy utilities
- release of the crowd-sourced geolocated maps service as a production offering
- uplift of the technology supporting the Library's websites.

In relation to cybersecurity and disaster recovery, the Library investigated offsite storage options for the digital collection with implementation planned for 2021–22. The Library conducted cybersecurity risk and network architecture assessments to identify whether any high-priority cybersecurity risks existed and required remediation.

To support the development and maintenance of the Technology Roadmap, the Library outlined an enterprise architecture framework to guide its development. The Library also improved application portfolio management through the adoption of specialist software; developed a business capability model to identify and report on the alignment of the application portfolio to corporate capabilities; and developed reference architectures, including an interoperability reference architecture to guide the integration of applications within the portfolio.

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### **Continue to harden the Library's systems against malicious cybersecurity attacks that threaten our digital documentary heritage.**

Hardening of the Library's cybersecurity position continues in response to the changing external environment. The Library's Security Information and Event Management tool continues to improve its aggregation and analysis of logs and events across numerous systems and applications.

Improvements to the Library's cybersecurity posture are being further enhanced with a cybersecurity risk assessment to verify the Library's position against the Protective Security Policy Framework's top 37 mitigation strategies. Implementation will significantly reduce the risk exposure to vulnerabilities and compromise.

Phishing and spam training proved popular with staff, and feedback has been very positive. The Library is investigating online training and videos for staff to provide 'anywhere access' to the material. Library staff in specialised areas are also enjoying the benefits of Australian Cyber Security Centre training sessions.



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## **Deliver streamlined workflows and tools to support acquisition, management and description of collection material.**

One of the Library's most significant workloads is the description of printed collection material acquired through legal deposit, gifts or purchases from vendors under 'open' or 'blanket' purchase orders. In 2020–21, the Library identified a series of priorities to streamline the description and processing of the collection. Several short-term initiatives were designed to achieve 'quick wins' while longer term strategic planning continued.

One project used a web-based front end for the Library's existing catalogue to improve efficiency of the collection and description process. The new interface will greatly reduce errors in locating existing descriptions of the material. It will also decrease the time it takes to search internal and external catalogues, add existing or new descriptions to the Library's catalogue and prepare the acquisition evidence required for the collection.

## **Roofing Repairs**

Work is underway to replace the Library's heritage copper roof following damage sustained during the January 2020 hailstorm. Temporary protective sheeting was installed to provide weather protection to the building and allow adequate time for a careful design process, proportionate to the heritage significance of the building.

The design of the roof was completed in September 2020 following careful consultation with the Library's heritage consultant, the National Capital Authority and the heritage office of the Department of Agriculture, Water and the Environment. Copper was selected as the best material for the new roof to ensure a like-for-like replacement. The design will enhance the robustness of the roof through the addition of ply and

membrane layers under the copper, including replacement of the insulation under the roof through an asbestos remediation project component. Construction contractor Manteena Commercial Pty Ltd commenced work on the project in January 2021.

Ultimately the hailstorm has provided the Library with a rare opportunity to improve the thermal performance and structural integrity of its heritage copper roof. In conjunction with the HVAC and window replacement projects also underway, the Library will substantially improve the environmental and thermal performance of the Parkes building, creating a safe and stable environment for the Library's people and collections for many years to come.

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## **Develop contemporary business models to reduce the gap between expenses and revenue in cost-recovery services.**

The Library delivers a portfolio of collaborative services to almost 900 partners under cost-recovery principles. Individual services within the portfolio have unique and different business models, such as fee for service, membership and freemium. The Library has sought to identify opportunities to connect the services within the portfolio for efficiencies in service delivery and cost effectiveness, while committing to delivering relevant services to our partners.

The Library engaged with TCS partners through a survey and focus groups to understand their current experience and future organisational goals. A similar activity was performed with potential partners in the GLAM sector. This has provided a valuable understanding of the needs and expectations that will assist the Library to develop services to cater to the strategic directions of the partner base.

The Library developed a pricing model for contributors of content to Trove and developed several pricing strategies in pursuit of further recovering the cost of delivering the service.

In addition, the end-to-end delivery of all cost-recovery services was detailed in service blueprints using a human-centred design process. These were coupled with performance analysis of the services to understand the cost and time needed to deliver them. Multidisciplinary teams were formed across delivery and technical areas to develop concept designs and progress prototypes, where demonstrated benefits were then incorporated into the business models. The Library has reviewed its commercial publishing program and developed a strategy to implement an ongoing sustainable program over three years. This included a revised and updated costing model and streamlined inventory warehousing and distribution, in line with industry standards.

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## **Review the Library's international engagement portfolio to strengthen our ability to learn from others, share knowledge for mutual benefit, and lead in our acknowledged areas of excellence.**

The Library engages in strategic collaboration internationally to amplify its impact and advance sector capability. While international engagement in 2020–21 was virtual due to COVID-19 travel restrictions, the Library continued to collaborate with others on acknowledged areas of excellence and to learn from their strengths.

The Library is a member of the International Federation of Libraries and Archives (IFLA), the leading international body representing the interests of people who rely on libraries and information professionals. Through this international network, the Library contributes to the promotion of international cooperation, research and development in all library and information fields globally. The Library's Director-General, Dr Marie-Louise Ayres FAHA, participated in the inaugural IFLA Leaders' Conversation series, organised by the National Library Board of Singapore. This and other IFLA activities provided an opportunity for Library leaders to continue to support each other through the pandemic.

The Library partnered with the National Library of Israel and Australian-based donors to digitise Australian Jewish newspapers from the nineteenth century to the present day and make them available on both the Trove website and the National Library of Israel's JPress service (see Australian Jewish Newspaper Digitisation Project in section 2.5).

## National Leadership

The Library collaborates strategically to deliver its role as a leader in the library, cultural heritage and research sectors across Australia. The Library's Director-General, Dr Marie-Louise Ayres FAHA, is the Chair of National and State Libraries Australia, the peak body for Australia's national, state and territory libraries. This collaboration proved particularly valuable as all Australian libraries quickly realigned operational arrangements to deliver service to the Australian community in the pandemic operating environment.

As an NSLA member, the Library drove delivery of digital preservation and web archiving initiatives; expanded the use of a scheme for publishers to be able to lodge large volumes of material with libraries electronically; contributed to national discussions on media literacy; and actively supported delivery of a Culturally Safe Libraries program in all Australian NSLA libraries, focusing on respecting and understanding Aboriginal and Torres Strait Islander peoples and cultures.

Through Trove Collaborative Services, the Library continues to build its highly successful Trove platform, showcasing to Australians and the world the distributed national collection held by 896 partners around the country.

The Library contributed to public forums, discussion papers and reviews—independently and in collaboration with NSLA and the Australian Libraries and Information Association—drawing on experience and evidence to help guide updates to policies and development of new ones.

## Financial Resources

The Library receives funding from a variety of sources. The Australian Government provides funding for Library operating activities and equity funding for collection acquisitions. In 2020–21 the Library received additional fixed term funding under the Arts Financial Sustainability budget measure, in addition to specific purpose fixed term funding for Trove, digitisation and support for the Library’s capital works program.

The Library also generates own-source revenue and seeks philanthropic contributions to support specific projects which provide value to Australian readers and researchers.

The Trove Collaborative Services (TCS) funding model provides own-source revenue, and the Library aims to transition to a full cost-recovery program over time. Partner membership fees cover ingest, interface and data management systems, as well as workflow systems for libraries. Revenue streams generated through the transition to the TCS model have met expectations to date. However, the Library acknowledges that the economic impact of COVID-19 may have longer term fiscal implications for ongoing provision of Trove services.

The Library continues to advocate strongly for investment to underpin its ongoing viability. The Library’s key priorities for additional funding are to meet upcoming offsite physical storage needs and obtain the long-term funding needed to underpin a national digital research infrastructure platform. Both are critical to protecting the national collection and Commonwealth heritage assets.

In 2018, the Library Council approved a new ten-year philanthropy strategy that aims to raise \$30 million in philanthropic support for the Library. The initial three-year phase of implementation, begun in 2019–20, aimed to raise \$2 million in gifts and pledges annually—an increase on previous annual revenue of around \$1 million. This target was exceeded in 2020–21, but the Library acknowledges that the philanthropic community have many calls on their resources as a result of the COVID-19 pandemic.

In 2020–21, the Library engaged JLL Public Sector Valuations Pty Ltd to perform a materiality review of the collection as at 30 June 2021 in accordance with Australian Accounting Standards, the Library’s internal policies and financial statement audit requirements. In addition to the annual collection materiality review, due to the potential variability of the valuation outcomes on the Library’s financial statements, an additional focused revaluation was undertaken of six strata that exhibited the greatest amount of variability, to ascertain whether the amounts determined in 2019–20 were reasonable.

## Performance Measures for Capability

**Table 2.9** Availability of National Library and Trove websites in supported hours

Performance Measure	Status	2020–21 Actual (Target 99.5%)
Availability across all Library and Trove websites during supported hours	Met	99.84%

*Note: This performance measure is taken from the 2020–21 Portfolio Budget Statements, Program 1.1, Table 2.1.2, page 391; and the 2020–21 Corporate Plan.*

The Library met its high standard for availability of public facing websites during supported hours. This performance was enabled by effective IT operations support and fit-for-purpose infrastructure. During the reporting period, the Library experienced no major cyber attacks that could have potentially impacted its capability to maintain its public websites.

**Data source:** Incident reporting statistics

**Methodology:** Service availability incidents are recorded in order to calculate service availability.

National Library of Australia (NLA) and Trove websites include: NLA website; Trove; Libraries Australia; Digital Library; Corporate systems; NLA internal network; Digitisation on Demand. 'Supported hours' are 8am–8pm Monday to Thursday; 8am–5pm Fridays, Saturdays and Canberra-only public holidays; 12pm–5pm Sundays and national public holidays.

**Table 2.10** Maintain cybersecurity maturity levels against national standards

Performance Measure	Status	2020–21 Actual
Maintain cybersecurity maturity levels against national standards	Not met	62.5%

*Note: This performance measure is taken from the 2020–21 Corporate Plan.*

The Library achieved its target maturity level or above for five of the Essential Eight cyber security controls. The Library's performance was impacted by the increasingly dynamic cyber security environment. Increasingly sophisticated cyber threats pose an ongoing challenge.

**Data source:** The Library's security software package and other internal Library systems.

**Methodology:** The Library has set a target of Level Two maturity against each of the Australian Signals Directorate (ASD) Essential Eight risk mitigation strategies.

**Table 2.11 Percentage of Library staff who have completed the Indigenous competency program**

Performance Measure	Status	2020–21 Actual (Target: 75%)
Percentage of Library staff who have completed the Indigenous competency program	Exceeded	84%

*Note: This performance measure is taken from the 2020–21 Corporate Plan.*

In 2020, the Library committed to NSLA's Culturally Safe Libraries program, and to having 75 per cent of the workforce complete the AIATSIS 'Core' cultural learning training package by 30 June 2021. This training was a significant undertaking for staff members, which involved around 10 hours of online learning along with Cultural Conversations facilitated by Library Indigenous staff. The program has provided rich rewards in learning, understanding and reflection. As at 30 June 2021, 84 per cent of Library staff had completed the training.

**Data source:** Data extracted from Learnhub, an APS-wide learning management system the Library uses to centralise staff learning and development.

**Methodology:** Staff course completions as a percentage of total staff as at 30 June 2021.

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*O'Dwyer, Simon.* Aerial view at 3,000 feet of the Murray River near Mildura, looking down on dying red gums as a result of decreased water flow in the river, 14 November 2005 [picture] / Simon O'Dwyer, 1969– 2005, [nla.gov.au/nla.obj-148452467](http://nla.gov.au/nla.obj-148452467)





# **Governance and Accountability**

## 3.1 Role

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

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

The Library, along with other agencies in the Infrastructure, Transport, Regional Development and Communications portfolio, has responsibility for collecting Australian cultural heritage materials and making them available to the Australian public. The Hon. Paul Fletcher MP, Minister for Communications, Urban Infrastructure, Cities and the Arts, was the minister responsible for the Library throughout 2020–21. The affairs of the Library are conducted by the Library Council, with the Director-General as executive officer.

## 3.2 Legislation

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

## 3.3 Purposes

The Library ensures that documentary resources of national significance relating to Australia and the Australian people, as well as significant non-Australian library materials, are collected, preserved and made accessible either through the Library itself or through collaborative arrangements with other libraries and information providers. By offering a strong national focus in all that we do, and cooperating with others who share our goals, we support learning and creative and intellectual endeavour, and contribute to the continuing vitality of Australia's diverse culture and heritage.

The Library has four strategic priorities:

- collect—we collect today what will be important tomorrow
- connect—we connect with communities, and connect communities with their national collections
- collaborate—we collaborate with others to maximise the national impact of cultural collections
- capability—we build capability to maximise return on the nation's investment in the Library.

## 3.4 Organisation

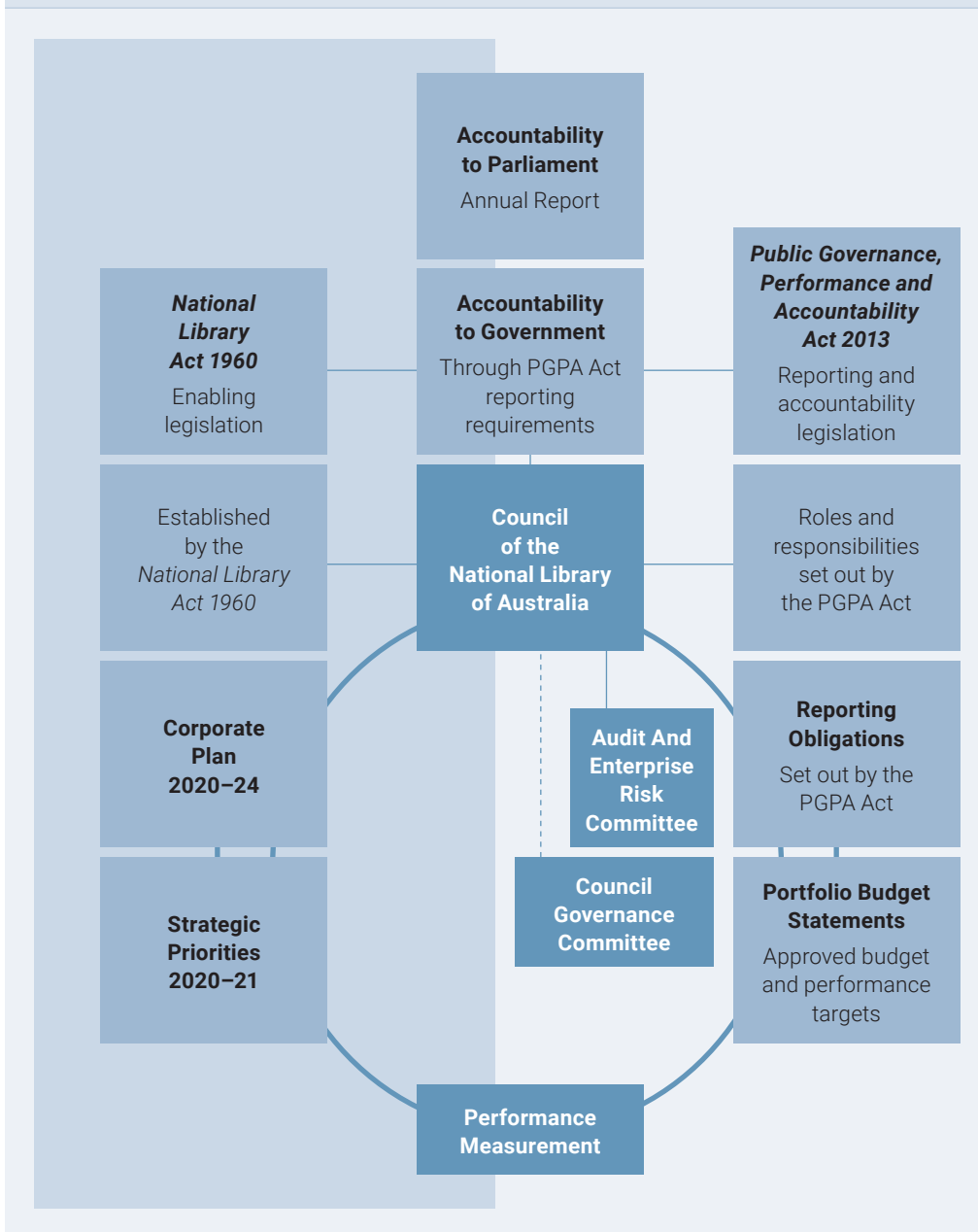
The Library's organisational and senior management structure, effective 30 June 2021, is set out in Figure 3.1.

**Figure 3.1 Organisational and senior management structure 30 June 2021**



## 3.5 Corporate Governance

Figure 3.2 Corporate governance structure 2020–21



## Council

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

For almost the entire reporting period, Council had a full complement of 12 members. As at 30 June 2021, there was one vacancy on Council. Appendix A lists Council members and their attendance at Council meetings during the reporting period.

In 2020–21, in addition to general accountability, governance, compliance and finance, the Library's Council considered a range of matters, including:

- the Library's 2021–22 Corporate Plan (covering 2021–22 to 2024–25)
- the Library's philanthropy strategy and its progress
- the Library's financial performance, and financial sustainability considerations
- deep-dive discussions on the Library's capability, collaboration and engagement strategic pillars, with particular focus on Trove Collaborative Services, digitisation and work to progress the Library's Collection Storage Master Plan
- enhancements to the Library's risk management and business continuity frameworks and policies
- the Library's response to COVID-19
- the progress and outcomes of the Australian National Audit Office's *Management of the National Collections—Follow-on* audit
- work to address identified risk around physical collection storage for the Library's growing collection
- progress of actions to address the underpayment of casual staff identified by the Library in the 2019–20 financial year
- work health and safety updates
- updates on facilities management and capital works projects, including the heating, ventilation and air-conditioning system replacement; heritage window replacement; asbestos remediation; refurbishment of various areas of the Library's main building; and roof replacement projects
- fellowships and scholarships.

Priorities and actions are articulated in the Library's 2021–22 Corporate Plan. The Council has two standing committees: the Audit and Enterprise Risk Committee and the Council Governance Committee.

## **Audit and Enterprise Risk Committee**

The Audit and Enterprise Risk Committee, established by the Library Council under section 45 of the PGPA Act, reviews and provides independent advice to the Council and the Director-General on the Library's systems of internal control. The committee reviews the Library's operations, including its system of risk oversight and management; its performance reporting framework; the integrity of its financial accounts; and its compliance with legislative and policy requirements. The committee reviews all internal and external reports relevant to the Library and receives briefings from external and internal auditors.

Details of committee members, including their qualifications, meeting attendance and remuneration, are at Appendix A. The Audit and Enterprise Risk Committee Charter is available at [nla.gov.au/content/charter-of-librarys-audit-committee](http://nla.gov.au/content/charter-of-librarys-audit-committee).

## **Council Governance Committee**

The Council Governance Committee comprises three non-executive Council members. The committee considered a range of matters in the reporting period, including forward planning for Council and its subcommittees, Director-General performance and remuneration, and Council skills, capability and development. Details of Council Governance Committee members are listed at Appendix A.

## **Risk Management**

During the reporting period, Council approved the Library's new Enterprise Risk Management Framework. The framework supports the Council, the Audit and Enterprise Risk Committee, and the Executive to effectively engage with emerging risks and manage identified strategic and enterprise risks, and for business areas to identify, treat and manage operational risks. The framework aligns with the PGPA Act, Commonwealth Risk Management Policy and ISO 31000:2018, Risk management—Guidelines.

Implementation of the framework included a review of the Library's strategic, enterprise and operational risks in line with the new framework and its recently completed organisational and operational restructure. This review recognised the fundamental shift in both the Library's internal environment following completion of the restructure, and its external environment as the ongoing effects of the COVID-19 pandemic continue to unfold.

Work to integrate the framework into Library operations included the introduction of a new onboarding risk management training program and the development of staff guidance material to identify, evaluate and manage risk. The enhancements to the Library's business continuity framework incorporated lessons learnt from recent experience to strengthen the Library's risk control environment.

## Audit

The Library's internal auditor, Synergy Group Australia, reported to the Audit and Enterprise Risk Committee on four audits in 2020–21: Payroll Review, Capital Works Planning and Management, Rights and Access Management, and Business Continuity, Disaster Recovery and Organisational Resilience. Audits assessed whether business processes and practices were in line with applicable legislative and policy compliance requirements. Implementation and closure of audit recommendations is reported to, and monitored by, the Audit and Enterprise Risk Committee.

The Australian National Audit Office (ANAO) conducted a performance audit that included the National Library of Australia and the National Film and Sound Archive of Australia: *Management of the National Collections—Follow-on*. Two recommendations were made in relation to the Library, one of which has been implemented, with the other to be completed in the second half of 2021. Other improvements suggested by the ANAO are being progressed by the Library.

In response to the ANAO recommendations, in the first half of 2021, the Library worked with consultants PwC to deliver a detailed refresh of its Business Continuity Plan (BCP). The BCP Refresh Project included:

- development of a Business Continuity Policy and Framework
- a new BCP
- revision of emergency procedures for the Library's physical collection, facilities, media and communications, human resources and finance to reflect the updated policy and framework.

The Business Continuity Policy and Framework was approved by Council in June 2021. It outlines the Library's approach to planning and managing business disruptions, incidents and emergencies that may occur. The BCP will now be implemented under the auspices of the Business Continuity Committee, with training and scenario testing.

The Library also developed a Deselection and Disposal Policy and will seek Council approval in the second half of 2021.



## Parliamentary Committees and Government Inquiries

The Library was not called to appear before the Senate Environment and Communications Legislation Committee for any Budget Estimates hearings in 2020–21.

On 28 January 2021, the Director-General represented the Library at a public hearing of the Senate Environment and Communications Legislation Committee, regarding its inquiry into and report on the National Collecting Institutions Legislation Amendment Bill 2020.

As noted above, the Library and the National Film and Sound Archive were included in a performance audit undertaken by the ANAO, as a follow-on to *Auditor-General Report No.46 2017–18: Management of the National Collections*. The audit assessed the collection management practices of both entities. The audit commenced in the last quarter of 2019–20 and the Auditor-General tabled *Auditor-General Report No. 29 2020–21: Management of the National Collections—Follow-on* in Parliament in February 2021.

## Government Policy Orders, Ministerial Directions and Library Material Disposals

In accordance with 17BE(d) and 17BE(e) of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule), the Library notes it did not receive any government policy orders or ministerial directions during this period.

In accordance with section 25 of the *National Library Act 1960*, the Library notes that it disposed of nine volumes that had been accessioned into the collection in the reporting period. Seven items were disposed of on the basis of their condition, one on the grounds of duplication, and one because it had been superseded by a new version in a different format. The Library also disposed of non-accessioned items during the reporting period, as set out in Table 3.1.

**Table 3.1 Non-accessioned items disposed of in 2020–21**

Non-accessioned items in the following categories	Approximate volume or scale
Duplicate/multiple copy or out-of-scope legal and government deposit items	1,940
Physical copies that duplicate digital copies	568
Second copies of children’s books	117
Out-of-scope of Collection Development Policy (CDP) unsolicited gift, exchange or donation material—all formats	454
Out-of-scope legal deposit offers—new serial titles	89
Uncatalogued overseas material that no longer fits the CDP	1,382
Out-of-scope legal deposit non-book merchandise, e.g. calendars, sticker books, games, puzzles, etc.	50

## Location of Major Activities and Facilities

The National Library of Australia operates from five buildings:

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

## Protecting our Environment and Heritage

This year, the Library completed the design and commenced work to replace the heritage copper roof that was significantly damaged by a severe hailstorm in January 2020. Careful consideration was given to the heritage values of the building, with copper selected as the roofing material most appropriate to meet the requirements of a like-for-like replacement. The Library’s heritage consultant was closely involved in the design process, and consultation was undertaken with the National Capital Authority and the Department of Agriculture, Water and the Environment to ensure all heritage and planning guidelines were met.

A prototyping project also commenced to support replacement of the Library's heritage windows. Completion of this project will provide a carefully designed heritage solution that improves the environmental performance of the building. Both projects were commitments in the Library's 2020–21 Corporate Plan, and more information is available in Section 2.6 of this report.

## Workplace Relations

The Library's 2018–2022 Workplace and Workforce Strategic Plan outlines a program of workforce initiatives aimed at ensuring the Library:

- has an appropriately skilled workforce that reflects the Library's needs now and in the future
- has a productive and safe working environment, optimising diversity and inclusion in its workforce
- builds and strengthens organisational capability and capacity over time.

During 2020–21, the Library commenced a refresh of the plan, to implement in the second half of 2021.

A Determination under section 24(1) of the *Public Service Act 1999* has been in place at the Library since 24 March 2020. Due to the six-month pause placed on pay increases for non–Senior Executive Service (SES) Commonwealth public sector employees by the government under the COVID-19 economic measures, the two per cent pay increase which was due to Library staff on 24 March 2021 was deferred by six months. The pay rise is now due on 24 September 2021.

In October 2020, the Library entered into an Enforceable Undertaking with the Office of the Fair Work Ombudsman to correct the underpayment of weekend and public holiday shift loadings for 106 current and former casual employees. The undertaking included actions to repay the unpaid salary and superannuation, including compensation; staff training; independent audits; development of new employment guidance and processes; and public notification on the National Library of Australia website. The Library was notified by the Fair Work Ombudsman in June 2021 that it had met all requirements of the undertaking within the specified time frames.

## Work Health and Safety

During the reporting period, the Library maintained a stable low-to-medium-risk work environment and had appropriate safety and rehabilitation management systems in place. The Library continues to work actively with Comcare to improve its work health and safety and rehabilitation arrangements.

A particular focus during the period was the continued response to COVID-19 and supporting transition back to the workplace. The Library's response included embedding COVID-safe approaches into daily business activities to enhance staff and visitor safety, and ensuring compliance with Australian Capital Territory Government and Australian Government requirements, such as introduction of the Check In CBR App for staff and visitors, and active monitoring of emerging areas of risk.

Refresher training was delivered to the Library's Health and Safety Representatives to maintain their skills, and all First Aid Officers received refresher training.

Staff wellbeing was an important focus during the challenges of 2020–21. Wellbeing was supported through the delivery of three onsite influenza vaccination clinics inoculating more than 270 staff in April 2021. Recognising the challenges of 2020–21, five Employee Assistance Program (EAP) clinics were held onsite, allowing staff to access free 'drop in' counselling sessions for any areas of concern, whether work related or personal. These were delivered in addition to the provision of normal EAP services. Staff were also offered a broad range of onsite educational and participatory activities designed specifically to promote health and wellbeing.

Two regulator-notifiable incidents occurred in 2020–21 and Comcare required no further action in relation to the incidents. Twenty-five incident reports were submitted during 2020–21, a significant decrease compared to the 2019–20 financial year (during which 45 incidents were reported). Hazard numbers remained at the same level as previous years.

The Library monitors rehabilitation performance against a range of measures recommended by Comcare, including time off work and adjustment of duties following an injury. As a result of its Rehabilitation Management System, including early intervention and proactive engagement with staff, the Library met or exceeded all key performance measures for 2020–21.

One compensable claim was submitted to Comcare in 2020–21.

The Library's premium rates for workers compensation since 2018–19 are shown in Table 3.2.

**Table 3.2 Premiums for injuries suffered 2018–19 to 2021–22 (as a percentage of wages and salaries)**

Premium rates	2018–19	2019–20	2020–21	2021–22
Premium rates for the Library	0.72	0.65	0.87	1.06
Premium rates for all agencies combined (for comparison)	1.06	0.85	0.85	0.79
Library rates as a percentage of all agencies	67.92	76.47	102	130

*Note: Includes rates as amended retrospectively by Comcare.*

## Advertising and Market Research

In accordance with section 311A of the *Commonwealth Electoral Act 1918*, Table 3.3 provides a summary of amounts paid by the Library to advertising agencies, market research organisations and media advertising organisations in excess of \$14,300 (inclusive of GST) for non-recruitment and non-tender services. The Library did not pay for the services of any polling or direct mail organisations.

**Table 3.3 Library expenditure on advertising and market research 2020–21**

Company	Type	Amount
Loneragan Research	Market research organisation	\$216,865.00
Klewdup	Marketing and advertising agency	\$35,896.36

## Significant non-compliance with finance law

The Library did not have any issues of non-compliance in 2020–21 to report to the responsible minister as required under PGPA Act paragraph 19(1)(e).

## 3.6 Summary of Financial Performance

The Library recorded a statutory accounting deficit of \$172.177 million for 2020–21, compared with a deficit of \$8.836 million in 2019–20. The large deficit in 2020–21 was primarily due to a downwards revaluation of the national collection assets as at 30 June 2021, including a reduction in the asset revaluation reserve of \$9.503 million and revaluation decrement of \$165.874 million. The underlying performance of the Library remains sound with an adjusted modest operating surplus of \$2.787 million excluding depreciation expenses and revaluation decrement of the national collection assets.

The Library does not receive appropriation funding for the depreciation of the national collection, which forms part of the operating expense. In 2020–21 depreciation on the Heritage and Cultural assets was \$9.090 million (\$9.694 million in 2019–20). The Library received funding for additions to the national collection through a separate Collection Development Acquisition Budget provided through an equity appropriation totalling \$9.558 million in 2020–21 (\$9.512 million in 2019–20).

The notes to the Audited Financial Statements explain the key numbers. In particular, the commentary on variances to budget highlights specific events that occurred throughout the year that had an impact on results.

### Statement of Comprehensive Income

#### INCOME

The total income for 2020–21 was \$72.349 million, which is an increase of \$4.540 million from \$67.804 million in 2019–20.

The increase in income from 2019–20 to 2020–21 is primarily due to increased funding from government, higher than anticipated donations from philanthropy campaigns and insurance claim revenue for the Library roof damage.

#### EXPENDITURE

The total expenditure increased by \$167.886 million to \$244.526 million in 2020–21 from \$76.640 million in 2019–20. This is primarily due to the downwards revaluation of the national collection, resulting in an increase in the operating deficit of \$165.874 million.

There was also an increase in employee expenses of \$1.349 million to \$37.409 million in 2020–21 from \$36.060 million in 2019–20. This is due to an increase in salary and superannuation expenses, with a one per cent increase in full-time equivalent employees.

Supplier expenses decreased by \$0.369 million to \$20.043 million in 2020–21 from \$20.412 million in 2019–20. This is due to the impact of the COVID-19 pandemic on the Library's operations, with a reduction in visitors to the Library.

## Statement of Financial Position

### ASSETS

Financial assets increased \$13.438 million to \$80.045 million in 2020–21 from \$66.607 million in 2019–20. This was largely a result of a net increase of investments in term deposits (\$17.256 million), offset by a decrease in cash on hand (\$4.682 million). The overall increase of cash and investments at 30 June 2021 is due to delayed expenditure on major capital works and lower than forecast expenditure on collection acquisitions in 2020–21.

Non-financial assets decreased \$181.258 million to \$1,457.151 million in 2020–21 from \$1,638.409 million in 2019–20. This decrease is largely a result of the revaluation decrement of the Library's tangible collection (\$175.377 million).

### LIABILITIES

Liabilities increased \$6.649 million to \$24.700 million in 2020–21 from \$18.051 million in 2019–20. Trade creditors increased by \$1.761 million to \$3.816 million in 2020–21 from \$2.055 million in 2019–20. The 30 June 2020 creditors balance was unusually low because the Library was moving to a new financial management information system from 1 July 2020, so it paid as many invoices as possible prior to 30 June 2020 to reduce the number of invoice entries that had to be transitioned to the new system. There was also an increase in unearned revenue (\$2.940 million); and an increase in lease liability (\$2.476 million) for a new lease for premises in Hume.

### EQUITY

The Library's total equity decreased \$174.469 million to \$1,512.496 million in 2020–21 from \$1,686.965 million in 2019–20. The net decrease is a result of the net operating deficit of \$172.177 million; an opening balance increasing adjustment to the retained surplus of \$0.155 million; an equity injection of \$9.558 million for collections acquisitions; and the net revaluation decrement of \$12.005 million following the revaluation of the Library's national collection, land and buildings.



*Sievers, Wolfgang.* Early morning at the Yarra River, Melbourne, 1967 [picture] / Wolfgang Sievers 1967, [nla.gov.au/nla.obj-160562089](https://nla.gov.au/nla.obj-160562089)





# Financial Statements

## 4.1 Audited Financial Statements

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## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Communications, Urban Infrastructure, Cities and the Arts

#### Opinion

In my opinion, the financial statements of the National Library of Australia and its Trust Accounts (together the National Library) for the year ended 30 June 2021:

- (a) comply with Australian Accounting Standards – Reduced Disclosure Requirements and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the National Library as at 30 June 2021 and its financial performance and cash flows for the year then ended.

The financial statements of the National Library, which I have audited, comprise the following as at 30 June 2021 and for the year then ended:

- Statement by the Council, Director-General, and Chief Financial Officer;
- Consolidated Statement of Comprehensive Income;
- Consolidated Statement of Financial Position;
- Consolidated Statement of Changes in Equity;
- Consolidated Cash Flow Statement; and
- Notes to the financial statements comprising a summary of significant accounting policies and other explanatory information.

#### Basis for opinion

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

#### Other information

The Accountable Authority is responsible for the other information. The other information obtained at the date of this auditor's report is the Summary of Financial Performance section of the Annual Report for the year ended 30 June 2021 but does not include the financial statements and my auditor's report thereon.

My opinion on the financial statements does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

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

## Accountable Authority's responsibility for the financial statements

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

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

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

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

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

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

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

Australian National Audit Office



Peter Kerr

Executive Director

Canberra

Delegate of the Auditor-General

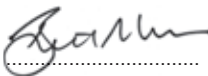
13 August 2021

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

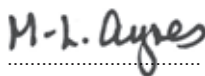
In our opinion, the attached financial statements for the year ended 30 June 2021 comply with subsection 42(2) of *the Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records, as per subsection 41(2) of the PGPA Act.

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

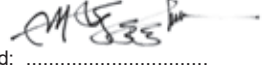
This statement is made in accordance with a resolution of the Council of the National Library of Australia.

Signed:  .....

The Hon. Dr B Mason  
*Chair*  
13 August 2021

Signed:  .....

Dr M-L Ayres FAHA  
*Director-General*  
13 August 2021

Signed:  .....

Mr A Khan  
*Acting Chief Financial Officer*  
13 August 2021

**NATIONAL LIBRARY OF AUSTRALIA**  
**Consolidated Statement of Comprehensive Income**  
*for the year ended 30 June 2021*

		2021	2020	Original Budget 2021
	Notes	\$'000	\$'000	\$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	37,409	36,060	37,820
Suppliers	1.1B	20,043	20,412	22,436
Grants	1.1C	612	757	731
Depreciation and amortisation	2.2A	20,246	19,133	20,658
Impairment loss on financial instruments	1.1D	14	3	-
Write-down and impairment of other assets	1.1E	166,180	269	110
Finance costs	1.1F	22	6	79
<b>Total expenses</b>		<b>244,526</b>	<b>76,640</b>	<b>81,834</b>
<b>Own-Source Income</b>				
<b>Own-source revenue</b>				
Revenue from contracts with customers	1.2A	6,790	7,614	7,100
Deposit interest		379	880	446
Royalties		89	57	35
Other revenue	1.2B	5,133	2,941	3,529
<b>Total own-source revenue</b>		<b>12,391</b>	<b>11,492</b>	<b>11,110</b>
<b>Gains</b>				
Gain from sale of assets		16	4	-
Reversal of write-downs and impairment		-	39	-
Other gains - resources received free of charge	1.2C	1,156	1,752	1,625
<b>Total gains</b>		<b>1,172</b>	<b>1,795</b>	<b>1,625</b>
<b>Total own-source income</b>		<b>13,563</b>	<b>13,287</b>	<b>12,735</b>
<b>Net cost of services</b>		<b>(230,963)</b>	<b>(63,353)</b>	<b>(69,099)</b>
Revenue from Government	3.1	58,786	54,517	58,786
<b>Deficit</b>		<b>(172,177)</b>	<b>(8,836)</b>	<b>(10,313)</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation surplus	2.2A	(12,005)	(7,532)	-
<b>Total comprehensive loss</b>		<b>(184,182)</b>	<b>(16,368)</b>	<b>(10,313)</b>

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

**NATIONAL LIBRARY OF AUSTRALIA**  
**Consolidated Statement of Financial Position**  
*as at 30 June 2021*

		2021	2020	Original Budget 2021
	Notes	\$'000	\$'000	\$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents	2.1A	8,605	13,287	14,208
Trade and other receivables	2.1B	1,704	1,263	1,534
Investments	2.1C	69,201	51,945	46,887
Accrued revenue		535	112	100
<b>Total financial assets</b>		<b>80,045</b>	66,607	62,729
<b>Non-financial assets</b>				
Land	2.2A	17,000	16,570	16,570
Buildings	2.2A	231,259	230,472	237,483
Heritage and cultural	2.2A	1,108,029	1,290,756	1,284,814
Plant and equipment	2.2A	13,702	14,927	13,705
Computer software	2.2A	12,191	13,315	13,365
Collection intangibles	2.2A	72,620	69,423	74,623
Inventories	2.2B	670	813	917
Prepayments		1,680	2,133	2,013
<b>Total non-financial assets</b>		<b>1,457,151</b>	1,638,409	1,643,490
<b>Total assets</b>		<b>1,537,196</b>	1,705,016	1,706,219
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	3,816	2,055	2,503
Other payables	2.3B	5,088	2,053	1,028
<b>Total payables</b>		<b>8,904</b>	4,108	3,531
<b>Interest bearing liabilities</b>				
Leases	2.4A	3,727	1,251	3,785
<b>Total interest bearing liabilities</b>		<b>3,727</b>	1,251	3,785
<b>Provisions</b>				
Employee provisions	4.1A	11,996	12,373	12,612
Other provisions	2.5A	73	319	81
<b>Total provisions</b>		<b>12,069</b>	12,692	12,693
<b>Total liabilities</b>		<b>24,700</b>	18,051	20,009
<b>Net assets</b>		<b>1,512,496</b>	1,686,965	1,686,210
<b>EQUITY</b>				
Contributed equity		137,236	127,678	137,236
Reserves		201,269	213,274	213,274
Retained surplus		1,173,991	1,346,013	1,335,700
<b>Total equity</b>		<b>1,512,496</b>	1,686,965	1,686,210

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

NATIONAL LIBRARY OF AUSTRALIA  
Consolidated Statement of Changes in Equity  
for the year ended 30 June 2021

	Notes	2021 \$'000	2020 \$'000	Original Budget 2021 \$'000
<b>CONTRIBUTED EQUITY</b>				
<b>Opening Balance</b>				
Balance carried forward from previous period		127,678	118,166	127,678
<b>Transactions with owners</b>				
<b>Contributions by owners</b>				
Equity injection		9,558	9,512	9,558
<b>Transactions with owners</b>				
		9,558	9,512	9,558
<b>Closing balance as at 30 June</b>		<b>137,236</b>	127,678	137,236
<b>RETAINED EARNINGS</b>				
<b>Opening Balance</b>				
Balance carried forward from previous period		1,346,013	1,356,095	1,346,013
Adjustment on initial application of AASB 15/1058		-	(1,283)	-
Adjustment for errors <sup>1</sup>		155	-	-
<b>Adjusted opening balance</b>		<b>1,346,168</b>	1,354,812	1,346,013
<b>Comprehensive Income</b>				
Deficit for the period		(172,177)	(8,836)	(10,313)
<b>Total Comprehensive Income</b>		<b>(172,177)</b>	(8,836)	(10,313)
Transfers between equity components		-	37	-
<b>Closing balance as at 30 June</b>		<b>1,173,991</b>	1,346,013	1,335,700
<b>ASSET REVALUATION RESERVE</b>				
<b>Opening Balance</b>				
Balance carried forward from previous period		213,274	220,843	213,274
Other comprehensive income		(12,005)	(7,532)	-
<b>Total Comprehensive Income</b>		<b>(12,005)</b>	(7,532)	-
Transfers between equity components		-	(37)	-
<b>Closing balance as at 30 June</b>		<b>201,269</b>	213,274	213,274
<b>Total closing balance as at 30 June</b>		<b>1,512,496</b>	1,686,965	1,686,210

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

<sup>1</sup> This relates to prior year opening balance adjustments for property, plant and equipment. Refer to Note 2.2A.

**Accounting Policy**

Equity Injections

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



**NATIONAL LIBRARY OF AUSTRALIA**  
**Consolidated Cash Flow Statement**  
*for the year ended 30 June 2021*

	Notes	2021 \$'000	2020 \$'000	Original Budget 2021 \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Receipts from Government		58,786	55,016	58,786
Sales of goods and rendering of services		7,357	8,599	6,829
Interest		379	880	446
Net GST received		2,770	1,507	-
Other		8,167	2,679	3,043
<b>Total cash received</b>		<b>77,459</b>	<b>68,681</b>	<b>69,104</b>
<b>Cash used</b>				
Employees		(37,942)	(34,766)	(38,073)
Suppliers		(21,633)	(23,175)	(20,695)
Interest payments on lease liabilities		(22)	(6)	(79)
Other		(612)	(757)	(731)
<b>Total cash used</b>		<b>(60,209)</b>	<b>(58,704)</b>	<b>(59,578)</b>
<b>Net cash from operating activities</b>		<b>17,250</b>	<b>9,977</b>	<b>9,526</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash received</b>				
Proceeds from sales of property, plant and equipment		34	10	-
Investments		248,006	175,468	175,058
<b>Total cash received</b>		<b>248,040</b>	<b>175,478</b>	<b>175,058</b>
<b>Cash used</b>				
Purchase of land, buildings, heritage and cultural assets		(8,604)	(5,848)	(15,218)
Purchase of intangibles		(4,730)	(8,524)	(7,163)
Investments		(265,261)	(185,833)	(170,000)
<b>Total cash used</b>		<b>(278,595)</b>	<b>(200,205)</b>	<b>(192,381)</b>
<b>Net cash used by investing activities</b>		<b>(30,555)</b>	<b>(24,727)</b>	<b>(17,323)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash received</b>				
Contributed Equity		9,558	9,512	9,558
<b>Total cash received</b>		<b>9,558</b>	<b>9,512</b>	<b>9,558</b>
<b>Cash used</b>				
Principal payments of lease liabilities		(935)	(128)	(840)
<b>Total cash used</b>		<b>(935)</b>	<b>(128)</b>	<b>(840)</b>
<b>Net cash from financing activities</b>		<b>8,623</b>	<b>9,384</b>	<b>8,718</b>
<b>Net increase/(decrease) in cash held</b>		<b>( 4,682)</b>	<b>( 5,366)</b>	<b>921</b>
Cash and cash equivalents at the beginning of the reporting period		13,287	18,653	13,287
<b>Cash and cash equivalents at the end of the reporting period</b>	2.1A	<b>8,605</b>	<b>13,287</b>	<b>14,208</b>

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

## Budget Variances Commentary

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

### Consolidated Statement of Comprehensive Income

Explanation of major variances	Affected line items
The increase in other revenue by \$1.604m is primarily due to insurance claims for the NLA roof damage and higher than forecast donations in the 2020-21 financial year from its Treasured Voices campaign. Receipt of donations and insurance claims are not known when setting the budget.	Other Revenue
The decrease in supplier expenditure of \$2.393m is primarily due to reduced business activities as a result of the impact of COVID-19 pandemic and delays in projects and related travel.	Suppliers
The increase in write-down and impairment of other assets is mainly due to a revaluation decrement of \$165.874m for heritage and cultural assets as the Library has adopted a mid-point valuation for 2020-21, compared to the upper range adopted in 2019-20. This is due to market condition changing as a result of the impact of the COVID-19 pandemic, with periods of severe market dysfunction and illiquidity in a number of key financial markets, including those for foreign exchange. The impact of revaluations are not budgeted for.	Write-down and impairment of other assets
A net decrease in other comprehensive income of \$12.005m is primarily due to a net valuation decrease in land and building of \$2.502 and a valuation decrease on the heritage and cultural assets of \$9.503m. The remaining revaluation decrement of \$165.874m for heritage and cultural assets was recognised in the expense section of the Statement of Comprehensive Income (refer to explanation above).	Other Comprehensive Income

### Consolidated Statement of Financial Position

Explanation of major variances	Affected line items
The decrease in cash and cash equivalents of \$5.603m is due to cash being moved to investments in term deposits at 30 June 2021.	Cash and cash equivalents
The increase in investment balance of \$22.313m is primarily due to lower than expected cash outflows throughout 2020-21, retained as term deposit investment balances as at 30 June 2021.	Investments
The decrease in heritage and cultural assets is mainly due to the revaluation decrement of \$175.377m. Refer to Note 5.3 Fair Value for further details.	Heritage and cultural assets
An increase in supplier and other payables of \$5.373m is primarily due to an increase in unearned revenue and fewer invoices paid prior to the end of June 2021, compared to that budgeted.	Payables

**Consolidated Cash Flow Statement**

<b>Explanation of major variances</b>	<b>Affected line items</b>
The increase in other revenue by \$5.124m is primarily due to the NLA obtaining higher than forecast grants, insurance claims for NLA roof damage and donations in the 2020-21 financial year from its philanthropic campaign. Receipt of donations and insurance claims are not known when setting the budget.	Other Revenue
The increase in investments received and used by the NLA were due to more investments in 2020-21 being made on shorter terms, resulting in higher cash inflows and outflows for investments.	Cash received - investments Cash used - investments
The decrease in the cash used for the purchase of property plant and equipment of \$6.614m is primarily due to delayed expenditure on major capital works and a lower than forecast expenditure on collection acquisitions in 2020-21 as a result of the impact of COVID-19.	Cash used - purchase of property, plant and equipment
The decrease in the cash used for the purchase of intangibles of \$2.433m is primarily due to delayed expenditure on major IT projects as a result of the impact of COVID-19.	Cash used - purchases of intangibles

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### **Basis of Preparation**

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

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015 (FRR)*; and
- b) Australian Accounting Standards and Interpretations - Reduced Disclosure Requirements issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

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

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

### **Principles of Consolidation**

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

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

### **Impact of COVID-19**

The NLA has been impacted by the COVID-19 pandemic with continued reduction of revenues from contracts with customers. Management has assessed the impact on the financial statements including the potential for movements in the fair value of non-current assets (Refer to Note 5.3 Fair Value for further details). Other than the noted impacts to NLA's operations, COVID-19 is not expected to have a significant impact on transactions and balances recorded in the financial statements.

### **New Australian Accounting Standards**

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

### **Taxation**

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

### **Events After the Reporting Period**

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

## Financial Performance

This section analyses the financial performance of the Library for the year ended 30 June 2021.

### Note 1.1: Expenses

	2021	2020
	\$'000	\$'000

#### Note 1.1A - Employee benefits

Wages and salaries	28,077	26,431
Superannuation:		
Defined contribution plans	2,641	2,367
Defined benefit plans	3,216	3,050
Leave and other entitlements	3,010	3,585
Separation and redundancies	344	397
Other employee benefits	121	230
<b>Total employee benefits</b>	<b>37,409</b>	<b>36,060</b>

#### Accounting Policy

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

#### Note 1.1B - Suppliers

##### Goods and services supplied or rendered

Access to external databases and records	124	412
Building services	3,936	4,764
Collection preservation	88	88
Communications	185	270
Computer services and supplies	2,501	1,908
Contractors and consultants	7,073	5,371
Cost of goods sold	966	957
Freight and postage	227	352
Insurance	639	385
Magazine and newspaper subscriptions	1,301	1,800
Non asset furniture and equipment	217	100
Non asset software	26	12
Other	1,377	1,433
Promotion of library services	331	529
Promotional publications	33	42
Stationery, printing and office machine consumables and repairs	208	352
Training	337	276
Travel and subsistence	89	299
<b>Total goods and services supplied or rendered</b>	<b>19,658</b>	<b>19,350</b>

##### Other suppliers

Workers compensation expenses	362	267
Short-term leases	-	766
Low value leases	23	29
<b>Total other suppliers</b>	<b>385</b>	<b>1,062</b>
<b>Total suppliers</b>	<b>20,043</b>	<b>20,412</b>

#### Accounting Policy

##### Short-term leases and leases of low-value assets

The NLA has elected not to recognise right-of-use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than \$10,000). The entity recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

	2021	2020
	\$'000	\$'000
<b>Note 1.1C - Grants</b>		
<b>Private sector:</b>		
Non-profit organisations	304	345
Individuals	211	373
<b>Public sector:</b>		
State and Territory Governments	37	-
Local Governments	60	39
<b>Total grants</b>	<b>612</b>	<b>757</b>

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

**Note 1.1D - Impairment loss on financial instruments**

Impairment on trade and other receivables	14	3
<b>Total impairment on financial instruments</b>	<b>14</b>	<b>3</b>

**Note 1.1E - Write-down and impairment of other assets**

Write-down - Inventory	162	151
Write-down - Plant and equipment	67	44
Write-down - Intangibles	77	74
Revaluation decrements <sup>1</sup>	165,874	-
<b>Total write-down and impairment of other assets</b>	<b>166,180</b>	<b>269</b>

<sup>1</sup>The revaluation decrement is related to Heritage and Cultural Collection assets. Refer to Note 5.3 Fair Value for further details.

**Note 1.1F - Finance costs**

Interest on lease liabilities	22	6
<b>Total finance costs</b>	<b>22</b>	<b>6</b>

## Note 1.2: Own-Source Revenue and Gains

	2021	2020
	\$'000	\$'000

### Own-Source Revenue

#### Note 1.2A – Revenue from contracts with customers

Sale of goods	1,662	1,581
Rendering of services	5,128	6,033
<b>Total revenue from contracts with customers</b>	<b>6,790</b>	<b>7,614</b>

#### **Disaggregation of revenue from contracts with customers**

Major product / service line:

Publications and Bookshops sales	1,662	1,581
Trove Collaborative Services contracts	3,683	3,853
Other service revenues including corporate support	1,024	1,235
Digitisation services	421	945
	<b>6,790</b>	<b>7,614</b>

#### **Accounting Policy**

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

Revenue from provision of services is recognised once performance obligations under contracts are met under agreements and contracts with customers. The completion of performance obligations does not involve significant judgements.

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

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



<b>2021</b>	2020
<b>\$'000</b>	\$'000

**Note 1.2B – Other revenue**

Grants and other non-reciprocal payments by other entities	<b>1,286</b>	1,905
Donations	<b>1,416</b>	988
Other revenue <sup>1</sup>	<b>2,431</b>	47
<b>Total other revenue</b>	<b>5,133</b>	2,941

<sup>1</sup> Other revenue includes insurance claims for the NLA roof damage.

**Note 1.2C – Other gains**

Resources received free of charge <sup>1</sup>	<b>1,156</b>	1,752
<b>Total other gains</b>	<b>1,156</b>	1,752

<sup>1</sup> This mainly relates to tangible and intangible legal deposits received free of charge.

**Accounting Policy**

Resources received free of charge

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

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

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

Sale of assets

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

## Financial Position

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

### Note 2.1: Financial Assets

	2021	2020
	\$'000	\$'000

#### Note 2.1A - Cash and cash equivalents

Cash on hand or on deposit (NLA funds)	7,138	10,286
Cash on hand or on deposit (Trust funds)	1,467	3,001
<b>Total cash and cash equivalents</b>	<b>8,605</b>	<b>13,287</b>

#### Accounting policy

##### Cash

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

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

#### Note 2.1B - Trade and other receivables

##### Goods and services receivables

Goods and services	1,101	481
<b>Total goods and services receivables</b>	<b>1,101</b>	<b>481</b>

##### Other receivables

GST receivable from Australian Taxation Office	570	715
Interest	36	70
<b>Total other receivables</b>	<b>606</b>	<b>785</b>
<b>Total trade and other receivables (gross)</b>	<b>1,707</b>	<b>1,266</b>
<b>Less impairment loss allowance</b>	<b>(3)</b>	<b>(3)</b>
<b>Total trade and other receivables (net)</b>	<b>1,704</b>	<b>1,263</b>

Credit terms for goods and services are net 30 days (2020: 30 days).

#### Accounting Policy

##### Financial assets

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

2021	2020
\$'000	\$'000

**Note 2.1C - Investments**

Fixed term deposit (NLA funds)	<b>61,503</b>	44,244
Fixed term deposit (Trust funds)	<b>7,698</b>	7,701
<b>Total other investments</b>	<b>69,201</b>	51,945

Investments are expected to be recovered in less than 12 months.

**Accounting Policy**

Investments

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

**Note 2.2: Non-Financial Assets**

**Note 2.2A - Reconciliation of the opening and closing balances of property, plant and equipment and intangibles**

Reconciliation of the opening and closing balances of property, plant, equipment and intangibles (2020-21)

	Land \$'000	Buildings \$'000	Heritage & Cultural \$'000	Plant & Equipment \$'000	Computer Software <sup>2</sup> \$'000	Collection Intangibles \$'000	Total \$'000
<b>As at 1 July 2020</b>							
Gross book value	16,570	230,610	1,290,756	15,279	30,796	69,423	1,653,434
Accumulated depreciation and amortisation	-	(138)	-	(352)	(17,481)	-	(17,971)
<b>Net book value 1 July 2020</b>	<b>16,570</b>	<b>230,472</b>	<b>1,290,756</b>	<b>14,927</b>	<b>13,315</b>	<b>69,423</b>	<b>1,635,463</b>
Adjustment for prior period errors	-	-	-	155	-	-	155
Reclassification	-	(21)	-	21	-	-	-
<b>Adjusted total as at 1 July 2020</b>	<b>16,570</b>	<b>230,451</b>	<b>1,290,756</b>	<b>15,103</b>	<b>13,315</b>	<b>69,423</b>	<b>1,635,618</b>
Additions:							
Purchased	-	6,016	1,096	1,492	61	1,434	10,099
Internally developed	-	-	-	-	1,593	1,643	3,235
Right-of-use assets	-	3,386	-	-	-	-	3,386
Donation / gift / at no cost	-	-	642	-	-	120	762
Revaluations and impairments recognised in other comprehensive income	430	(2,932)	(9,503)	-	-	-	(12,005)
Impairments recognised in net cost of services	-	-	(165,874)	-	(74)	-	(165,948)
Depreciation on right-of-use assets	-	(927)	-	(9)	-	-	(935)
Depreciation and amortisation	-	(4,736)	(9,090)	(2,821)	(2,704)	-	(19,352)
Capitalised depreciation and amortisation <sup>1</sup>	-	-	-	40	1	-	41
Disposals	-	-	-	-	-	-	-
Other	-	-	-	(102)	(1)	-	(103)
<b>Net book value 30 June 2021</b>	<b>17,000</b>	<b>231,259</b>	<b>1,108,029</b>	<b>13,702</b>	<b>12,191</b>	<b>72,620</b>	<b>1,454,801</b>
<b>Net book value as of 30 June 2021 represented by:</b>							
Gross book value	17,000	232,321	1,108,029	16,582	32,142	72,620	1,478,694
Accumulated depreciation and amortisation	-	(1,062)	-	(2,879)	(19,951)	-	(23,892)
<b>Total as at 30 June 2021</b>	<b>17,000</b>	<b>231,259</b>	<b>1,108,029</b>	<b>13,702</b>	<b>12,191</b>	<b>72,620</b>	<b>1,454,801</b>
<b>Carrying amount of right-of-use assets</b>	<b>-</b>	<b>3,680</b>	<b>-</b>	<b>14</b>	<b>-</b>	<b>-</b>	<b>3,694</b>

**Notes:**

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

<sup>2</sup> The carrying amount of computer software totalling \$12.191m (2020: \$13.315m) includes purchased software \$0.795m and internally generated software \$11.396m.

The buildings (\$231.259m) and land (\$17.000m) include special purpose building, storage warehouse and right-of-use assets, which may not be disposed of without prior Ministerial approval. No land and buildings or intangible assets are expected to be sold or disposed of within the next 12 months. However immaterial amounts of plant and equipment or heritage and cultural assets are expected to be disposed of as they reach their planned disposal date during the next 12 months.

Intangible assets were assessed for impairment at 30 June 2021 and minor software WIP amounts were impaired as they did not substantially improve the underlying software assets. No other indicators of impairment were found for land and buildings, heritage and cultural asset and property, plant and equipment.

**Revaluations of non-financial assets**

All revaluations were conducted in accordance with the revaluation policy. The effective date for all revaluations was 30 June 2021 and were undertaken by independent valuers (Note 5.3 for further details).

A revaluation decrement of \$2.932m for buildings (2020: increment of \$5.350m); a revaluation increment of \$0.430m for land (2020: increment of \$0.190m); and a revaluation decrement of \$9.503m for heritage and cultural assets (2020: decrement of \$14.251m) were passed to the asset revaluation reserve by class included in the equity section of the Statement of Financial Position. The remaining revaluation decrement of \$165.874m (2020: nil) for heritage and cultural assets was recognised in the expense section of the Statement of Comprehensive Income. Leasehold improvements are held at fair value.

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

	Less than 1 year		Between 1 and 5 years		More than 5 years		Total	
	2021 \$'000	2020 \$'000	2021 \$'000	2020 \$'000	2021 \$'000	2020 \$'000	2021 \$'000	2020 \$'000
<b>Capital commitments</b>								
Buildings	8,171	1,673	-	-	-	-	8,171	1,673
Heritage and cultural	-	-	-	-	-	-	-	-
Plant and equipment	1,108	-	-	-	-	-	1,108	-
Collection intangibles	619	624	-	-	-	-	619	624
Computer software	19	58	-	-	-	-	19	58
<b>Total capital commitments</b>	<b>9,917</b>	<b>2,355</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9,917</b>	<b>2,355</b>

## **Accounting Policy**

### **National Collection, plant and equipment**

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

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

### **Asset recognition threshold**

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

### **Leased Right-of-Use (ROU) Assets**

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

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

### **Revaluations**

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

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

Refer to Note 5.3 Fair Value for further details.

### **Depreciation**

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

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

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

	2021	2020
Building and building improvements	10 to 200 years	10 to 200 years
Leasehold improvements	Lease term	Lease term
Plant and equipment	1 to 43 years	1 to 43 years
Non-heritage and cultural artwork	75 years	75 years
National Collection - tangible	50 to 870 years	50 to 870 years

## Accounting Policy (continued)

### Impairment

All assets were assessed for impairment at 30 June 2021. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment is made if the asset's recoverable amount is less than its carrying amount.

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

### Derecognition

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

### Heritage and cultural assets

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

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

### Intangibles

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

Software assets are carried at cost less accumulated amortisation and accumulated impairment loss. As at 30 June 2021 intangible heritage and cultural assets are held at cost.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the NLA's software are 2 to 15 years (2019-20: 2 to 15 years). The intangible NLA collections are not amortised as their useful lives have been determined as indefinite. The useful lives of these collections are reviewed annually to determine whether events and circumstances continue to support an indefinite useful life assessment for that collection.

All intangible assets were assessed for indications of impairment as at 30 June 2021.



## Accounting Judgements and Estimates

### Fair value of the National Collection

The NLA obtains independent valuation advice annually of the National Collection and every five years the independent valuers undertake a full revaluation (with a full valuation undertaken in 2020-21). At the end of each reporting period the NLA updates the assessment of fair value for the National Collection based on the advice of the most recent independent valuation.

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

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

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

The NLA has adopted a mid-point valuation for 2020-21 taking into account market conditions over the past 12 months as a result of the impact of the COVID 19 pandemic, with periods of severe market dysfunction and illiquidity in a number of key financial markets, including those for foreign exchange. Refer to Note 5.3 Fair Value for further details.

These uncertainties mean that the valuation is an estimation process and that there may be significant variation year on year in the overall valuation.

2021	2020
\$'000	\$'000

**Note 2.2B - Inventories**

**Inventories held for sale**

Work in progress	243	243
Finished goods	393	532
<b>Total inventories held for sale</b>	<b>636</b>	<b>775</b>

**Inventories held for distribution**

Finished goods	34	38
<b>Total inventories held for distribution</b>	<b>34</b>	<b>38</b>
<b>Total inventories</b>	<b>670</b>	<b>813</b>

During 2020-21 \$0.966m (2019-20: \$0.957m) of inventory held for sale was recognised as an expense upon sale and \$0.033m (2019-20: \$0.042m) of inventory held for distribution was recognised as an expense upon use.

**Accounting Policy**

Inventories

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

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

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

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

## Note 2.3: Payables

	2021	2020
	\$'000	\$'000

### **Note 2.3A - Suppliers**

Trade creditors and accruals	3,816	2,055
<b>Total suppliers</b>	<b>3,816</b>	<b>2,055</b>

All supplier payables are current and settlement is usually made net 30 days (2020: 30 days).

### **Note 2.3B - Other payables**

Salaries and wages	665	504
Superannuation	115	89
Separations and redundancies	71	168
Prepayments received / unearned income <sup>1</sup>	4,237	1,292
<b>Total other payables</b>	<b>5,088</b>	<b>2,053</b>

<sup>1</sup> This includes deferred revenue of \$1.860 million out of the \$2.500 million grant funding received from the portfolio department to support the NLA's short-term storage solution, window replacement and fire control system capital projects in 2020-21. Refer to Note 1.2 for accounting policy on revenue recognition.

#### **Accounting Policy**

##### Supplier and other payables

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

##### Unearned revenue

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

**Note 2.4: Interest bearing liabilities**

	2021	2020
	\$'000	\$'000

**2.4A: Leases**

Lease liability	3,727	1,251
<b>Total leases</b>	<b>3,727</b>	<b>1,251</b>

**Maturity analysis - contractual undiscounted cash flows**

Within 1 year	942	253
Between 1 - 5 years	2,826	909
More than 5 years	-	131
	<b>3,768</b>	<b>1,293</b>

Total cash outflow for leases for the year ended 30 June 2021 was \$957,521 (2020: \$134,204).

The NLA in its capacity as lessee has leases related to offices, storage facilities and a motor vehicle.

**Accounting Policy**

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

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

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

**Note 2.5: Other Provisions**

	2021	2020
	\$'000	\$'000

**Note 2.5A - Other provisions**

Provision for sales returns	73	81
Other provision <sup>1</sup>	-	238
<b>Total other provisions</b>	<b>73</b>	<b>319</b>

<sup>1</sup> 2020 balance related to rectification of under payments to casual staff.

	Provision for sales returns	Other provision	Total
	\$'000		\$'000
<b>As at 1 July 2020</b>	81	238	<b>319</b>
Additional provisions made	-	-	-
Amounts used	-	(238)	<b>(238)</b>
Amounts reversed	(8)	-	<b>(8)</b>
<b>Total assets as at 30 June 2021</b>	<b>73</b>	<b>-</b>	<b>73</b>

**Accounting Policy****Provision for sales returns**

The provision is calculated using the value of sales as at 30 June 2021, where the customer has the right of return and the reporting year's experienced rate of return to estimate the provision of future returns.

## Funding

This section analyses the Library's funding structure.

### Note 3.1: Revenue from Government

	<b>2021</b>	2020
	<b>\$'000</b>	\$'000
Department of Infrastructure, Transport, Regional Development and Communications		
Corporate Commonwealth entity payment	<b>58,786</b>	54,517
<b>Total revenue from the Government</b>	<b>58,786</b>	54,517

#### Accounting Policy

##### Revenue from Government

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

### Note 3.2: Net Cash Appropriation Arrangements

<b>Total comprehensive income/(loss) - as per the Statement of Comprehensive Income</b>	<b>(184,182)</b>	(16,368)
<b>Plus:</b> depreciation / amortisation expenses previously funded through revenue appropriations (departmental capital budget funding and/or equity injections) <sup>1</sup>	<b>9,090</b>	9,694
<b>Plus:</b> depreciation of right-of-use assets <sup>2</sup>	<b>935</b>	138
<b>Less:</b> principal repayments <sup>2</sup>	<b>(935)</b>	(128)
<b>Net Cash Operating Surplus / (Deficit)</b>	<b>(175,092)</b>	(6,664)

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

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

## People and Relationships

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

### Note 4.1: Employee Provisions

	2021	2020
	\$'000	\$'000

#### Note 4.1A - Employee provisions

Leave	11,996	12,373
<b>Total employee provisions</b>	<b>11,996</b>	<b>12,373</b>

#### Accounting Policy

##### Employee Benefits

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

##### Leave

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

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

The NLA relies on a methodology developed by the Australian Government Actuary to estimate the present value of a provision for annual and long service leave. The methodology for estimating the present value of the long service leave uses probability factors for NLA employees reaching unconditional entitlement and a discount factor which provides for both interest effects and salary increases, both in terms of promotional salary advancement and salary inflation. NLA management has reviewed the assessment at 30 June 2021 and consider the value is reliable. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

##### Separation and Redundancy

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

##### Superannuation

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

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

#### Note 4.2: Key Management Personnel Remuneration

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

	<b>2021</b>	2020
	<b>\$'000</b>	\$'000
Short-term employee benefits	<b>1,641</b>	1,708
Post-employment benefits	<b>244</b>	242
Other long-term employee benefits	<b>84</b>	44
<b>Total key management personnel remuneration expenses</b>	<b>1,969</b>	1,994

The number of key management personnel that are included in the above table total 15 (2020: 17). In 2020, this included one Senior Executive acting for a substantial period during the year and one part-year Council member.

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

The decrease in short-term employee benefits is due to an increase in leave taken during 2020-21. The short-term employee benefits paid to officers acting in the role during the leave periods have not been included on the basis that the acting officer did not exercise authority and responsibility for planning, directing and controlling the activities of the NLA during the acting period.

The increase in other long-term benefits is due to the recalculation of long service leave balances as a result of the senior executive motor vehicle allowance getting rolled into salary during the 2020-21 year.

#### Note 4.3: Related Party Disclosures

##### Related party relationships

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

##### Transactions with related parties

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

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

##### Controlled Entities - Library Trust Accounts

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

**Statement of Comprehensive Income**

	Parent	
	2021	2020
	\$'000	\$'000
Deficit	<u>( 172,231 )</u>	( 8,730 )
Total comprehensive income / (loss)	<u>( 184,236 )</u>	( 16,262 )

**Statement of Financial Position**

	2021	2020
	\$'000	\$'000
Total current assets	<b>72,290</b>	58,859
Total assets	<b>1,527,084</b>	1,694,276
Total current liabilities	<b>15,776</b>	14,788
Total liabilities	<b>24,700</b>	17,581
Equity		
Contributed Equity	<b>137,236</b>	127,678
Reserves	<b>201,268</b>	213,274
Retained surplus	<b>1,163,880</b>	1,335,743
Total Equity	<b>1,502,384</b>	1,676,695

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



## Managing Uncertainties

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

### Note 5.1: Contingent Assets and Liabilities

#### Quantifiable contingencies

The Library has no significant quantifiable contingencies.

#### Unquantifiable contingencies

The Library has no significant unquantifiable contingencies.

#### **Accounting Policy**

##### Contingent assets and liabilities

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

### Note 5.2: Financial Instruments

	2021	2020
	\$'000	\$'000

#### Note 5.2A - Categories of financial instruments

##### **Financial assets**

##### **Loans and receivables**

Cash and cash equivalents	8,605	13,287
Receivables for goods and services	1,101	481
Interest receivable	36	70
Fixed term deposit with a bank	69,201	51,945
Accrued revenue	535	112
<b>Total loans and receivables</b>	<b>79,478</b>	<b>65,895</b>
<b>Total financial assets</b>	<b>79,478</b>	<b>65,895</b>

##### **Financial liabilities**

##### **Financial liabilities measured at amortised cost**

Supplier payables	3,816	2,055
<b>Total financial liabilities measured at amortised cost</b>	<b>3,816</b>	<b>2,055</b>
<b>Total financial liabilities</b>	<b>3,816</b>	<b>2,055</b>

## Accounting Policy

### Financial assets

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

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

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

Comparatives have not been restated on initial application.

### Financial assets at amortised cost

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

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

Amortised cost is determined using the effective interest method.

### Effective interest method

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

### Impairment of financial assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12 month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

### Financial liabilities

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

### Financial liabilities at fair value through profit or loss

Financial liabilities at fair value through profit or loss are initially measured at fair value. Subsequent fair value adjustments are recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability.

### Financial liabilities at amortised cost

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

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

**Note 5.2: Financial Instruments**

<b>2021</b>	2020
<b>\$'000</b>	\$'000

**Note 5.2B - Net gains and losses from financial assets****Loans and receivables**

Interest revenue	<b>379</b>	880
<b>Net gain loans and receivables</b>	<b>379</b>	880
<b>Net gain on financial assets</b>	<b>379</b>	880

**Note 5.3: Fair Value Measurement****Note 5.3A - Fair value measurement**

	<b>Fair Value measurements at the end of the reporting period</b>	
	<b>2021</b>	2020
	<b>\$'000</b>	\$'000

**Non-financial assets**

Land	<b>17,000</b>	16,570
Buildings and leasehold improvements	<b>231,259</b>	230,472
Heritage and cultural	<b>1,108,029</b>	1,290,756
Plant and equipment	<b>13,702</b>	14,927
<b>Total non-financial assets (recurring fair value measurement)</b>	<b>1,369,990</b>	1,552,725

In 2019-20 as a consequence of the COVID-19 pandemic and associated restrictions, the valuers were not able to physically visit the NLA's collections as was the case in previous years' full valuations. Given these restrictions, a modified desktop valuation approach was developed to conduct the valuation of the Heritage and Cultural Collection assets. The results indicated a valuation range of 95% confidence interval of \$999.607 million to \$1,290.756 million with a relative standard error (RSE) of 6.49%. Selecting the upper range was to ensure the NLA adopted a representative value of the collection given the challenges encountered as a result of COVID-19 restrictions around physical sampling in 2019-20.

In 2020-21 the valuer has undertaken a materiality review as to whether the carrying amounts of the Heritage and Cultural Collection assets are materially different to the fair value of the assets determined as at 30 June 2020. In addition to the annual collection materiality review, due to the potential variability of the valuation outcomes on the NLA's financial statements, an additional focused revaluation was undertaken of six strata, that exhibited the greatest amount of variability, and to ascertain whether the mid-point amounts determined in 2019-20 were reasonable. The results indicated a valuation range of \$388.086 million (mid-point) to \$614.364 million (upper range) with a total RSE of 24.2% for the six strata.

As a result of the large RSE associated with the fair value measurement outcomes of the six strata, the NLA adopted the mid-point valuation of \$1,108.029 million value for the whole of the Collection, reflecting the specialised nature of the Collection and current market conditions. The valuation results for the Heritage and Cultural Collection is current as at 30 June 2021. The mid-point valuation in 2020-21 is largely impacted by the fall in the average value of the items sampled in the selected six strata. In addition, market conditions have changed as a result of the impact of the COVID-19 pandemic, with periods of severe market dysfunction and illiquidity in a number of key financial markets, including those for foreign exchange.

The NLA did not measure any non-financial assets at fair value on non-recurring basis at 30 June 2021.

**Accounting Policy****Recurring Level 3 fair value measurements – valuation processes**

On an annual basis the NLA engages professional independent valuers with appropriate skills and experience to ensure that assets held at fair value are held at current fair value. For the 30 June 2021 valuation the NLA engaged the following valuers:

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

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

**Transfers between fair value hierarchy levels**

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

## Other Information

### Note 6.1: Current/non-current distinction for assets and liabilities

#### Note 6.1A - Current/non-current distinction for assets and liabilities

	2021	2020
	\$'000	\$'000
<b>Assets expected to be recovered in:</b>		
<b>No more than 12 months</b>		
Cash and cash equivalents	8,605	13,287
Trade and other receivables	1,704	1,263
Investments	69,201	51,945
Accrued revenue	535	112
Inventories	670	813
Prepayments	1,640	2,133
<b>Total no more than 12 months</b>	<b>82,355</b>	<b>69,553</b>
<b>More than 12 months</b>		
Land	17,000	16,570
Buildings	231,259	230,472
Heritage and cultural	1,108,029	1,290,756
Plant and equipment	13,702	14,927
Computer software	12,191	13,315
Collection intangibles	72,620	69,423
Prepayments	40	-
<b>Total more than 12 months</b>	<b>1,454,841</b>	<b>1,635,463</b>
<b>Total assets</b>	<b>1,537,196</b>	<b>1,705,016</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	3,816	2,055
Leases	942	253
Employee provisions	3,072	9,580
Other payables	4,392	2,053
<b>Total no more than 12 months</b>	<b>12,222</b>	<b>13,941</b>
<b>More than 12 months</b>		
Leases	2,785	998
Employee provisions	8,924	2,793
Other provisions	73	319
Other payables	696	-
<b>Total more than 12 months</b>	<b>12,478</b>	<b>4,110</b>
<b>Total liabilities</b>	<b>24,700</b>	<b>18,051</b>

## Note 6.2: Trust Money Controlled by the Library

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

	2021	2020
	\$'000	\$'000

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

Balance carried forward from previous year	620	610
Receipts during the year	-	-
Interest received	4	12
Available for payments	<u>624</u>	622
Payments made	<u>(3)</u>	<u>(2)</u>
<b>Balance carried forward to next year</b>	<b><u>621</u></b>	<b><u>620</u></b>

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

Balance carried forward from previous year	6,935	6,540
Receipts during the year	78	777
Interest received	60	93
Available for payments	<u>7,073</u>	7,410
Payments made	<u>(1,538)</u>	<u>(475)</u>
<b>Balance carried forward to next year</b>	<b><u>5,535</u></b>	<b><u>6,935</u></b>

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

Balance carried forward from previous year	82	57
Receipts during the year	-	25
Interest received	-	-
Available for payments	<u>82</u>	82
Payments made	<u>(31)</u>	-
<b>Balance carried forward to next year</b>	<b><u>51</u></b>	<b><u>82</u></b>

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

Balance carried forward from previous year	105	103
Receipts during the year	-	-
Interest received	1	2
Available for payments	<u>106</u>	105
Payments made	<u>-</u>	<u>-</u>
<b>Balance carried forward to next year</b>	<b><u>106</u></b>	<b><u>105</u></b>

	<b>2021</b>	2020
	<b>\$'000</b>	\$'000

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

Balance carried forward from previous year	<b>1,526</b>	1,498
Receipts during the year	-	-
Interest received	<b>12</b>	28
Available for payments	<b>1,538</b>	1,526
Payments made	-	-
<b><i>Balance carried forward to next year</i></b>	<b>1,538</b>	1,526

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

Balance carried forward from previous year	<b>377</b>	428
Receipts during the year	<b>56</b>	83
Interest received	<b>1</b>	5
Available for payments	<b>434</b>	516
Payments made	<b>(125)</b>	(139)
<b><i>Balance carried forward to next year</i></b>	<b>309</b>	377

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

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

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

Balance carried forward from previous year	<b>1,034</b>	1,014
Receipts during the year	-	-
Interest received	<b>7</b>	20
Available for payments	<b>1,041</b>	1,034
Payments made	<b>(58)</b>	-
<b><i>Balance carried forward to next year</i></b>	<b>983</b>	1,034

### Note 6.3: Trust Money Not Controlled by the NLA

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

	<b>2021</b>	2020
	<b>\$'000</b>	\$'000

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

Balance carried forward from previous year	<b>211</b>	207
Receipts during the year	-	-
Interest received	<b>1</b>	4
Available for payments	<b>212</b>	211
Payments made	-	-
<b>Balance carried forward to next year</b>	<b>212</b>	211



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*Bachman, Bill.* Floodway sign beside a desert road in Channel Country near Boulia, Queensland, 1990 [picture] / Bill Bachman 1990, [nla.gov.au/nla.obj-138088758](http://nla.gov.au/nla.obj-138088758)



# Appendices

# Appendix A:

## The Council of the National Library of Australia and Its Committees

**Table A.1** National Library of Australia Council members

Name	Qualifications of the Accountable Authority	Experience of the Accountable Authority	
<p><b>The Hon. Dr Brett Mason</b> Chair</p>	<p>BA, LLB (Hons) (ANU), MPhil (Crim) (Cambridge), PhD (Griffith)</p>	<p>Griffith University Council, Member Former Australian ambassador to the Netherlands Former senator for Queensland The Australian National University Council, former member</p>	
<p><b>Mrs Janet Hirst</b> Deputy Chair</p>	<p>BA (ANU)</p>	<p>The Ian Potter Foundation; The Ian Potter Cultural Trust; and The George Alexander Foundation, former CEO Philanthropy Australia, former council member Regional Australia Summit Reference Group and Steering Group; Indigenous Eye Health Advisory Board; Centre for Social Impact's Melbourne Advisory Council; Advisory Board for Melbourne's Women's Fund; and Leading Learning in Education and Philanthropy Advisory Group, former member</p>	
<p><b>Dr Marie-Louise Ayres</b></p>	<p>BA (UNE), BA (Hons) (ANU), PhD (ANU), FAHA</p>	<p>Humanities Research Centre Board, Australian National University, Member National and State Libraries Australia, Chair 2020–21 Australian Libraries and Archives Copyright Committee, Member Australian Institute of Company Directors, Member</p>	

	Position Title/ Position Held (Executive/ Non-executive)	Period as the Accountable Authority or Member within the Reporting Period		
		Date of Commencement	Date of Cessation	Number of Meetings of Accountable Authority Attended
	Non-executive Member	Appointed on 9 August 2018 for a three-year term Reappointed on 6 May 2021 for a second three-year term	8 May 2024	5 of 5
	Non-executive Member	Reappointed on 5 May 2019 for a second three-year term	4 May 2022	5 of 5
	Director-General and Executive Member	Appointed on 2 March 2017 for a five-year term	1 March 2022	4 of 5 meetings

**Table A.1 National Library of Australia Council members**

Name	Qualifications of the Accountable Authority	Experience of the Accountable Authority	
<b>Senator Catryna Bilyk</b>	Cert ECE (TasTAFE), Cert TA (TasTAFE)	Senator for Tasmania Tasmanian Community Services and Health Industry Training Board, former member Tasmanian Local Government Industry Training Board, former member	
<b>Mr Julian Leeser</b>	MP BA (Hons) (UNSW), LB (UNSW), GAICD	Federal Member for Berowra	
<b>Professor Donald Markwell</b>	BEcon (Hons) (Qld), MA MPhil DPhil (Oxon)	St Mark's College, Adelaide, Head University of Adelaide, Adjunct Professor Constitution Education Fund Australia, Director Cranbrook School, Council Member	
<b>Dr Bennie Ng</b>	MB BS (UWA), MBA (Curtin), FRACGP, FRACMA	Australian Medical Association (WA), CEO Australian Digital Health Agency, Non-executive Director All.Can Cancer Initiative, Advisory Member Raine Medical Research Foundation, Committee Member Australian Institute of Company Directors, Member	
<b>Mr Richard Price</b>	BE Civil (Hons) (UniMelb)	Conscious Investment Management Pty Ltd, Investment Committee Member Macquarie Capital, Macquarie Group, former executive director The Song Room, former chair	
<b>Ms Rosalie Rotolo-Hassan</b>		Bottega Rotolo, Founder and Managing Director Carclaw Inc., Non-executive Director Pulteney Grammar School, Foundation Board, Member Australian Institute of Company Directors, Member	

	Position Title/ Position Held (Executive/ Non-executive)	Period as the Accountable Authority or Member within the Reporting Period		
		Date of Commencement	Date of Cessation	Number of Meetings of Accountable Authority Attended
	Non-executive Member	Elected by the Senate on 1 August 2019 for a three-year term	31 July 2022	3 of 5 meetings
	Non-executive Member	Re-elected by the House of Representatives on 10 November 2019 for a second three-year term	Resigned from Council with effect 11 June 2021	5 of 5 meetings
	Non-executive Member	Appointed on 28 May 2020 for a three-year term	27 May 2023	5 of 5 meetings
	Non-executive Member	Appointed on 4 April 2019 for a three-year term	3 April 2022	5 of 5 meetings
	Non-executive Member	Appointed on 25 July 2019 for a three-year term	24 July 2022	5 of 5 meetings
	Non-executive Member	Appointed on 4 April 2019 for a three-year term	3 April 2022	5 of 5 meetings

**Table A.1 National Library of Australia Council members**

Name	Qualifications of the Accountable Authority	Experience of the Accountable Authority	
<b>Dr Shane Simpson</b>	AM, LLB (Hons) (Akl), MJur (Akl), DUniv (hc) (UNSW)	Anita and Luca Belgiorno-Nettis Foundation, Non-executive Director Simpson-Michel Foundation Ltd, Chair and Non-executive Director Studio A Ltd, Chair and Non-executive Director University of New South Wales Foundation Ltd, Non-executive Director NAISDA Foundation Ltd, Chair and Non-executive Director William Fletcher Foundation Ltd, Patron Arts Law Centre of Australia Ltd, Patron Ensemble Offspring Ltd, Patron Peggy Glanville-Hicks Composers' House Ltd, Patron	
<b>Mr Douglas Snedden AO</b>	BEcon (ANU)	Chris O'Brien Lifehouse, Chairman Odyssey House New South Wales, Chairman Isentia Ltd, Chairman OFX Ltd, Non-executive Director	
<b>Ms Alice Wong</b>	GAICD	Chinese Cancer and Chronic Illness Society of Victoria, Patron Asia Society Australia, Board Member Bangarra Group, Special Advisor to the Board La Trobe University, La Trobe Business School Advisory Board, Member La Trobe University, China Studies Research Centre Advisory Board, Chair Prime Value Asset Management Ltd, Non-executive Director	



	Position Title/ Position Held (Executive/ Non-executive)	Period as the Accountable Authority or Member within the Reporting Period		
		Date of Commencement	Date of Cessation	Number of Meetings of Accountable Authority Attended
	Non-executive Member	Appointed on 21 March 2019 for a three-year term	20 March 2022	5 of 5 meetings
	Non-executive Member	Reappointed on 5 May 2019 for a second three-year term	4 May 2022	5 of 5 meetings
	Non-executive Member	Reappointed on 5 May 2019 for a second three-year term	4 May 2022	5 of 5 meetings

## Audit and Enterprise Risk Committee

**Table A.2 Audit and Enterprise Risk Committee members**

Member Name	Qualifications, Knowledge, Skills or Experience	Number of Meetings Attended/ Total Number of Meetings	Total Annual Remuneration (Excluding GST)
<b>Mr Douglas Snedden AO</b> Chair	See Table A.1 for details	4 of 4	0
<b>Ms Alice Wong</b>	See Table A.1 for details	4 of 4	0
<b>Ms Carol Lilley</b>	BCom (UWA), GAICD, FCA, Certified Internal Auditor Independent board director and audit committee chair and member for a number of Australian Government audit committees Former partner of PricewaterhouseCoopers Over 20 years' experience in financial statement audit, internal audit and project and risk management, with a particular focus on government	4 of 4	\$15,560
<b>Mr Geoff Knuckey</b>	BEc (ANU), FCA, GAICD, registered company auditor Extensive experience as an audit committee member or chair and currently serving on numerous government audit committees Extensive experience as a director and currently serving on boards and audit committees of multiple private sector entities Previously worked with Ernst & Young for over 30 years, specialising in audit and assurance services in both the public and private sectors, across a range of industries	4 of 4	\$7,200

### CHARTER

The charter for the Library's Audit and Enterprise Risk Committee was approved by the Council Governance Committee in June 2020. The current charter for the Committee is available online at: [nla.gov.au/corporate-documents](http://nla.gov.au/corporate-documents).

## OBSERVING COUNCIL MEMBERS

Dr Marie-Louise Ayres FAHA, Director-General. Attended 4 of 4 meetings

The Hon. Dr Brett Mason, Chair of Council. Attended 4 of 4 meetings

## MEETINGS

12 August 2020

12 November 2020

18 February 2021

13 May 2021

## Council Governance Committee

**Table A.3 Council Governance Committee members**

Member Name	Number of Meetings Attended/Total Number of Meetings
<b>Dr Bennie Ng</b> (Chair)	4 of 4
<b>Ms Rosalie Rotolo-Hassan</b>	4 of 4
<b>Mr Douglas Snedden AO</b>	4 of 4

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

## CHARTER

The Council Governance Committee's Charter was endorsed by Council on 6 December 2019. The committee's functions include providing advice to Council on its internal operations and considering the Director-General's performance in line with the Remuneration Tribunal's Principal Executive Offices framework.

## OBSERVING COUNCIL MEMBERS

The Hon. Dr Brett Mason, Chair of Council. Attended 4 of 4 meetings

Dr Marie-Louise Ayres FAHA, Director-General. Attended 1 of 4 meetings

## MEETINGS

3 August 2020

16 November 2020

24 March 2021

3 June 2021

# **Appendix B:**

## **Management of Human Resources and Executive Remuneration**

### **Management of Human Resources**

A summary of all ongoing and non-ongoing employees for the years 2019–20 and 2020–21 is provided in Tables B.1, B.2, B3 and B.4.

**Table B.1 All ongoing employees 2020–21**

	Male			Female			Indeterminate			Total
	<i>Full time</i>	<i>Part time</i>	<i>Total Male</i>	<i>Full time</i>	<i>Part time</i>	<i>Total Female</i>	<i>Full time</i>	<i>Part time</i>	<i>Total Indeterminate</i>	
<b>NSW</b>	-	-	-	-	-	-	-	-	-	-
<b>Qld</b>	-	-	-	-	-	-	-	-	-	-
<b>SA</b>	-	-	-	-	-	-	-	-	-	-
<b>Tas</b>	-	-	-	-	-	-	-	-	-	-
<b>Vic</b>	-	-	-	-	-	-	-	-	-	-
<b>WA</b>	-	-	-	-	-	-	-	-	-	-
<b>ACT</b>	98	5	103	177	29	226	0	0	0	<b>329</b>
<b>NT</b>	-	-	-	-	-	-	-	-	-	-
<b>External Territories</b>	-	-	-	-	-	-	-	-	-	-
<b>Overseas</b>	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>98</b>	<b>5</b>	<b>103</b>	<b>177</b>	<b>29</b>	<b>226</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>329</b>

**Table B.2 All non-ongoing employees 2020–21**

	Male			Female			Indeterminate			Total
	<i>Full time</i>	<i>Part time</i>	<i>Total Male</i>	<i>Full time</i>	<i>Part time</i>	<i>Total Female</i>	<i>Full time</i>	<i>Part time</i>	<i>Total Indeterminate</i>	
<b>NSW</b>	-	-	-	-	-	-	-	-	-	-
<b>Qld</b>	-	-	-	-	-	-	-	-	-	-
<b>SA</b>	-	-	-	-	-	-	-	-	-	-
<b>Tas</b>	-	-	-	-	-	-	-	-	-	-
<b>Vic</b>	-	-	-	-	-	-	-	-	-	-
<b>WA</b>	-	-	-	-	-	-	-	-	-	-
<b>ACT</b>	6	3	9	10	6	16	0	0	0	<b>25</b>
<b>NT</b>	-	-	-	-	-	-	-	-	-	-
<b>External Territories</b>	-	-	-	-	-	-	-	-	-	-
<b>Overseas</b>	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>6</b>	<b>3</b>	<b>9</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>

**Table B.3 All ongoing employees 2019–20**

	Male			Female			Indeterminate			Total
	<i>Full time</i>	<i>Part time</i>	<i>Total Male</i>	<i>Full time</i>	<i>Part time</i>	<i>Total Female</i>	<i>Full time</i>	<i>Part time</i>	<i>Total Indeterminate</i>	
<b>NSW</b>	-	-	-	-	-	-	-	-	-	-
<b>Qld</b>	-	-	-	-	-	-	-	-	-	-
<b>SA</b>	-	-	-	-	-	-	-	-	-	-
<b>Tas</b>	-	-	-	-	-	-	-	-	-	-
<b>Vic</b>	-	-	-	-	-	-	-	-	-	-
<b>WA</b>	-	-	-	-	-	-	-	-	-	-
<b>ACT</b>	93	3	96	169	53	222	0	0	0	<b>318</b>
<b>NT</b>	-	-	-	-	-	-	-	-	-	-
<b>External Territories</b>	-	-	-	-	-	-	-	-	-	-
<b>Overseas</b>	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>93</b>	<b>3</b>	<b>96</b>	<b>169</b>	<b>53</b>	<b>222</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>318</b>

**Table B.4 All non-ongoing employees 2019–20**

	Male			Female			Indeterminate			Total
	<i>Full time</i>	<i>Part time</i>	<i>Total Male</i>	<i>Full time</i>	<i>Part time</i>	<i>Total Female</i>	<i>Full time</i>	<i>Part time</i>	<i>Total Indeterminate</i>	
<b>NSW</b>	-	-	-	-	-	-	-	-	-	-
<b>Qld</b>	-	-	-	-	-	-	-	-	-	-
<b>SA</b>	-	-	-	-	-	-	-	-	-	-
<b>Tas</b>	-	-	-	-	-	-	-	-	-	-
<b>Vic</b>	-	-	-	-	-	-	-	-	-	-
<b>WA</b>	-	-	-	-	-	-	-	-	-	-
<b>ACT</b>	5	9	14	14	13	27	0	0	0	<b>41</b>
<b>NT</b>	-	-	-	-	-	-	-	-	-	-
<b>External Territories</b>	-	-	-	-	-	-	-	-	-	-
<b>Overseas</b>	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>5</b>	<b>9</b>	<b>14</b>	<b>14</b>	<b>13</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>41</b>

## Executive Remuneration

A summary of executive remuneration for key management personnel at the Library is provided in Table B.5. Senior executive remuneration is summarised in Table B.6.

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

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

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

## Remuneration for Other Highly Paid Staff

Not applicable during the reporting period.

**Table B.5 Key management personnel remuneration 2020–21**

Name	Position title	Short-term benefits		
		Base salary <sup>a</sup>	Bonuses	Other benefits and allowances <sup>b</sup>
Marie-Louise Ayres	Director General	\$242,400	\$41,328	\$51,933
Kevin Bradley	Assistant Director General, Collection	\$194,029		\$15,527
Alison Dellit	Assistant Director General, Collaboration	\$199,117		\$15,527
Maureen Dupree	Chief Operating Officer	\$211,308		\$15,527
Cathy Pilgrim	Assistant Director General, Engagement	\$202,735		\$15,527
David Wong	Chief Information Officer	\$186,626		\$15,527
Brett Mason	Council Chair	\$44,350		
Janet Hirst	Council Member	\$34,409		
Donald Markwell	Council Member	\$22,180		
Bennie Ng	Council Member	\$22,180		
Richard Price	Council Member	\$22,180		
Rosalie Rotolo-Hassan	Council Member	\$22,180		
Shane Simpson	Council Member	\$22,180		
Douglas Snedden	Council Member	\$22,180		
Alice Wong	Council Member	\$22,180		
<b>TOTAL</b>		<b>1,470,235</b>	<b>41,328</b>	<b>129,569</b>

*a Base salary includes salary paid and accrued, salary paid while on annual leave and personal leave, annual leave accrued and temporary performance allowance.*

*b Other benefits and allowances include monetary benefits such as allowances and non-monetary benefits such as provision of a carpark.*

*c Long service leave comprises the amount of leave accrued and taken in the period.*





**Table B.6 Senior executive remuneration 2020–21**

Total remuneration bands	Number of senior executives	Short-term benefits		
		Average base salary	Average bonuses	Average other benefits and allowances
\$220,000 or less	0			
\$220,001–\$245,000	1	\$193,857		\$15,527
\$245,001–\$270,000	4	\$207,022		\$15,527
\$370,001–\$395,000	1	\$242,400	\$41,328	\$51,933

	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
	\$32,470	\$16,375			\$244,224
	\$28,085	\$14,585			\$275,219
	\$45,375	\$6,038			\$387,074

# Appendix C:

## Grants, Bequests, Partnerships and Donations

### Grants

The Myer Foundation

### Bequests

The Estate of Alan Walter Ives  
The Estate of Joan Lindsay  
The Estate of Dr Ann Moyal AM  
Ralf Iannuzzi Memorial Trust  
The Estate of Harold S. Williams

### Partnerships

#### IN-KIND PARTNERS

Forrest Hotel & Apartments  
TFE Hotels

### Substantial Collection Material Donations

Mr Lindsay Foyle  
Ms Ann McLachlan  
Mr Bret Marro  
Ms Robyn Mayo  
Mr Otto Pareroultja  
Ms Judith Mary Watkins  
Mrs Anna Wemyss

### Significant Manuscript Donations

Australian Library and Information Association  
Dr Shelley Barker OAM  
Ms Robyn Carter  
Ms Caroline Casey  
Dr Alec Costin  
The family of Roger Covell AM FAHA  
Professor Julian Croft  
Mr Colin Cummins  
Dr Meredith Edwards  
Mr Neville Exon  
The estate of Kristian Fredrikson  
Mr Peter Freeman  
Mrs Joan Ford  
Mr Gregory Hartung AO  
Ms Sue Hewitt  
Mr David Lockwood  
Mr Geoffrey Luck  
Ms Marion Macgowan  
Mr Richard Magoffin  
Mr Stephen Mattingley  
Dr Katherine Muir  
Ms Penelope Nelson  
Ms Martine Peasley  
Mr Chester Porter QC  
Dr Peter Quartermaine  
Mrs Shirley Randell AO  
Emeritus Professor Janice Clare Reid AC, FASSA, FRNS

Ms Maureen Seysener  
Mr Bruce Smeaton  
Mr Dick Smith AO  
Mr Colin Steele  
The family of Mr Graham Taylor  
Mr Peter Taylor  
Mr Malcolm Wood  
Dr Barry York

## Philanthropic Gifts

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

The Library's priority is digitisation of its collections. This year, specific appeals have included support for the preservation and digitisation of papers of the Australian Federation of Women Voters. Generous gifts were also received in support of digitising selections from a number of collections, including our Performing Arts, Visual Art and Music collections. Donors are acknowledged at the following gift levels:

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

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

Listed below are Patrons who have given to the fund since its inception in 2009 and donors who have given during 2020–21. (An asterisk beside a name in the lists below indicates Patrons who donated during 2020–21.)

### PRINCIPAL PATRONS

Estate of Mr John Gilbert  
Ms Jane Hemstritch\*  
The Ian Potter Foundation  
Stokes Family  
Mr Kerry Stokes AC and  
    Ms Christine Simpson Stokes AM  
Mr Ryan Kerry Stokes AO and  
    Mrs Claire Stokes  
The Susan and Isaac Wakil Foundation\*  
Vincent Fairfax Family Foundation  
Estate of Mr Harold S. Williams OBE

### PLATINUM PATRONS

Estate of Ms Maxine Poynton Baker  
Ms Juliana Smeaton Edwards  
Friends of the National Library of  
    Australia Inc.\*  
John T. Reid Charitable Trusts  
Dr Michael Kassler and Dr Jamie Kassler\*  
Estate of Lady Joan Lindsay\*  
Estate of Miss Alison E. Grant Lipp  
Mrs Pat McCann  
The Myer Foundation  
Dr John Seymour and  
    Mrs Heather Seymour AO\*  
Sidney Myer Fund  
TLE Electrical\*  
Ms Simone Vinall

## GOLD PATRONS

ActewAGL  
CIMIC Group Limited  
Associate Professor Noel Dan AM and  
Mrs Adrienne Dan\*  
Dick and Pip Smith Foundation\*  
Professor Henry Ergas  
Harold Mitchell Foundation  
Estate of Mr Alan Ives\*  
The late Ms Helen James and the late  
Dr Henry James Bettison  
Kenyon Foundation  
Mr Kevin McCann AO and  
Mrs Deidre McCann  
Macquarie Group Foundation Limited  
Mr Robert Maynard  
Minerals Council of Australia  
Estate of Dr Ann Moyal AM\*  
Planet Wheeler Foundation  
The late Mrs Alison Sanchez  
Ms Anne-Marie Schwirtlich AM FAHA and  
Mr Stephen Yorke  
Mr Doug Snedden AO and  
Ms Belinda Snedden\*  
Associate Professor Linnett Turner and  
Associate Professor David Turner  
Thyne Reid Foundation  
*One supporter gave anonymously.*

## SILVER PATRONS

Professor Kent Anderson\*  
Australian Jewish Historical Society\*  
Dr Marie-Louise Ayres FAHA and  
Dr Russell Ayres\*  
Mr Jim Bain AM and Mrs Janette Bain  
Dr Diana J. Carroll\*  
Dr R.L. Cope PSM\*  
The late Mr Victor Crittenden OAM  
Mr Christopher Edye in honour of  
George Henry Bruce

The late Mr James O. Fairfax AC  
Ms Catherine Hope Gordon\*  
Gordon Darling Foundation  
Dr Ron Houghton DFC and the late  
Mrs Nanette Houghton  
Estate of Mr Ralf Iannuzzi\*  
Professor Joyce Kirk and Dr Terry Kirk\*  
Mr David Lesnie\*  
The late Ms Marjorie Lindenmayer  
The Linnaeus Estate  
Lovell Chen Pty Ltd\*  
The MacLeod Family Trust  
Dr Thomas Mautner\*  
Miss Carol Moya Mills  
Mr Simon Moore  
Mrs Glennis Moss and the late  
Dr Kenneth Moss AM  
Origin Foundation  
Mrs Patricia Peck and the late  
Mr Nigel Peck AM  
Pratt Foundation  
Emeritus Professor Alan Robson AO and  
Mrs Gwenda Robson\*  
Mrs Margaret Ross AM and Dr Ian Ross  
Emeritus Professor Dr Robert Shanks and  
Ms Josephine Shanks\*  
In memory of the late  
Ms Della Keren Thomas  
Wesfarmers Limited  
Mr Geoffrey White OAM and  
Mrs Sally White OAM\*  
*Five supporters gave anonymously.*

## BRONZE PATRONS

Dr Marion Amies\*  
Dr John M. Bennett AO\*  
Besen Family Foundation\*  
Mrs Eva Besen AO and Mr Marc Besen AC  
Mrs Alison J. Bloomfield  
The Hon. Justice Thomas Bradley QC\*  
Dr Desmond Bright and Dr Ruth Bright AM

Ms Kristal Claasz  
 In memory of the late  
   Mrs Mavis Thorpe Clark  
 Dr Patricia Clarke OAM, FAHA\*  
 Mr John Collins\*  
 Ms Christine Courtenay AM and the late  
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# Appendix D:

## Grants and Fellowships Programs

### Community Heritage Grants

The Community Heritage Grants program operates on a calendar year basis, with applications for the 2020 round opening in March and closing in May 2020. The Library considered 123 applications and awarded 61 grants totalling \$395,000. These grants were to assist community organisations to preserve and manage nationally significant cultural heritage collections. Financial support and assistance for this grants program were received from the former Department of Communications and the Arts; the National Archives of Australia; the National Film and Sound Archive; and the National Museum of Australia.

### Fellowships and Scholarships

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

#### NATIONAL LIBRARY OF AUSTRALIA FELLOWSHIPS

In 2020–21, eight funded and two honorary fellowships were awarded.

**National Library of Australia Fellowships** funded by the Stokes Family were awarded to Dr André Brett, Dr Anna Dziedzic and Professor Melanie Oppenheimer.

A **National Library of Australia Fellowship**, funded by past and present members of the National Library Council and Patrons, was awarded to Dr Angelique Stastny.

A **National Library of Australia Fellowship**, supported in memory of Averill Edwards, was awarded to Adjunct Professor Russell McGregor.

A **National Library of Australia Fellowship for Research in Australian Literature**, funded through the Ray Mathew and Eva Kollsman Trust, was awarded to Professor Anne Pender.



**National Library of Australia Fellowships in Japan Studies**, funded through the Harold S. Williams Trust, were awarded to Dr Andrew Levidis and Dr Bill Mihalopoulos.

**National Library of Australia Honorary Fellowships** supported by the Library were awarded to Professor Kate Fullagar and Dr Allison Cadzow.

## CREATIVE ARTS FELLOWSHIPS

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

The **Creative Arts Fellowship**, funded by the Friends of the National Library Inc., supports a residency for a creative practitioner or artist working in any genre, except writing, to develop work using the Library's collections. The 2021 fellowship was awarded to artist Mr David Wickham.

The **National Library of Australia Creative Arts Fellowship for Australian Writing**, funded through the Ray Mathew and Eva Kollsmann Trust, supports a residency for a creative writer to research the Library's collections. The 2021 fellowship was awarded to novelist Dr Jordie Albiston.

The **National Folk Fellowship**, funded jointly by the Library and the National Folk Festival, supports a residency for research in the Library's folklore collections to develop a performance at the festival. The 2021 fellowship was awarded to Mr Archer Broughton.

## SUMMER SCHOLARSHIPS

Summer Scholarships support younger scholars, and a scholar from rural or regional Australia undertaking postgraduate research, who require special access to the Library's collections.

**Norman McCann Summer Scholarships**, funded by Mrs Pat McCann, were awarded to Mr Tim Calabria and Mr Brendan Casey.

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

A **Carol Mills Summer Scholarship** for a candidate from rural or regional Australia, funded by Miss Carol Moya Mills, was awarded to Ms Catherine Gay.

A **National Library of Australia Summer Scholarship**, funded by a generous donor, was awarded to Mr Jake Gordon.

## ASIA STUDY GRANTS

Asia Study Grants support scholars to undertake research using the Library's Asian Collections for up to four weeks. Seven grants were awarded in 2021, supported by the Harold S. Williams Trust, sponsors and private donors.

Asia Study Grants supported by the Harold S. Williams Trust were awarded to Dr Benjamin Hegarty, Dr Kathryn Kelly, Dr Tets Kimura, Professor Adrian Vickers and Mr Yang Zhao.

An Asia Study Grant supported by Professor Kent Anderson was awarded to Professor Yi-Chong Xu.

An Asia Study Grant supported by Manors Gate Group was awarded to Dr Craig Smith.

## Staff Travelling Fellowships

The Library's Travelling Fellowships give staff the opportunity to pursue their learning and development ambitions and progress Library strategic priorities. The fellowships are funded by generous benefactors in memory of Averill Edwards and Kenneth Binns, and by the Friends of the National Library.

The fellowships were not able to progress during 2020–21 due to international travel restrictions.

# Appendix E:

## Notable Acquisitions

### Australian and Overseas Publications

In 2020–21, notable Australian and overseas publications acquisitions included:

- **a copy of *Advance Australia***, later (1870) edition of the sheet music first published in around 1861. This edition was dedicated to ‘the volunteers of Victoria’ and is a rare published ballad with wood engraved illustration
- ***Answer to the Irish Emigrant: The Lament of an Emigrant for His Dead Wife and Babe*** (c.1860). The work was intended as an answer to *The Emigrant’s Farewell*, a poem that laments the Irish Famine and the poverty of Britain, with the migrant deciding to emigrate to ‘Australia’s shore’
- ***Naseljenci, Divjaki in Otroci: Povest (Settlers, savages and children)***, a 1935 edition of a children’s book in Slovenian, published in Italy, and set in Queensland. This is an adventure story about a lost white boy who is looked after by a group of Aboriginal Australians. The Library also holds a copy of the original German book, first published in Stuttgart in 1926 as *Pitt Burn: Ein Australisches Busch-Erlebnis (Pitt Burn: An Australian Bush Adventure)*
- **17 titles from the office of the late Major General the Honourable Michael Jeffery** AC, AO (Mil), CVO, MC (Retd), acquired by the Library at the kind invitation of Mrs Marlena Jeffery. The titles are book-plated and mostly inscribed and include numerous Australian imprints not held
- **numerous Australian titles reflecting on Australia’s responses to the COVID-19 pandemic**, acquired through deposit. These include *2020 Vision: Stories from Melbourne’s Lockdown*, an anthology of stories, memoir and poetry by Melbourne writers at the end of the long COVID-19 lockdown in 2020; *We Humans: Our Initial 100 Days during the COVID-19 Pandemic*; and *2020: The Year That Changed Us*
- **six publications from Children’s Ground**, an organisation led by Australian Aboriginal and Torres Strait Islander people, including *Iwenhe Arratintyeme Inglwele? What Comes Out At Night?*, a collaboration between both senior and emerging Arrernte educators to teach children about the rhythms and patterns of country

- **unique and historically significant pamphlets and newspapers from China**, published and distributed during the weeks before the Tiananmen Square protests. These important historical documents will complement the Library's existing collection
- **over 200 publications and ephemera sourced by staff at the Jakarta office**, including a face shield with the Australian and Indonesian flags donated by the Australian Embassy. The face shield is worn by the Embassy medical facility and officials when meeting their Indonesian counterparts. The ephemera related to COVID-19 in Indonesia was mostly sourced from independent creative communities helping the government fight the global pandemic by educating people about the importance of health protocols and keeping safe.

## Maps

In 2020–21, notable map acquisitions included:

- **commercial navigation charts of Australian trade routes, 1850s–1920s**, acquired from a private collector, Mr Greg Wood. An important collection of 39 large 'blueback' charts, the acquisition represents the largest concentration of these early working charts in an Australian cultural institution
- **a large-scale map of Gallipoli**, annotated by 'Lt. G.W. Binnie 13th Bn A.I.F.' (George Webster Binnie, of Brighton, Victoria, killed in action at Gallipoli on 3 May 1915). The map completes the Library's holdings of this small but pivotal set of operational maps covering the Gallipoli peninsula from Suvla Bay (now ANZAC Cove) to the British landing sites at Cape Hellas.

## Pictures

In 2020–21, notable picture acquisitions included:

- **works by Ivor Horman**, comprising a collection of approximately 200 original artworks and ephemera donated by Bret Marro, the grandson of commercial artist Ivor Horman. Horman was a student of the Swinburne Junior Technical College in the early 1920s, and built a successful career working as an artist for a broad range of clients, including Cadbury, Ford, Simca, Rover, Rolls Royce, Caterpillar, Vulcan, the Australian National Line, TAA and Shell Oil

- **photographs of the 2019–20 bushfire crisis in New South Wales**, purchased from the photographer Matthew Abbott. The 103 photographs capture the emergency as it unfolded in communities along the South Coast and in the Blue Mountains, Southern Highlands, Australian alpine areas, and the Australian Capital Territory region. Of particular note is the iconic image of a kangaroo silhouetted against a burning house, taken in Lake Conjola on New Year’s Eve, which was published in *The New York Times* and widely shared across the internet during the crisis
- **photographs of the 2019–20 bushfire crisis on Kangaroo Island**, South Australia, purchased from photographer Jeremy Piper. These fires were the largest in the island’s recorded history and the island’s unique wildlife was severely affected. The 16 images document the fire front, firefighting techniques, and air support, as well as efforts by the Australian Defence Force, RSPCA, volunteer groups and community members to rescue and treat injured koalas
- **images documenting the COVID-19 pandemic in Victoria**, comprising 29 digital images by photographer Sandy Scheltema documenting the effects of the COVID-19 pandemic and associated social-distancing restrictions in regional Victorian towns, including Trentham, Kyneton and Daylesford. Images include Australian Defence Force personnel who travelled to regional Victoria to assist as frontline responders, as well as images documenting the vaccine rollout for aged-care residents
- **original drawings by prominent Australian cartoonists**, donated by historian Lindsay Foyle. The collection of 70 original cartoons spans the period 1963–2019, and includes works by Eric Joliffe, Jenny Coopes, Cathy Wilcox, Alan Moir, David Rowe and Bruce Petty
- **the Joyce Evans archive**, finalised with the estate of the photographer. Evans was a prominent figure in Australian photography, especially through her Church Street Photographic Centre, a specialist gallery and bookshop she opened in Richmond, Victoria, in 1976 to showcase Australian and international nineteenth- and twentieth-century photography. The Library has acquired her archive of photographic material, as well as personal and business records
- **photographs of asylum seekers’ ‘flight to freedom’**, comprising 89 images by photographer Barat Ali Batoor. Batoor’s photographs track the dangerous journey of Hazara asylum seekers from Afghanistan to Australia, following the route through Thailand, Malaysia and Indonesia. Batoor won the prestigious Nikon-Walkley Photo of the Year award and Best Photographic Essay award in 2013 for photographs from this series
- **photographs from the ‘My Generation’ series**, a collection of 39 photographs purchased from photographer William Yang. They feature many actors, artists and writers of the Sydney cultural scene from the 1970s to the 2000s. The photographs complement the Library’s current holdings on these subjects, and build on its holdings of Yang’s photographic work, which the Library has been collecting for over a decade.

## Manuscripts

In 2020–21, notable manuscript acquisitions included:

- **the papers of author Martin Boyd**, purchased from the Boyd family. These include detailed diaries kept by Boyd for the period 1941–1955; draft manuscripts; correspondence; notebooks; diaries; photographs; legal and financial papers; and examples of artwork of both Boyd and his extended family. While much of the information contained in the four diaries has been canvassed in Boyd’s published autobiographies, they provide a particularly comprehensive account of all aspects of Boyd’s daily life. The various manuscripts of his published works and related notebooks provide insight into his professional writing and ideas, and the letters and postcards received give an indication of his range of friends and acquaintances
- **the papers of Professor Marilyn Lake** AO FAHA FASSA, purchased by the Library as a significant addition to her existing archives. Professor Lake is one of Australia’s leading social and feminist historians and a sought-after commentator and contributor to public debates in the popular media. The instalment covers a 30-year period of Lake’s lectures, research and international engagement, her role as president of the Australian Historical Association, extensive local and international personal and professional correspondence, original and annotated draft manuscripts and papers relating to her biography of Faith Bandler
- **correspondence of Shirley Hazzard, Francis Steegmuller and Dame Muriel Spark** DBE FRSE FRSL, purchased by the Library from the estate of Dame Muriel Spark. The collection includes handwritten letters, the majority of which were written by Australian-American novelist, short story writer and essayist Hazzard to her close friend British novelist Dame Muriel, with additional letters by Hazzard’s husband, American biographer Steegmuller. The correspondence reveals Hazzard’s feelings and thoughts about her writing, travels and social networks. It also provides an insight into the life of a significant Australian expatriate living and working in the international literary arena; the close relationship between Hazzard and Spark and the influence they had on each other and their writing; the inside workings of *The New Yorker* magazine; and American politics and society, with references to the Watergate scandal
- **the papers of Greg Hartung** AO, a leading Australian and international sport administrator and journalist. Generously donated by Hartung, the papers comprehensively document the history of sport, sports policy and administration in Australia as well as Hartung’s career. The collection includes correspondence, speeches, notebooks and documents relating to such diverse issues as government sporting policy; the Australian ban on sporting relations with South Africa; the arrest of Oscar Pistorius; funding of, and support for, the Australian Paralympic movement; as well as his involvement with the Confederation of Australian Sport, the Australian Sports Commission and the Australian Paralympic Committee

- the final transfer of **papers of distinguished South Australian author Christobel Mattingley AM** (1931–2019) donated by the executor of her estate. The papers include extensive correspondence, draft manuscripts of both published and unpublished works, research material, notebooks and diaries covering 40 years, photographs and her nomination for the Hans Christian Andersen Award for Writing, which she received in 2012
- **the papers of lawyer Stuart Tipple concerning the Azaria Chamberlain case.** Tipple represented the Chamberlain family from 1981 to 2012 through four inquests, a criminal trial, a Royal Commission, four appeals and a compensation claim against the Northern Territory Government. The papers complement the Library's extensive holdings of papers relating to the case, including archives of both Lindy Chamberlain-Creighton and Michael Chamberlain. It includes papers relating to the Chamberlain case, including Tipple's files and diaries, witness statements and drawings, as well as his own correspondence and personal papers
- **the papers of Dr Alec Costin**, transferred by the eScholarship Research Centre, University of Melbourne, prior to its closure. As a scientist, activist and government advisor, Costin was instrumental in the conservation of the Australian Alps over the course of eight decades from 1946 through to the twenty-first century. His collection of research data and papers, policy documents, publications and photographs reflects his life, work and activism. It is a valuable addition to the Library's collections documenting Australia's involvement with, and contribution to, science and technology and the relationship Australians have with the environment. It also provides a unique perspective on Costin's personal and professional background, and how his research and policy work evolved in relation to key Australian scientific bodies, such as the Soil Conservation Service of New South Wales, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) and the Australian Institute of Alpine Studies
- **papers of Frank and Margaret Exon**, donated by Neville Exon. A radio engineer who served in the Royal Australian Naval Radio Service during the First World War, Frank Exon was isolated on Willis Island (an Australian Territory in the Coral Sea) with his team for six months. Working in Fiji as a radio engineer for Amalgamated Wireless Australasia (AWA) and in Pakistan (Colombo Plan), Exon also wrote short stories, often inspired by his life experiences. The collection includes personal correspondence and diaries written by Frank and Margaret documenting their time in Fiji and Pakistan in the 1950s; drafts of Frank's short stories and published articles; as well as family papers
- **the personal papers of Professor Bill Ford**, generously donated by his widow, Joan Ford, documenting his academic career. Ford was dedicated to improving the quality and integration of work and learning, with a continuous focus on cross-cultural learning and the implications of diverse techno-cultures. He worked in a range of roles in Asia, Europe and the United States of America for the Organisation for Economic Co-operation and Development (OECD), International Labour Organization, International Institute of

Labour Studies, Japan Institute of Labour, China Enterprise Management Association and Swedish Work Environment Fund. The collection includes correspondence, reports, photographs and ephemera reflecting his personal, academic and professional life, including a diary written when Ford was a Fulbright scholar in the 1950s at the University of Illinois and University of California, Los Angeles, and his involvement with the civil rights movement, particularly the Freedom Ride in Jackson, Mississippi

- **the papers of South Australian textile artist and designer Annabelle Collett**, donated by her family and prepared by her friend, archivist Margy Burn. Documenting her career, the papers include visual diaries, scrapbooks, notebooks, drawings, designs and ideas, photobooks and prints of contact sheets, maquettes, programs, research materials, correspondence, exhibition proposals and audio-visual material
- **papers of Jane Macgowan relating to the Casey Family**, by cultural gifts donation. This small collection of family and professional papers relates to five generations of the Casey family from the first half of the nineteenth century to 2015. The papers include letterbooks, notebooks, reports, family and business correspondence, sketchbooks and family papers. Family members represented include: Cornelius Gavin Casey (1810–1896), surgeon, doctor, businessman; Richard Gardiner Casey (1846–1919), his son, pastoralist, company director and member of parliament; Richard Gavin Gardiner Casey, Baron Casey (1890–1976), Richard Gardiner Casey’s son, engineer, diplomat, politician, governor and governor-general; Maie Casey (1891–1983), Baron Casey’s wife, writer, artist, aviatrix; Jane Macgowan (1928–2015), their daughter, artist, arts patron and philanthropist; and Marian Macgowan (1957–), Jane Macgowan’s daughter, publisher and movie producer
- **other notable manuscripts acquisitions** including the papers of Australia’s first Chief Scientist, Professor Ralph Slatyer AC FAA; doctor William (Bill) Peasley AM; political activist Humphrey McQueen; academic Alison Bronowski; author Jacqueline Pascarl; and the Australian Library and Information Association.

## Oral History and Folklore

In 2020–21, notable oral history and folklore acquisitions included:

- an interview for the **Walking Together: An Oral History of Reconciliation Project**. In partnership with Reconciliation Australia, this project explores the ongoing movement for reconciliation in Australia. Karen Mundine from the Bundjalung nation of northern New South Wales was interviewed by Daniel Connell and provided a personal perspective capturing her extensive contribution over a number of decades to the Aboriginal and Torres Strait Islander community, to reconciliation and to the nation, as well as events such as the Apology to the Stolen Generations and Corroboree 2000



- an interview for the **Koala: Saving an Australian Icon Oral History Project**. Cheyne Flanagan, Clinical Director of the Port Macquarie Koala Hospital, was interviewed by Gregg Borschmann, providing an account of her career and personal interest in koala care and rehabilitation
- an interview for the **History of Australian Geoscience Oral History Project**. Clinton Foster was interviewed by Pat Lyons as the final interview for this project, which consists of 86 oral histories and over 400 hours of recording. Among other achievements, Clinton Foster was a former chief scientist of Geoscience Australia
- interviews for the **Social Histories of Holden in Australia Oral History Project**. Carolyn Collins conducted 13 interviews, providing insight into the lives of individuals who worked for the iconic Holden company, a brand which will be retired at the end of 2021 but dominated the Australian car market for decades
- **Bret Walker AO, SC**, one of Australia’s leading barristers, was interviewed by Daniel Connell. This comprehensive oral history provides insight into what it has been like to act at the highest level for complex legal cases. The interview with Mr Walker was one of three with former Independent National Security Legislation Monitors, the others being with the Hon. Roger Gyles AO, QC, and Dr James Renwick SC, CSC
- **The Reverend Bill Crews**, who is on the National Trust’s list of ‘100 National Living Treasures’ for his advocacy and support for homeless and disadvantaged Australians, was interviewed by Helen Ross-Browne
- **Jenny Kee AO** and **Linda Jackson AO**—two iconic figures who collaborated at times, reshaped the Australian fashion industry and had an international impact—were interviewed separately by Michelle Potter. Kee, who was born to a Chinese father and a sixth-generation Australian mother of Italian-English descent, was able to describe her role as one of the most visible cultural advocates for Australian multiculturalism in the second half of the twentieth century.

# Appendix F:

## Trove Strategic Advisory Committee

### External members

- Margaret Allen PSM (State Library of Western Australia)
- Laurie Atkinson (Victorian Supreme Court Library)
- Fiona Bradley (University of New South Wales)
- Teresa Chitty (University of Adelaide)
- Suzie Gately (City of Newcastle Library)
- Cheryl Hamill (South Metropolitan Health Service Library)
- Liz Holcombe (Australian Institute of Aboriginal and Torres Strait Islander Studies), resigned April 2021
- Anna Raunik (State Library of Queensland)

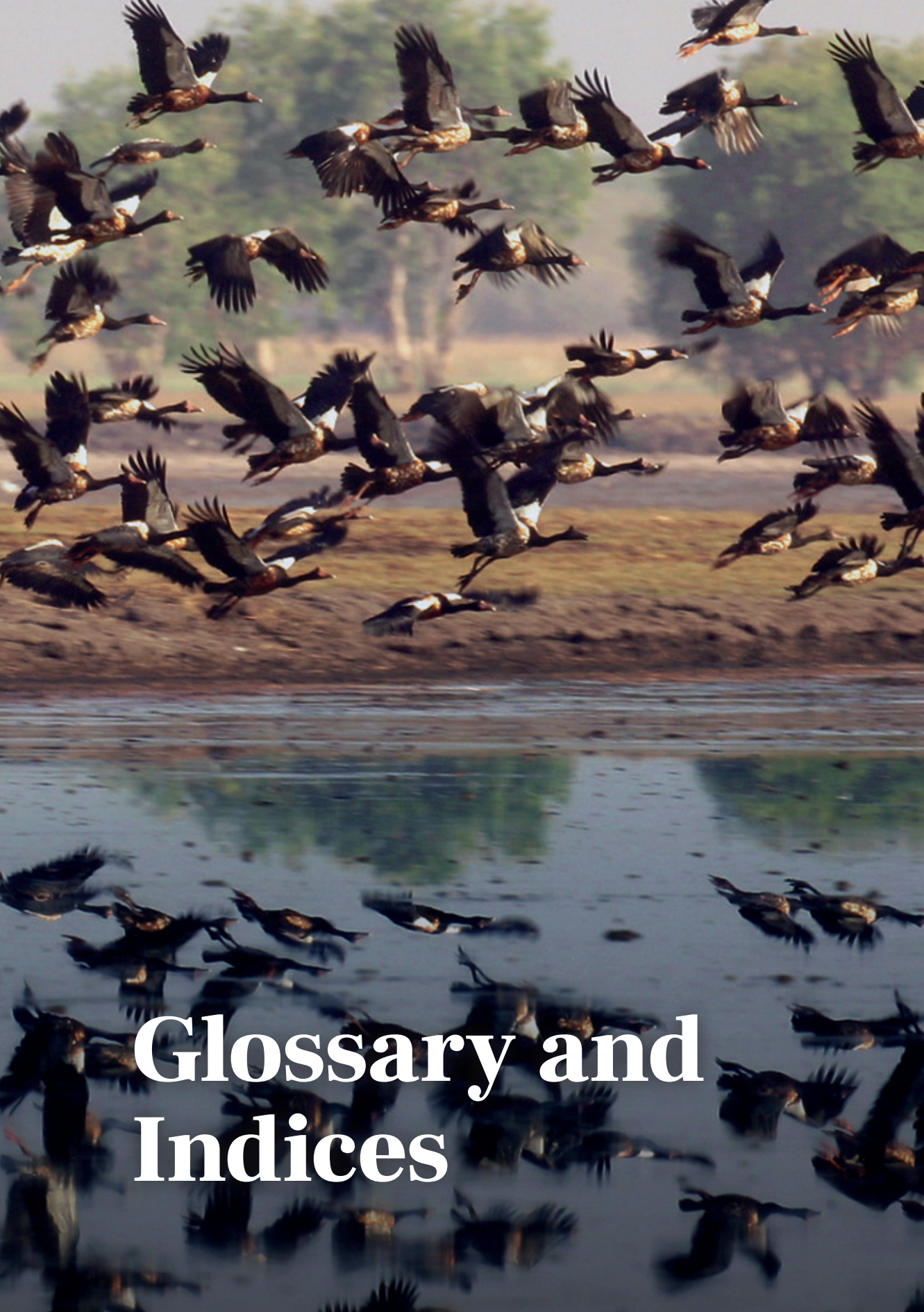
### Library staff members

- Dr Marie-Louise Ayres FAHA, Director-General
- Ms Alison Delitt, Assistant Director-General, Collaborations

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*O'Dwyer, Simon. Magpie geese in the wetlands which are slightly above sea level and at risk of salt water contamination, Kakadu National Park, Northern Territory, 10 November 2005 [picture] / Simon O'Dwyer 2005, nla.gov.au/nla.obj-148452011*



# Glossary and Indices

# Glossary

Term	Definition
Australian Joint Copying Project	A collection of historical material relating to Australia, New Zealand and the Pacific dating from 1560 to 1984. The material has been drawn from records held in the United Kingdom and microfilmed for access at the National Library
Australian National Bibliographic Database	A large bibliographic database containing records from a number of sources, including national cataloguing agency records from Australia and overseas and original cataloguing contributed by Australian libraries
born digital content	Material produced in digital form
Copies Direct	A service providing copies of material from the National Library of Australia's collections
Digital Classroom	An online platform delivering Library content to teachers and students from Years 3 to 12. Modules are aligned with the Australian Curriculum
edeposit	Provision, by publishers, of copies of electronic publications to the Library; the Library is entitled to copies of electronic publications under legal deposit provisions in the <i>Copyright Act 1968</i> , and also through Premier's Circulars and other government agreements
petabyte	1 million gigabytes
Trove	A national discovery service implemented by the Library in 2009, providing a single point of access to a wide range of traditional and digital content from Australian collections and global information sources
Trove Collaborative Services Agreement	An agreement between the National Library and its Trove partners, setting out the terms and conditions under the new Trove Collaborative Services framework

# Shortened Terms

Abbreviation	Definition
AARNet	Australian Academic and Research Network
APS	Australian Public Service
AIATSIS	Australian Institute of Aboriginal and Torres Strait Islander Studies
ANAO	Australian National Audit Office
BCP	Business Continuity Plan
CEO	Chief Executive Officer
EAP	Employment Assistance Program
EL	Executive Level
EU	Enforceable Undertaking
GLAM	galleries, libraries, archives and museums
GST	goods and services tax
HVAC	heating, ventilation and air-conditioning
IFLA	International Federation of Libraries and Archives
IIPC	International Internet Preservation Consortium
IT	information technology
NCI	National Collecting Institution
NED	National edeposit
NLA	National Library of Australia
NSLA	National and State Libraries Australia. The organisation became National and State Libraries Australasia on July 2021 when the National Library of New Zealand re-joined
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	Public Governance, Performance and Accountability Rule 2014
SES	Senior Executive Service
TCS	Trove Collaborative Services

# Compliance Index

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

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

PGPA Rule Reference	Part of Report	Page	Description	Requirement
17BB	Letter of transmittal	p. iii	Approval by accountable authority	Mandatory
17BC	All		Standard of presentation	Mandatory
17BD	All		Plain English and clear design	Mandatory
17BE	Contents of report	pp. iv-v		Mandatory
17BE(a)	3.2	p. 51	Details of the legislation establishing the body	Mandatory
17BE(b)(i)	3.1	p. 50	A summary of the objects and functions of the entity as set out in legislation	Mandatory
17BE(b)(ii)	2.2	p. 11	The purposes of the entity as included in the entity's corporate plan for the reporting period	Mandatory
17BE(c)	3.1	p. 50	The names of the persons holding the position of responsible Minister or responsible Ministers during the reporting period, and the titles of those responsible Ministers	Mandatory
17BE(d)	N/A		Directions given to the entity by the Minister under an Act or instrument during the reporting period	If applicable, mandatory
17BE(e)	3.5	p. 57	Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory



PGPA Rule Reference	Part of Report	Page	Description	Requirement
17BE(f)	N/A		Particulars of non-compliance with: (a) a direction given to the entity by the Minister under an Act or instrument during the reporting period; or (b) a government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(g)	2	pp. 7-48	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule	Mandatory
17BE(h), 17BE(i)	N/A		A statement of significant issues reported to the Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with finance law and action taken to remedy non-compliance	If applicable, mandatory
17BE(j)	Appendix A	pp. 108-113	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period	Mandatory
17BE(k)	3.4	pp. 51-52	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	Mandatory
17BE(ka)	Appendix B	pp. 117-118	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location	Mandatory
17BE(l)	3.5	p. 58	Outline of the location (whether or not in Australia) of major activities or facilities of the entity	Mandatory
17BE(m)	3.5	pp. 54-56	Information relating to the main corporate governance practices used by the entity during the reporting period	Mandatory

PGPA Rule Reference	Part of Report	Page	Description	Requirement
17BE(n), 17BE(o)	N/A		For transactions with a related Commonwealth entity or related company where the value of the transaction, or if there is more than one transaction, the aggregate of those transactions, is more than \$10,000 (inclusive of GST): (a) the decision-making process undertaken by the accountable authority to approve the entity paying for a good or service from, or providing a grant to, the related Commonwealth entity or related company; and (b) the value of the transaction, or if there is more than one transaction, the number of transactions and the aggregate of value of the transactions	If applicable, mandatory
17BE(p)	2.6	pp. 36-44	Any significant activities and changes that affected the operation or structure of the entity during the reporting period	If applicable, mandatory
17BE(q)	N/A		Particulars of judicial decisions or decisions of administrative tribunals that may have a significant effect on the operations of the entity	If applicable, mandatory
17BE(r)	3.5	pp. 56-57	Particulars of any reports on the entity given by: (a) the Auditor-General (other than a report under section 43 of the Act); or (b) a Parliamentary Committee; or (c) the Commonwealth Ombudsman; or (d) the Office of the Australian Information Commissioner	If applicable, mandatory
17BE(s)	N/A		An explanation of information not obtained from a subsidiary of the entity and the effect of not having the information on the annual report	If applicable, mandatory

PGPA Rule Reference	Part of Report	Page	Description	Requirement
17BE(t)	N/A		Details of any indemnity that applied during the reporting period to the accountable authority, any member of the accountable authority or officer of the entity against a liability (including premiums paid, or agreed to be paid, for insurance against the authority, member or officer's liability for legal costs)	If applicable, mandatory
17BE(taa)	Appendix A	pp. 114-115	The following information about the audit committee for the entity: (a) a direct electronic address of the charter determining the functions of the audit committee; (b) the name of each member of the audit committee; (c) the qualifications, knowledge, skills or experience of each member of the audit committee; (d) information about each member's attendance at meetings of the audit committee; (e) the remuneration of each member of the audit committee	Mandatory
17BE(ta)	Appendix B	pp. 119-123	Information about executive remuneration	Mandatory

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

PGPA Rule Reference	Part of Report	Page	Statutory Requirement
Schedule 2, part 4 of the <i>Work Health and Safety Act 2011</i>	3.5	pp. 59-61	Work health and safety
Section 5164A of the <i>Environmental Protection and Biodiversity Conservation Act 1999</i>	3.5	pp. 58-59	Environmental performance and environmentally sustainable development
Section 311A of the <i>Commonwealth Electoral Act 1918</i>	3.5	p. 61	Advertising and market research expenditure

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