

GOVERNANCE

OUR WORKFORCE

STRATEGIC WORKFORCE PLANNING AND PERFORMANCE

State Library of Queensland's workforce consisted of 302.48 full-time equivalent staff with a permanent separation rate of 11% for the 2022-23 year. (Based on MOHRI FTE data for the fortnight ending 30 June 2023.)

The 2021-2025 State Library Strategic Workforce Plan has 3 key focus areas.

Culture

We are a workforce that thrives within an environment of inclusion, wellbeing and respect.

Excellence

We strive to be a strong and accountable workforce with a focus on high performance.

Capability

We have a clear vision of the skills and attributes our workforce needs, now and in the future.

The Strategic Workforce Plan 2021-25 will be reviewed and updated in 2023 to evaluate progress and relevance, and to reflect evolving workforce needs. During 2022-23, key strategies undertaken to support and develop the workforce included:

- deepening the commitment to reconciliation through the continued delivery of the Aboriginal and Torres Strait Islander cultural competency program, Culturally Safe Libraries
- delivering a First Nations Recruitment and Retention Strategy and Action Plan
- establishing and supporting the Independent Interim Body and secretariat to support Path to Treaty
- continuing to implement the Leadership Competencies for Queensland framework into State Library activities
- providing proactive case management to employees impacted by injury or illness and people leaders dealing with performance or disciplinary matters, with the aim of prompt resolution and best-practice outcomes
- delivering quarterly seminars for all people leaders to develop their people management skills
- implementing the State Library Health and Wellbeing Strategy 2022-25 and Health and Wellbeing Action Plan 2023-24
- reviewing the current annual performance development process to ensure it meets the needs of staff and complies with positive performance management requirements
- adopting best-practice initiatives as a critical action and retention strategy.

Communication, consultation and flexibility

State Library staff participated in the Working for Queensland 2022 survey, achieving a high response rate of 87%. In response to the results, the planning focus for each team was to identify actions to create and maintain a safe, collaborative and productive workplace.

The onboarding program is designed to welcome and integrate new starters into the organisation during their first 3 months. It prepares new staff to succeed and to become fully engaged, productive employees. Each staff member is required to participate in an annual Personal Performance Planning process, which aligns the work and development of individual staff to the strategic and operational plans.

Exceptional work is recognised through staff awards, with teams or individuals nominated by their peers for bringing State Library's vision to life through actions that support key objectives and strategies. Staff are formally recognised for long service at 10-year intervals at the end-of-year celebration. State Library has a strong tradition of offering a broad range of flexible working arrangements to employees, including part-time, job sharing, telecommuting, compressed hours, reduced hours, and leave for parental and/or caring purposes.

Regular meetings are held with members of the Agency Consultative Committee to discuss a broad range of topics, including workplace change, as part of a collaborative approach to employee relations. Requirements for implementing core commitments of the *State Government Entities Certified Agreement 2019* have been met, including supporting employees experiencing mental illness. Regular policy and procedure reviews aim to avoid duplicating existing Queensland Government directives or guidelines.

Health, safety and wellbeing

As part of the ongoing response to the COVID-19 pandemic during 2022–23, State Library prioritised the health and safety of its staff and visitors. Employees were provided with the ability to work remotely where possible. The State Library COVID-19 Planning Group provided direction and ensured the health and safety of staff and clients, including through a comprehensive COVID Safe Site Plan (and revisions) and risk assessments for activities and domestic travel. State Library remains committed to closely monitoring the COVID-19 situation in Queensland and adapting its operations and services as needed to ensure the safety of its staff and visitors.

A Health and Wellbeing Strategy and Action Plan was developed in 2022–23 to support initiatives and resources to provide a safe workplace and engage staff to play an active role in maintaining and improving their health and wellbeing. The Health and Wellbeing Group was established during the COVID-19 pandemic in 2020 and this team of passionate staff has become an integral part of health and wellbeing activities. With a 2023 theme of 'Re-energise', the group hosted a staff morning tea to kick off the year and an Art in the Park picnic on Maiwar Green. The team coordinated a 28 Days of Happiness Challenge and encouraged colleagues to share their wellbeing tips on a wellness tree and via social media. The group raises awareness on special days such as Pride Month, R U OK? Day, Mental Health Awareness Month and Daffodil Day.

Providing support for employee mental health continues to be a priority. During 2022–23, employee assistance service Benestar provided the opportunity for counselling services, free webinars, newsletters, and resources on health and wellbeing topics. A team of trained peer support officers and mental health first aid officers provides further support to employees. A successful flu vaccination program, provided through the Pharmacy Guild of Australia, resulted in 96 staff members receiving a vaccination.

The Work Health and Safety (WHS) Committee met on a quarterly basis, continuing its function as a consultative forum for work health and safety issues. New members elected to the committee in 2022–23 attended a specialised training course. The WHS committee provided consultation and feedback on a number of workplace health and safety issues, including the new Health and Wellbeing Strategy and Action Plan.

A dedicated health, safety and wellbeing officer position established in 2022 has played a key part in establishing and maintaining a healthy, safe and supportive work culture. A WHS gap analysis was completed, and a plan established to ensure State Library continues to meet its work health and safety duties.

GOVERNANCE, ACCOUNTABILITY AND RISK

PUBLIC SECTOR ETHICS

State Library's policies, plans, procedures and management practices are developed and conducted in accordance with the *Public Sector Ethics Act 1994* (Qld) and the *Code of Conduct for the Queensland Public Service*.

The Library Board of Queensland, the State Librarian and CEO, and all staff are bound by the *Code of Conduct for the Queensland Public Service* under the *Public Sector Ethics Act 1994* (Qld). Code of Conduct training, delivered through State Library's online learning management system, is incorporated into induction training for new staff and is completed annually as part of mandatory core training requirements.

INTERNAL AUDIT

State Library's internal audit function supports the Audit and Risk Management Committee (ARMC) by delivering independent and objective assurance and advisory services to the State Librarian and CEO and the Library Board of Queensland. During 2022-23, the internal audit function was carried out on State Library's behalf by the Corporate Administration Agency's (CAA) internal audit team.

The internal audit function operates in accordance with an approved Internal Audit Charter that incorporates professional standards and the Queensland Treasury *Audit Committee Guidelines Improving Accountability and Performance*. The function is independent of the activities it reviews, of management, and of the Queensland Audit Office (QAO).

The role of the internal audit function is to:

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

Senior management reviews the risk register when developing the overarching State Library Strategic Audit Plan. The Strategic Audit Plan is developed annually and forms the basis for the Annual Internal Audit Plan, designed to focus internal audit on the areas of significant operational and financial risk. The Strategic and Annual Audit Plans are reviewed and endorsed by the ARMC and approved by the Library Board.

During 2022-23, the internal audit function conducted 5 reviews:

- Building and Staff Security
- Public Library Grant Funding Management
- Copyright
- Corporate Credit Card
- Travel Management.

All agreed recommendations for actions arising from internal audits were followed up on a regular basis and their implementation status reported to the ARMC and the State Librarian and CEO.

EXTERNAL SCRUTINY

Each year, an external audit is conducted of the Library Board's consolidated financial reports and the financial statements of the Library Board's controlled entity, Queensland Library Foundation. The QAO issued unqualified audit reports for the:

- Library Board of Queensland consolidated financial statements for 2022-23 on 31 August 2023
- Queensland Library Foundation financial statements for 2022-23 on 31 August 2023.

There were no material issues identified by external audit in 2022-23.

RISK MANAGEMENT

The ARMC oversees risk management. A Risk Management Policy consistent with the statutory requirements of section 23 of the *Financial and Performance Management Standard 2019* (Qld) and the *International Standard on Risk Management* (ISO 31000:2018) is in place at State Library.

Risk is identified at the strategic and operational levels against the following categories: collections, service delivery, reputation, governance, funding, capability and culture, and partnerships.

The Library Board captures its risks in its risk register. The register is reviewed quarterly by State Library's Risk Review Committee, comprised of executive and senior management team members, and annually by the ARMC and the Library Board. The ARMC and Library Board receive quarterly updates on identified risks, and actions being taken to mitigate and manage these risks.

Crisis management arrangements include a detailed Business Continuity Plan which incorporates the Crisis Management Framework, the Protective Security Policy, Personal Emergency Evacuation Plan and Pandemic Management Plan. The Business Continuity Plan is updated biennially to reflect changes in organisational needs.

RECORDKEEPING

State Library complies with the provisions of the *Public Records Act 2002* (Qld) and the Queensland Government's *Records Governance Policy*. State Library manages several electronic document and records management systems (eDRMS) to provide secure, effective and efficient management of records. Training on the eDRMS is made available to all staff. Regular refresher sessions in recordkeeping are open to all staff, while all new staff receive records training upon commencement.

The Director, Finance and Assurance is responsible for the management and disposal of all records in a variety of formats in line with Queensland State Archives' General Retention and Disposal Schedule for administrative documents. There have been no reported breaches of information security or loss of records during 2022-23.

HUMAN RIGHTS ACT

State Library ensures human rights are protected and promoted by actively building a culture that respects human rights. Human rights impacts are considered in the review of policies, programs, procedures, practices and service delivery. For example, the Content Withdrawal Policy adopted in 2022 provides guidance for State Library staff on the withdrawal and disposal of collection items from the Memory Collections, Extraordinary Collections, Information Collections and Public Library Collections. It gives members of the public assurance that due process is followed when any items are withdrawn, and that collection items are not disposed of without appropriate approval processes.

The *Human Rights Act 2019* (Qld) is referenced to ensure that in conducting actions within the scope of this policy, Aboriginal peoples and Torres Strait Islander peoples must not be denied the right to enjoy, maintain, control, protect and develop their identity and cultural heritage. State Library's Aboriginal and Torres Strait Islander Collections Commitments document provides an operational guide for the cultural rights of Aboriginal peoples and Torres Strait Islander peoples, as recognised in the *Human Rights Act 2019* (Qld). State Library acknowledges that self-determination is a human right enshrined in the *United Nations Declaration on the Rights of Indigenous Peoples*. The review of the Intellectual Freedom Policy in 2022 included changes to prioritise First Nations perspectives, stories and culture to enable truth-telling. State Library received no complaints this year with reference to the Act.

DISCLOSURE OF ADDITIONAL INFORMATION

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

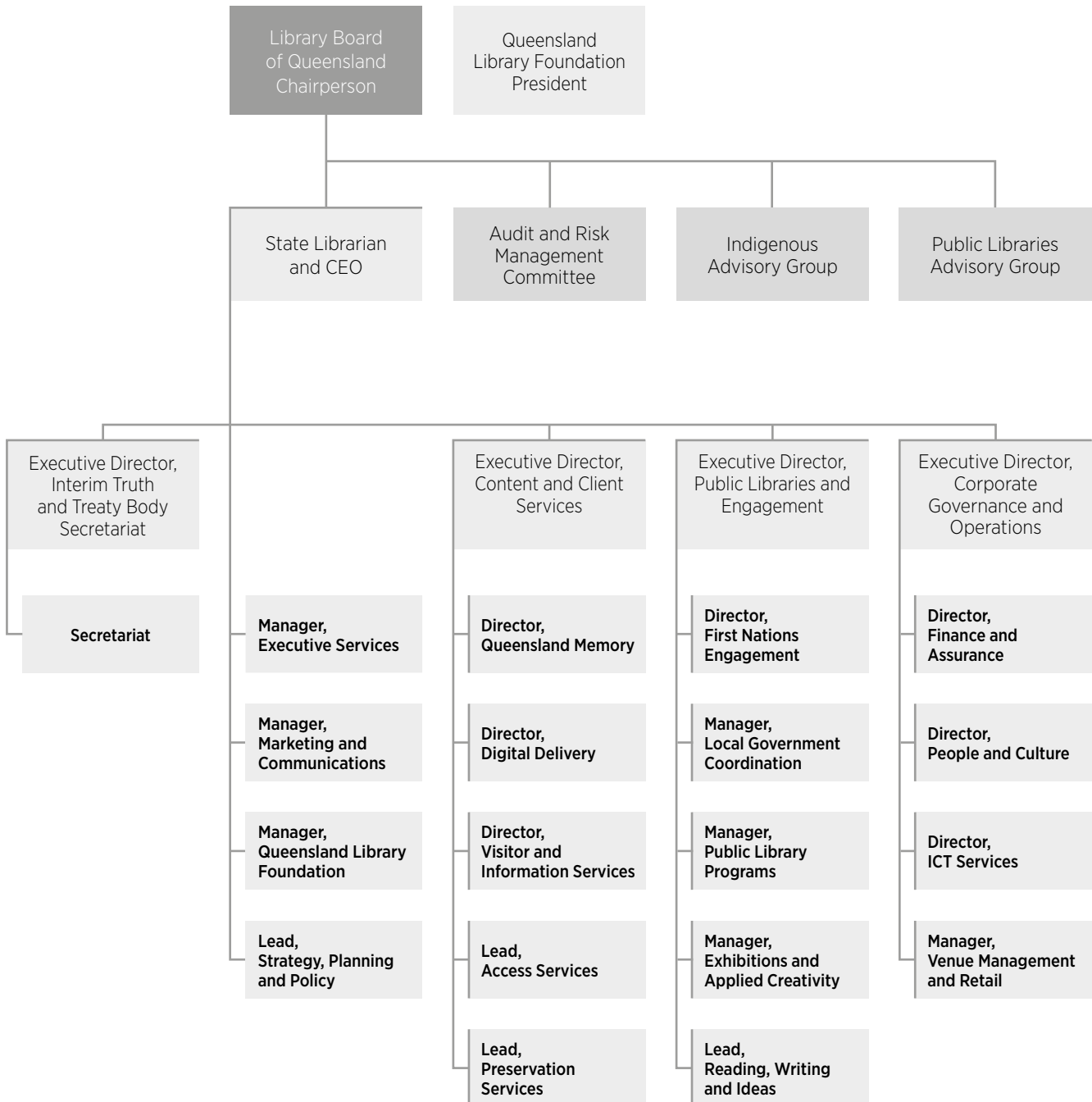
- overseas travel
- consultancies
- information required under the Queensland Language Services Policy.

The totals reported per the *Queensland Language Services Policy* are the number of times State Library engaged interpreter services from Auslan and Deaf Services in 2022–23.

Information about the remuneration of the Library Board and committee members is available on page 85. Information about the remuneration of Queensland Library Foundation Council members is available on page 87.

ORGANISATIONAL STRUCTURE

AS AT 30 JUNE 2023



LEADERSHIP

LIBRARY BOARD OF QUEENSLAND

CHAIRPERSON

Mrs Debbie Best

(from March 2023)

Debbie Best has extensive executive leadership experience in the Queensland Government. This includes as Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs, and other executive positions in water resource management (rural and urban), natural resource management, environment management, community engagement and education. Debbie has an extensive background in government boards and committees. She is currently Chair of Safe Food Production Queensland, Department of Resources Audit and Risk Committee, and the Electoral Commission of Queensland Audit and Risk Committee, and a member of the Department of Natural Resources, Mines and Energy Audit Committee. Debbie has also held roles as the Chair of the Queensland Heritage Council, Director and Trustee of QSuper, Griffith University Council member, Murray-Darling Basin Commissioner and a member of the Queensland State Award Committee for The Duke of Edinburgh's International Award.

Professor Andrew Griffiths

(until February 2023)

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

DEPUTY CHAIRPERSON

Emeritus Professor Tom Cochrane AM

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

MEMBERS

Ms Cheryl Buchanan

Cheryl Buchanan is a proud Guwamu woman from south-west Queensland. She is a renowned publisher, playwright, author, speaker, director, teacher, lecturer and traditional dancer. Spanning more than 5 decades, Cheryl has played an integral role in driving social change for her people – both at state and national levels. To this day, she remains a vocal political activist and passionate advocate for Aboriginal and Torres Strait Islander peoples. Cheryl played a vital role in forming the Brisbane Tribal Council and was a founding member of the Aboriginal Legal, Medical Services and Childcare Centre in Brisbane, Black Community School, Black Resource Centre, the Murrie Cohee Publishing Company and the Aboriginal and Torres Strait Islander Women's Legal and Advocacy Service in Brisbane. Cheryl was the first Aboriginal Commissioner to be appointed with the Queensland Corrective Services Commission. As a founding member of the Northern Basin Aboriginal Nations, Cheryl is currently the Deputy Chair and is also a Director of Queensland Murray-Darling Catchments Limited and National Aboriginal Water Interest Committee. Cheryl was a member of the Queensland Government's Treaty Working Group and she continues to actively pursue the Path to Treaty process as Co-Chair of the Interim Truth and Treaty Body.

Cr Matt Burnett

(from June 2023)

Matt Burnett is a former small business operator and qualified journalist. He has served in local government since 2000, including 5 years as Deputy Mayor prior to his election as Mayor in 2016. Matt has supported increased resourcing and the continued expansion of Gladstone Region Library Services including the Gladstone City Library as the cornerstone building for the redevelopment of the Gladstone CBD known locally now as Library Square. He has also supported the construction of new library facilities in Calliope, Agnes Water and in Miriam Vale and ongoing services in Boyne Island and at the Regional Transaction Centre in Mt Larcom. Matt represents Central Queensland on the Local Government Association of Queensland (LGAQ) Policy Executive, is a Director on the LGAQ Board and is Vice President of the Australian Local Government Association.

Ms Kim Hughes

(from March 2023)

Kim Hughes has over 25 years' executive, board, and board advisory experience in the profit-for-purpose, public, private, and government sectors across a range of industries including superannuation, life insurance, funds management, financial planning, health and arts. Kim is also Board Member of Metro Arts and Volunteering Australia. She has extensive board advisory experience providing trusted advice to the boards and subcommittees of the complex, highly regulated businesses of QSuper, QInsure, QInvest, Suncorp Superannuation, Queensland Investment Corporation (QIC), Queensland Treasury Corporation (QTC) and Energy Super. Kim holds a Business Degree, Diplomas in Superannuation, and is a Graduate of the AICD Company Directors Course.

Professor Marek Kowalkiewicz

(until February 2023)

Marek Kowalkiewicz is the Chair in Digital Economy at QUT Business School. He joined QUT after a substantial commercial career, culminating in Silicon Valley as head of global innovation teams at the multinational software corporation SAP. His career at SAP spanned other senior roles, including research manager of SAP's largest Asian research lab and the lead of one of SAP's main global research programs. Prior to this, Marek was a research fellow at Microsoft Research Asia. Marek holds 15 global patents, demonstrating his contributions to enterprise software systems.

Ms Julia Leu

(until February 2023)

Julia Leu is a local council veteran with over 25 years' experience and was Mayor of the Douglas Shire Council from 2014 until March 2020, following 6 years as an independent Councillor with Cairns Regional Council. Julia is currently a director on the Board of Ports North and a former Director of the Australian Coastal Councils Association, Wet Tropics Management Authority, Regional Development Australia, Far North Queensland and Torres Strait Inc and Terrain NRM. Julia is a passionate advocate for regional communities, President of the Port Douglas Neighbourhood Centre, Arts Nexus Inc. and involved in a number of local community organisations. She also worked as a CEO and senior executive in Indigenous education, community and economic development. Julia holds a Master of Business Administration, a Bachelor of Arts, and Graduate Diplomas in Education and Communication, and is a Member of the Australian Institute of Company Directors.

Ms Nicola Padget

Nicola Padget is an experienced finance professional, having held senior roles across the construction and mining sectors. Nicola is currently the Chief Financial Officer and Company Secretary of a prominent civil engineering and construction company and was previously a manager at KPMG within the Audit and Assurance division. Nicola holds a Bachelor of Commerce (Accounting and Finance), and is a Chartered Accountant and a graduate of the Australian Institute of Company Directors.

Mr Dean Parkin

(leave of absence from 21 April to 30 November 2023)

Dean Parkin is from the Quandamooka peoples of Minjerribah (North Stradbroke Island) in Queensland. Having been closely involved in the process that resulted in the historic Uluru Statement From The Heart, Dean continues to advocate for constitutional and structural reform as Director of From the Heart. Formerly an investment analyst at alternative asset investment firm Tanarra Capital, he has extensive experience in Aboriginal and Torres Strait Islander affairs. He has consulted across the public, corporate, not-for-profit and political sectors at national, regional and local levels. He has advised a range of clients on strategy, engagement and co-design, and has commercial experience both in Australia and the UK. Dean has a Bachelor of Arts (Politics and Journalism) from The University of Queensland and a Graduate Certificate in Education from the University of Melbourne. He is a Senior Fellow of the Atlantic Fellowship for Social Equity and is an ex-officio member of the Business Council of Australia's Indigenous Engagement Taskforce.

Dr Jodie Siganto

Jodie Siganto is a privacy and cyber security lawyer and consultant. Over her career, she has held in-house counsel roles for Tandem Computers, Unisys Asia and Dell. She co-founded data security firm Bridge Point Communications and, more recently, Privacy108 Consulting and has held leadership roles with industry groups including Australian Information Security Association (AISA). Jodie is an experienced company director, holding positions with government-owned corporations and private businesses.

Ms Courtney Talbot

(from March 2023)

Courtney Talbot is a company director who is passionate about the not-for-profit sector. She is Vice President of Queensland Library Foundation, Deputy Chair of Brisbane Festival's Philanthropy Committee, sits on the Board of Governors for Queensland Community Foundation and is a Patron of the Prince's Trust Australia. Courtney was awarded Queensland Community Foundation's Emerging Philanthropist of the Year Award in 2018 for her work at State Library of Queensland.

STATE LIBRARY OF QUEENSLAND EXECUTIVE MANAGEMENT TEAM

Ms Vicki McDonald AM FALIA State Librarian and CEO

Vicki McDonald AM FALIA is a key player in the transformation of the library sector in Queensland. As State Librarian and CEO of State Library of Queensland, she understands the need for a strong, relevant and innovative library service. Vicki's extensive experience includes executive roles with State Library of New South Wales and Queensland University of Technology. As State Librarian and CEO, Vicki is a custodian of Queensland memory and works in partnership with public libraries and Indigenous Knowledge Centres.

Vicki is a Past President of the Australian Library Information Association. She is also very active in the International Federation of Library Associations and Institutions (IFLA) and has served on various Standing Committees and the Governing Board. In July 2022, she was elected as the President-elect (2022–23) and will serve as President (2023–25). In January 2020, she was awarded a Member (AM) in the General Division of the Order of Australia for significant service to librarianship, and to professional associations. In March 2019, Vicki was awarded an ALIA Fellowship in recognition of her exceptionally high standard of proficiency in library and information science.

Ms Louise Denoon Executive Director, Public Libraries and Engagement

Louise Denoon is responsible for State Library's program offer and its partnership with Queensland local governments to deliver services through more than 320 public libraries. Louise has more than 20 years' experience working with cultural institutions, most recently at State Library of New South Wales and previously as Executive Manager, Queensland Memory at State Library. With an educational background in visual arts and humanities, Louise is an experienced cultural leader who has been responsible for a number of initiatives including developing new models of community engagement and participation.

Ms Tanya Fitzgerald Executive Director, Corporate Governance and Operations

Tanya Fitzgerald is responsible for providing a range of high-level services and support that equip State Library teams to achieve the organisation's strategic priorities. These services include financial, human resources, ICT, venue management and retail, administrative, compliance, assurance and reporting. Tanya has more than 20 years' experience working across a variety of industries, most recently in a number of roles in the Department of Natural Resources, Mines and Energy, following an extensive career in the private sector. Tanya is a qualified Certified Practising Accountant and also has qualifications in Change Management and Health Science (Life Coaching).

Ms Anna Raunik Executive Director, Content and Client Services

Anna Raunik is responsible for the development of State Library's collection and client service offers online and onsite at South Bank. Anna has extensive experience in library services in Queensland. A significant component of Anna's career at State Library has focused on the introduction and exploitation of technology to enable service delivery improvements and greater statewide reach. Key outcomes have included coordination of national initiatives including the National edeposit project, leading the development and delivery of State Library's Digital Strategy, Q ANZAC 100: Memories for a New Generation, First World War statewide commemoration activities and Anzac Square Memorial Galleries visitor services. In February 2020, Anna was awarded the VALA Robert D. Williamson Award for her outstanding contribution to the development of information technology usage in Australian libraries.

COMMITTEES AND ADVISORY GROUPS

AUDIT AND RISK MANAGEMENT COMMITTEE

The Audit and Risk Management Committee (ARMC) Charter has been approved by the Library Board of Queensland. The purpose of the charter is to outline the role, responsibilities, composition and operating guidelines of the ARMC. The ARMC has observed the terms of this charter and has due regard to Queensland Treasury's *Audit Committee Guidelines*. The ARMC meets at least 4 times per year and members may be remunerated for their role on this committee in accordance with the guidelines for the *Remuneration of Part-Time Chairs and Members of Government Boards, Committees and Statutory Authorities*. For more information on the role and achievements of the ARMC, see Governance, accountability and risk (page 38). For information on remuneration, see the Library Board of Queensland approved sub-committee fees (page 85).

Members

Ms Nicola Padget (Committee Chairperson)	Member, Library Board of Queensland
Emeritus Professor Tom Cochrane AM (until 21 April 2023)	Member, Library Board of Queensland
Mrs Debbie Best (from 21 April 2023)	Chairperson, Library Board of Queensland
Ms Kim Hughes (from 21 April 2023)	Member, Library Board of Queensland
Professor Marek Kowalkiewicz (until 28 February 2023)	Member, Library Board of Queensland
Dr Jodie Siganto	Member, Library Board of Queensland
Mr Danny Short (until 11 June 2023)	Chief Finance Officer, Department of Children, Youth Justice and Multicultural Affairs

Secretariat

Ms Tanya Fitzgerald (Executive Officer to the Committee)	Executive Director, Corporate Governance and Operations, State Library of Queensland
Ms Jennifer Genrich (Assistant Executive Officer to the Committee)	Manager, Executive Services, State Library of Queensland

INDIGENOUS ADVISORY GROUP

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

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

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

Members

Ms Cheryl Buchanan (Chairperson)	Member, Library Board of Queensland
Mrs Debbie Best	Chairperson, Library Board of Queensland
Mr Dean Parkin (leave of absence 21 April to 30 November 2023)	Member, Library Board of Queensland
Mr Michael Aird (until 28 February 2023)	Director, Anthropology Museum and ARC Research Fellow, School of Social Science, The University of Queensland
Ms Denise Andrews	Director, Culture and Community Policy, Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts
Professor Henrietta Marrie AM	Queensland Alliance for Agriculture and Food Innovation, The University of Queensland
Ms Rhianna Patrick	Head of Audio and Podcasts, IndigenousX
Ms Patricia Thompson (until 28 February 2023)	CEO, Link-Up
Ms Vicki McDonald AM FALIA	State Librarian and CEO, State Library of Queensland

Observers

Ms Louise Denoon	Executive Director, Public Libraries and Engagement, State Library of Queensland
Ms Anna Raunik	Executive Director, Content and Client Services, State Library of Queensland
Ms Temira Dewis	Director, First Nations Engagement, State Library of Queensland

Secretariat

Ms Carly Major	Coordinator, Executive Services, State Library of Queensland (until 28 February 2023)
Ms Jo Harvey	Coordinator, Executive Services, State Library of Queensland (from 1 March 2023)

PUBLIC LIBRARIES ADVISORY GROUP

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

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

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

Members

Ms Julia Leu (Chairperson until 28 February 2023)	Member, Library Board of Queensland
Cr Matt Burnett (Chairperson from 28 June 2023)	Member, Library Board of Queensland
Ms Kim Hughes (from 21 April 2023)	Member, Library Board of Queensland
Mr Ken Diehm	CEO, Fraser Coast Regional Council
Ms Chris Girdler	Manager, Customer and Cultural Services, Moreton Bay Regional Council
Ms Nicole Hunt	President, Queensland Public Library Association
Cr Tanya Milligan	Mayor, Lockyer Valley Regional Council
Ms Nina Sprake	Manager, Library Services, Lifestyle and Community Services, Brisbane City Council
Ms Georgia Stafford	Lead, Intergovernmental Relations, Local Government Association of Queensland
Ms Vicki McDonald AM FALIA	State Librarian and CEO, State Library of Queensland
Ms Louise Denoon	Executive Director, Public Libraries and Engagement, State Library of Queensland

Observer

Ms Michelle Carter	Director Capability, Queensland Government Customer and Digital Group, Department of Transport and Main Roads
--------------------	--

Secretariat

Ms Katie Edmiston	Manager, Local Government Coordination, State Library of Queensland
Ms Michelle Hughes	Senior Program Officer, Local Government Coordination, State Library of Queensland
Ms Michelle Swales	Senior Program Officer, Local Government Coordination, State Library of Queensland

FUNCTIONS OF THE LIBRARY BOARD

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

- (a) to promote the advancement and effective operation and coordination of public libraries of all descriptions throughout the state
- (b) to encourage and facilitate the use of public libraries of all descriptions throughout the state
- (c) to promote mutual cooperation among persons and bodies in Queensland responsible for libraries of all descriptions and between such persons and bodies in Queensland and outside Queensland to enhance library and archival collections generally and to encourage their proper use
- (d) to control, maintain and manage State Library of Queensland, to enhance, arrange and preserve the library, archival and other resources held by it and to exercise administrative control over access to the resources
- (e) to control, manage and maintain all lands, premises and other property vested in or placed under the control of the board
- (f) to supervise in their duties all persons –
 - (i) performing work for the board under a work performance arrangement
 - (ii) appointed or employed under this Act
- (g) to collect, arrange, preserve and provide access to a comprehensive collection of library, archival and other resources relating to Queensland or produced by Queensland authors
- (h) *paragraph (h) is intentionally omitted*
- (i) to provide advice, advisory services and other assistance concerning matters connected with libraries to local governments or other public authorities
- (j) to perform the functions given to the board under another Act
- (k) to perform functions that are incidental, complementary or helpful to, or likely to enhance the effective and efficient performance of, the functions mentioned in paragraphs (a) to (j)
- (l) to perform functions of the type to which paragraph (k) applies and which are given to the board in writing by the Minister.

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

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