2022–23

LIBRARY BOARD
OF QUEENSLAND
ANNUAL REPORT

30 August 2023

The Honourable Leeanne Enoch MP
Minister for Treaty, Minister for Aboriginal and Torres Strait Islander Partnerships,
Minister for Communities and Minister for the Arts
GPO BOX 806
BRISBANE QLD 4001

Dear Minister

I am pleased to submit for presentation to the Parliament the Annual Report 2022–23 and financial statements for the Library Board of Queensland.

I certify that this annual report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* (Qld) and the *Financial and Performance Management Standard 2019* (Qld), and
- the detailed requirements set out in the Annual report requirements for Queensland Government agencies.

A checklist outlining the annual reporting requirements can be found on page 87 of this annual report.

Yours sincerely

Mrs Debbie Best
Chairperson
Library Board of Queensland

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We acknowledge Aboriginal and Torres Strait Islander people and their continuing connection to land and as custodians of stories for millennia. At State Library of Queensland, we are inspired by this tradition in our work to share and preserve Queensland's memory for future generations.

INTRODUCTION

VISION, PURPOSE AND ENDURING VALUES

VISION

Inspiring possibilities through knowledge, stories and creativity

PURPOSE

Founded in 1896, State Library of Queensland is the leading reference and research library in Queensland. State Library is responsible for collecting and preserving a comprehensive collection of Queensland's cultural and documentary heritage, providing free access to information for all Queenslanders, and for the advancement of public libraries across the state.

OUR ENDURING VALUES

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

State Library is the trusted custodian of Queensland's cultural, intellectual and social achievements, as well as historic and contemporary collections. These collections, and the people and communities they represent, inform programming, public engagement and partnerships. State Library is a place of experimentation, possibility and inclusion, where knowledge empowers and diversity is celebrated.

State Library plays a lead role in serving all Queenslanders, through statewide library services and our partnership with local governments which operate more than 320 public libraries and Indigenous Knowledge Centres (IKC).

Governed by the Library Board of Queensland, State Library is based in South Bank (Brisbane), with offices onsite and in Cannon Hill (Brisbane) and Cairns. Queensland Library Foundation raises funds to support State Library's collections and services.

State Library provides visitor services and marketing for Anzac Square Memorial Galleries, under an operating deed between Brisbane City Council (trustee) and the Department of the Premier and Cabinet (DPC). Funding is provided to State Library by DPC.

State Library's role includes:

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

GOVERNMENT'S OBJECTIVES FOR THE COMMUNITY

State Library is committed to the Queensland Government's objectives for the community:

- **Good jobs**: Good, secure jobs in our traditional and emerging industries. State Library is investing in skills by providing all Queenslanders with free access to online learning resources.
- **Better services:** Deliver even better services right across Queensland. State Library is connecting Queensland through our partnership with local government to deliver public library services and Indigenous Knowledge Centres. We foster greater social inclusion through documenting and making accessible Queensland's diverse history and stories, and we build Queenslanders' digital capabilities. State Library is backing our frontline services by delivering world-class reference and information services.
- **Great lifestyle:** Protect and enhance our Queensland lifestyle as we grow. State Library honours and embraces our rich and ancient cultural history by enabling truth-telling through our diverse and rich collections, community engagement and exhibitions. State Library's partnerships are growing our regions by enabling deeply local service provision in public libraries and Indigenous Knowledge Centres.

State Library plays a lead role in delivering the Government's arts policy, *Creative Together: 2020–2030: A 10-year Roadmap for arts, culture and creativity in Queensland*:

- **elevate First Nations arts** – by sharing and celebrating First Nations perspectives through language revitalisation, knowledge creation and truth-telling in culturally informed and respectful ways
- **activate Queensland's local places and global digital spaces** – enabling statewide access to collections and integrating rich digital experiences into programs, learning initiatives and exhibitions
- **drive social change and strengthen communities** – partnering with local government to realise the potential of libraries and Indigenous Knowledge Centres as vibrant community hubs building community resilience
- **share our stories and celebrate our storytellers** – as a memory institution, intentionally seek, collect and share authentic Queensland stories, and nurture and celebrate emerging writers.

As a member of National and State Libraries Australasia (NSLA), State Library influences and supports NSLA's Strategic Plan 2023–26: Leading together, as well as supporting the policies of the Australian Library and Information Association (ALIA) and International Federation of Library Associations and Institutions (IFLA).

CHAIRPERSON OF THE LIBRARY BOARD OF QUEENSLAND

I am so pleased to present my first report as Chairperson of the Library Board of Queensland, having taken up the position earlier this year after first joining the board in 2022.

I would like to thank previous Chairperson Professor Andrew Griffiths for his exemplary leadership over his 7-year tenure. For me, this past year has been a chance to experience up close the place State Library holds in the hearts of so many people across the state, and the power of libraries to inspire, comfort and educate.

As we emerge from the significant global and local disruptions of the past few years, it is clear State Library's role as an accessible archive of knowledge and community hub is more important than ever. It has been a privilege to witness a number of key events and achievements, all of which speak so clearly to how State Library continues to inspire possibilities through knowledge, stories and creativity.

One of my first official engagements as chairperson was to attend the launch of the 61st Brisbane Writers Festival. It was a great precursor to an outstanding event. This year the festival welcomed more than 15,000 book lovers, numbers not seen since pre-pandemic times.

The Future libraries: Better communities symposium brought together library practitioners, local council members, government and industry partners to continue State Library's work with local government to enhance the role of public libraries in building community capacity, cohesion and resilience. It is exciting to be at the start of the development of a 10-year roadmap that will be so important in positioning Queensland public libraries as key community and cultural hubs.

It is always wonderful to see State Library's collections recognised nationally and internationally. This year the Dr Barbara Piscitelli AM Children's Art Archive 1986–2016; 2020, held by State Library, was added to the prestigious UNESCO Australian Memory of the World Register. The collection is the most comprehensive and significant resource for the study of children's art in Australia.

The Yuuingan Dhilla Yari Queensland Indigenous Languages Symposium provided a platform to look towards the future and share strategies, initiatives and best-practice models to ensure the ongoing revival of Indigenous languages for and by the next generation. The symposium's focus of empowering youth leadership in First Nations languages was a positive approach – it was terrific to see young people engaging in activities that will lead to the growth of Queensland languages.

A future-proof knowledge archive is one that is robust, reliable and resilient to disruption, which is why I have been so invested in State Library's Storage Area Network (SAN) replacement project. The project involved the implementation of a state-of-the-art storage solution for State Library's extensive digital collections, ensuring Queensland memories will be available now and well into the future.

This coming year brings the implementation of a new Strategic and Operational Plan, endorsed by the Minister for Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts, The Honourable Leeanne Enoch MP. I am proud to say the board has been involved in developing these plans, with Queenslanders also given the opportunity to shape the plans through public consultation. I would like to thank the Queensland Government, and in particular Minister Enoch, for continuing to champion the world-class work of State Library.

This year the board welcomed new members Ms Kim Hughes and Ms Courtney Talbot, who bring a wealth of experience to their roles. I would also like to farewell and thank board members Professor Marek Kowalkiewicz and Ms Julia Leu for their commitment and insights.

Finally, I thank Ms Vicki McDonald AM FALIA and the team at State Library for their dedication and hard work.

Mrs Debbie Best
Chairperson
Library Board of Queensland

STATE LIBRARIAN AND CEO

Preparation for the annual report gives me the opportunity to pause and take stock of the previous 12 months.

It was a year that marked the enthusiastic return of visitors to State Library, and of course to the greater Cultural Centre, a year that was not disrupted by the global pandemic or floods, a year where the word 'normal' contained promise and opportunity.

Personally, there is no greater joy than to see the library full of life: from groups of students on school excursions to curious people enjoying a coffee before visiting one of our exhibition spaces, to the convoy of prams parked at The Corner as families arrive for story time.

I am pleased to report visitation to State Library has exceeded projections for the year with over 5.7 million onsite and online visitors. This is a testament to the commitment and dedication of my State Library colleagues in delivering exceptional services every day, and to our many supporters and partners, who help make State Library's achievements possible.

One of the highlights of the year was undoubtedly the *Queensland to a T* exhibition, where over 200 tea towels from the Glenn R. Cooke Souvenir Textiles Collection showcased the vibrancy and diversity of our collections. It captured the imagination of visitors, offering a window into our state's history and culture. Similarly, the ambitious *Meet the artists* exhibition brought together 8 Queensland artists from the James C. Sourris AM Collection of Artist Interviews, highlighting their remarkable stories and artworks. Both exhibitions exemplified the power of storytelling and the profound impact it can have on developing a sense of connection to our unique Queensland identity.

First 5 Forever continues to thrive, embodying the strength of our partnerships with local government and the public library network throughout the state. By providing early literacy programs and resources to families, we are fostering a love for reading and learning right from the start. I am proud that every baby born in Queensland this year receives a free Stories for Little Queenslanders book through the Bounty Bag network. I thank the Queensland Government for entrusting the coordination of First 5 Forever to State Library and our local government partners. This vital funding is helping to shape the lives of countless families and ensuring a bright future for their children.

The opening and refurbishment of Indigenous Knowledge Centres (IKC) will further strengthen culture and enrich communities in Mapoon, Napranum and Mornington Island. IKCs offer Queensland communities access to collections, programs and online services in partnership with local councils. This annual investment supports collection materials, programming and professional development.

State Library is deeply committed to respectful processes of truth-telling as Queensland progresses a Path to Treaty. State Library is proud to host the Interim Truth and Treaty Body (ITTB), which was established in August 2022 as an independent interim body to maintain the momentum on Queensland's Path to Treaty. The support provided included the use of premises, information and communications technology support, and the development of ITTB's website.

This year also saw the successful completion of the conservation project for the Central Queensland Separation League Petition 1892–1893 – a valuable family history record of around 4,000 women who signed the petition and an important piece of our Queensland heritage. We are also pleased that work has commenced on the transcription of the Colonial Secretary correspondence relating to Moreton Bay and Queensland 1822–1860, making these records accessible to all Queenslanders. These ongoing efforts are integral to our commitment to preserving our history for future generations.

We continued to innovate and enhance our digital offerings. The new Anzac Square Memorial Galleries website allows users to explore and understand the sacrifices and experiences of our servicemen and servicewomen. Additionally, Live at the Library demonstrates our continuous efforts in delivering quality digital content to regional and remote communities. Live at the Library is an interactive experience that allows school students to view rare library collections streamed live into their classrooms with the opportunity to ask questions.

I would like to thank Debbie Best for her strong leadership, and I also express my gratitude to outgoing Chair Professor Andrew Griffiths for his steady stewardship of the Library Board. Thank you to the board members and the Queensland Library Foundation Council for their invaluable guidance and support.

This annual report outlines our significant achievement across the last 12 months. It is an absolute privilege to work with the executive and all colleagues as we strive to deliver outstanding library services to Queenslanders. I applaud their passion and commitment and extend my personal thanks.

Ms Vicki McDonald AM FALIA
State Librarian and CEO
State Library of Queensland

ABOUT THE LIBRARY BOARD OF QUEENSLAND

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

The legislated guiding principles for achieving this are:

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

The functions and powers of the Library Board are listed on page 46. Biographies of Library Board members are detailed on pages 41–42.

In addition to regular meetings of the Library Board, members represented State Library at official functions throughout 2022–23. One committee and 2 advisory groups advise and inform the Library Board on issues that arise within their brief. These bodies also act as important consultative mechanisms with the broader community. The members of the Library Board committee and advisory groups are listed on pages 44–45.

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

Under section 7 of the *Libraries Act*, in appointing a Library Board member, regard must be given to the person's ability to contribute to the Library Board's performance and the implementation of its strategic and operational plans. Under section 9 of the *Libraries Act*, a person is not eligible for appointment as a member if the person is not able to manage a corporation because of the *Corporations Act 2001* (Cth), Part 2D.6.

In 2022–23, there were 6 Library Board meetings. The table in Appendix A outlines all board members, appointment terms, meeting attendance in 2022–23, remuneration and expenses.

Observers

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

Ms Vicki McDonald AM FALIA, State Librarian and CEO, State Library of Queensland

Mr Scott Martin, Executive Director, Business Performance and Infrastructure, Arts Queensland, Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts.

Secretariat

Ms Jennifer Genrich, Manager, Executive Services, State Library of Queensland

PHILANTHROPY

QUEENSLAND LIBRARY FOUNDATION

Generous support from donors, sponsors and grantors through Queensland Library Foundation (the Foundation) directly contributes to the breadth of work undertaken by State Library.

The Foundation acknowledges and greatly appreciates the trust and ongoing generosity of all supporters. Donations through the Foundation in 2022–23 helped State Library to conserve historical and culturally significant items and increase physical and digital access to the collections.

Donor engagement

Through a range of engagement events, donors gained a deeper understanding of State Library collections and programs. The annual Crowd Giving event in October 2022 was an opportunity to share the diversity of State Library activities with new audiences. The guests voted for the acquisition of a 3D digital scanner with $30,000 raised collectively through the event. The scanner will enhance online access to objects in the collection.

The Foundation again welcomed its Patron, Her Excellency the Honourable Dr Jeannette Young AC PSM, Governor of Queensland, and Professor Graeme Nimmo RFD at the special end-of-year event in November 2022. The event is held to thank supporters and celebrate State Library's achievements.

Queensland Literary Awards

The Queensland Literary Awards, held in September, showcased outstanding authors from across Australia. The awards were made possible by philanthropy and sponsorship. The Foundation acknowledges the support provided by Queensland Government, The University of Queensland, Griffith University, University of Southern Queensland, University of Queensland Press, Copyright Agency's Cultural Fund, *The Courier-Mail*, Neil and Jenny Summerson, and Susan Hocking and Ian Mackie.

Queensland Memory Awards

The Queensland Memory Awards recognise significant contributions to the investigation, preservation and celebration of Queensland history. Fellowships are awarded to support researchers, creatives, historians and writers to interpret the collections of John Oxley Library at State Library. The Foundation funded the premier prize, the John Oxley Library Fellowship, valued at $20,000, along with the John Oxley Library Community History Award, valued at $5,000. The Foundation also funded the inaugural Rainbow Research Fellowship, valued at $15,000, which supports research and creation of new knowledge about Queensland's LGBTIQA+ histories and communities. The Foundation acknowledges the ongoing generosity of Dr Cathryn Mittelheuser AM, the Boughen family, the Mellick family, the Siganto Foundation and Queensland University of Technology.

Saving Queensland history

Conservation of the *Central Queensland Separation League Petition 1892–1893* was completed in 2023, thanks to the support of donors. The scroll will be digitised and made accessible online. Viewing the scroll was one of the highlights for donors who participated in the President's Circle behind-the-scenes tour of the conservation laboratory in May 2023.

The Reel Rescue project continues the race against time to preserve and digitise thousands of moving images and audio items. This remains an ongoing funding priority for the Foundation and featured in the June 2023 end-of-financial-year appeal.

Partnerships, sponsorships and grants

Donations are gifts received from people with philanthropic intentions to support initiatives at State Library. The Foundation recognises the significant support provided in 2022–23 by Gina Fairfax AC and Tim Fairfax AC, Courtney Talbot, James C. Sourris AM and Ashleigh Barty AO.

Sponsorship relationships (cash and in-kind) are entered into through formal agreements which outline agreed revenue to State Library. Grants received through competitive application processes are assessed on merit, with revenue provided to the Foundation at the grantor's discretion.

Total revenue received from donations, sponsorships and grants via the Foundation in 2022–23 was $1.3 million. In-kind revenue received is reported in Note B1–2 of the Financial Statements (see page 59).

Queensland Library Foundation was established on 24 June 1987 as an entity of the Library Board of Queensland, in accordance with the powers defined by the *Libraries Act 1988* and launched to the public on 5 May 1988. The Foundation is a not-for-profit company, Limited by Guarantee, registered under the *Corporations Act 2001* (Cth), Deductible Gift Recipient status (DGR Items 1 & 4).

Council members, attendance, remuneration and expenses

Four Queensland Library Foundation Council meetings were held in 2022–23. See Appendix B for a list of council members, appointment terms, meeting attendance in 2022–23, remuneration and expenses.

STRATEGY

STRATEGIC PLAN 2022–26

The Strategic Plan 2022–26 details objectives for State Library to deliver our vision.

Trusted content

Collect, preserve and provide access to trusted content

Strategies:

- Intentionally collect a trusted record of Queensland
- Seek and share diverse stories
- Encourage and collaborate on research to deepen knowledge
- Engage with people as seekers and creators
- Preserve the collection for future generations

Performance indicators:

- Additions to Queensland Memory collections
- Use of collections

Shared experiences

Grow our audience through rewarding experiences

Strategies:

- Improve access, so it's easier to find and use information
- Empower our clients to create, participate and learn
- Scale services to reach new audiences
- Deliver and promote lifelong learning opportunities
- Advocate for public libraries and partner with local government to enable a thriving network of public libraries and Indigenous Knowledge Centres

Performance indicators:

- Visits to State Library onsite and online
- New members
- Local government satisfaction with State Library service delivery

Future-focused people and processes

Enable continuous improvement and innovation

Strategies:

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

Performance indicators:

- Overall visitor satisfaction with services and programs
- Average cost per visit

The Strategic Plan was updated in November 2022 to reflect a new Statement of the Queensland Government's objectives for the community.

STRATEGIC OPPORTUNITIES

We have the opportunity to:

- reach Queenslanders statewide due to our proven experience and capability in digital delivery
- contribute to digital inclusion due to our proven experience in digital delivery and effective partnerships
- make a significant contribution to Path to Treaty and truth-telling due to our diverse and rich collections, experience in community engagement and strong partnerships
- meet and anticipate future client demand through optimising the building spaces, due to the resilience of the Millennium Library Project design and our ongoing service planning.

STRATEGIC RISKS

Strategic risks are:

- changing community needs and expectations, technology and learning styles – We must meet changing client needs to sustain audience growth. We will continue to transform, innovate and deliver relevant services.
- information and communications technology (ICT) infrastructure and security – We must provide trusted, reliable and secure ICT services and enable access, preservation, and delivery of digital collections. We will continue to develop strategies and capability, and prioritise funding to update ICT infrastructure.
- business continuity – We must manage the impacts of disasters including COVID-19 and extreme weather events. We will continue to review and update our risk mitigation and business continuity plans.
- digital inclusion – We must work to ensure Queenslanders statewide are able to access our online services and contribute to the digital economy. We will work with our partners to build digital inclusion and engagement.
- transformation of library collections, services and programs to meet the digital age and changing community needs – We must ensure the community understands the value of libraries in a rapidly changing environment. We will build awareness of the role and value that libraries provide.

OPERATIONAL PLAN 2022–23

The 2022–23 Operational Plan details the focus activities for State Library:

- Intentionally seek, collect and share authentic Queensland stories
- Share First Nations perspectives through language revitalisation, knowledge creation and truth-telling in culturally informed and respectful ways
- Deliver online and onsite experiences that empower, stimulate and enrich
- Partner with local government to enhance the role of public libraries in building community capacity, cohesion and resilience
- Invest in our people to enable us to do our best
- Achieve fit-for-purpose digital services and effective business models
- Increase revenue through philanthropy, sponsorships and own-source revenue initiatives

There were no modifications to the Operational Plan 2022–23.

PLANS AND PRIORITIES FOR NEXT REPORTING PERIOD

The vision for State Library in the 2023–27 Strategic Plan is to be a library of influence, inspiring and connecting people through knowledge, storytelling and creativity. The priorities will be shaped by 4 objectives: Collecting memories, Enriching experiences, People and communities and Responsive innovation.

The 2023–24 Operational Plan identifies 6 operational strategies as priority areas for the next reporting period:

- Engage and amplify a process of truth-telling and healing, by enabling treaty readiness through First Peoples' stories, cultural safety of our staff and culturally safe services for all Queenslanders.
- Strengthen our offer as a cultural destination.
- Implement an audience development strategy to increase engagement with regional Queenslanders.
- Attract, retain and invest in a skilled, diverse and culturally responsive workforce.
- Increase community engagement with Queensland public libraries and Indigenous Knowledge Centres through the delivery of a marketing campaign.
- Plan and deliver fit-for-purpose, safe and secure digital systems.

14 OUTCOMES

REPORT ON PERFORMANCE

	NOTE	2022–23 TARGET	2022–23 ACTUAL
Objective: Trusted content			
Use of content	1	15,000,000	13,585,829
Number of additions to the Queensland Memory collection	2	41,000	39,113
Objective: Shared experiences			
Visits onsite and online (Service Delivery Statement service standard)	3	4,500,000	5,714,538
Number of new members	4	40,000	43,103
Local government satisfaction with State Library service delivery	5	80%	96%
Objective: Future-focused people and processes			
Visitor satisfaction with State Library services and programs (Service Delivery Statement service standard)	6	95%	96.6%
Average cost per visit (Service Delivery Statement service standard)	7	≤$7.50	$ 5.67

Notes

1. This measure reports on the use of physical, digital and eresources (licensed content). The actual use of content was affected by the lower usage of Queensland newspapers accessed through the Trove database compared with previous years. Changes to the methodology for counting newspaper views in Trove were implemented by National Library of Australia during this period.
2. Additions to Queensland Memory collections were under target due to delays in making content live when the catalogue search tool transferred to a cloud-based system.
3. This measure includes visits onsite at South Bank and Anzac Square Memorial Galleries and visits online to State Library and Anzac Square Memorial Galleries websites. The 2022–23 targets incorporated the potential for impacts of COVID-19 as experienced in recent years. Both onsite and online visitation exceeded targets. The impact of COVID-19 on onsite visitation declined and online visitation increased by more than predicted.
4. New membership was above target, correlating with increased visitation and reflective of broader engagement with school students and teachers.
5. This was a new measure in 2022–23. Local government satisfaction is measured annually through a survey of councils with Service Level Agreements with State Library. One response is accepted per council. This is the percentage of responses that expressed overall satisfaction with State Library's service delivery. This target was developed based on similar measures of local government satisfaction with service delivery. The actuals in this first year exceeded expectations.
6. Visitor satisfaction is the percentage of respondents to a rolling, year-long exit survey of onsite State Library visitors who said they were 'satisfied' or 'very satisfied' when asked, 'How would you rate your overall satisfaction or dissatisfaction with today's visit?'
7. Average staff cost per visit to State Library public sites and State Library-managed websites includes salaries and on-costs for employees, as well as casual staff expenses. The variance between the 2022–23 target and actual is due to increases in online and onsite visitation and delays in recruitment which reduced operational costs.

STRATEGIC OBJECTIVE 1

TRUSTED CONTENT

COLLECT, PRESERVE AND PROVIDE ACCESS TO TRUSTED CONTENT

Strategies

- Intentionally collect a trusted record of Queensland
- Seek and share diverse stories
- Encourage and collaborate on research to deepen knowledge
- Engage with people as seekers and creators
- Preserve the collection for future generations

2022–23 Focus activities

- Intentionally seek, collect and share authentic Queensland stories
- Share First Nations perspectives through language revitalisation, knowledge creation and truth-telling in culturally informed and respectful ways

As custodian of Queensland's memory, State Library plays an important role in preserving and sharing historical and contemporary stories. This means collecting an inclusive picture of Queensland that reflects the state's diversity and perspectives – achieved by seeking the voices that have often been excluded. Collecting, interpreting and sharing Queensland stories through a First Nations lens is part of the commitment to enabling respectful truth-telling practices in support of Path to Treaty. Innovative technological solutions and a sustained digitisation effort enhanced access to collections in 2022–23.

Through a considered approach, State Library added 39,113 items to the Queensland Memory collection. These ranged from oral histories to photographs, films, audio recordings, music scores, manuscripts and archives, books, architectural plans, maps and born digital content.

Flickr Commons, YouTube and Vimeo provided opportunities to showcase collections, reach new audiences and enable community contributions. Over 3.8 million views of collections took place through external online platforms.

An expanded program of fellowships offered through the Queensland Memory Awards supported researchers and creatives to interpret the collections of the John Oxley Library and share their insights with the community. State Library continued the important work of supporting First Nations communities in revitalising, documenting and preserving traditional languages.

DIGITISATION, PRESERVATION AND INNOVATION

With a 2022–23 collecting focus on First Nations stories, culturally and linguistically diverse collections, and items representing Queensland LGBTIQA+ experiences, State Library has grown and developed its collection significantly.

New World War I and World War II collections complemented existing materials documenting Queensland's involvement in war, and its far-reaching impact on the state. Photographic collections were acquired, such as that of Gunner William Henry Brewer, whose album gives an insight into the Second World War domestic forces and their training in Cape York, Brisbane, the Northern Territory, Thursday Island and New South Wales. Additionally, a series of digital stories telling the history behind monuments in Anzac Square parklands was created.

Newly acquired photographic collections documenting contemporary life were made accessible, such as series on the community of Yarrabah, Bengali New Year (Pohela Boishakh) celebrations in Brisbane and grocery shoppers during the 2020 COVID-19 lockdown. Web pages that reflect the experiences of peak organisations representing the interests of LGBTIQA+ Queenslanders were archived.

Cultural works by First Nations creators were added to the Queensland Memory collection, including *Frontiers*, an etching by Yidinji artist Paul Bong, and *Mission Days*, a painting of Mornington Island Mission by Coralie Thompson Kuthakin. An ongoing interview series recorded the experiences and reflections of Aboriginal and Torres Strait Islander Elders who have contributed to social change for their communities.

Enriching digital experiences

One Search, the library catalogue, was upgraded to a cloud-based service, improving security and user experience. One Search provides access to physical and digital collections as well as eresources. Andrei Maberley was appointed as the 2023 Staff Digital Collections Catalyst to develop Voices of the Collection, an interactive audio-visual discovery tool. The project will invite visitors to explore authentic personal stories of Queenslanders through artificial intelligence avatars generated and voiced from machine learning models using State Library collections. The work of 2021 Digital Collections Catalyst Brett Tweedie continued to garner attention for its innovative visualisation of more than 10 years of State Library catalogue search terms. The Topography of Searching was presented at several conferences to showcase the benefits of supporting developers and creatives to use digital collections and collections data in experimental ways. The project was longlisted for the Information is Beautiful Awards, which celebrate excellence in data visualisation and infographics.

Colonial Secretary's correspondence

The correspondence of the Colonial Secretary is one of the most valuable sources of information on all aspects of the history of the early British settlement of Australia. As part of the Colonial Secretary's Correspondence Project, 55,000 pages have been digitised from microfilm originals held by the State Archives and Records Authority of New South Wales, and automated transcription undertaken. Volunteers are progressively reviewing the letters and correcting automated text.

Scroll conservation

Funding from Queensland Library Foundation enabled conservation of a fragile and important piece of the state's history, the Central Queensland Separation League Petition 1892–1893. The 33-metre-long scroll contains the names and transcribed signatures of over 3,000 women in support of the separation of Central Queensland to form a new state. The scroll will be digitised and made accessible online.

RACQ's The Steering Wheel

Royal Automobile Club of Queensland publication *The Steering Wheel* (January 1915 – November 1932) was digitised and made available online through the library catalogue. This unique magazine was published in collaboration with the Motor Traders' Association of Queensland; the Australian Auto Club, Queensland Section; and the Queensland Motor Cycle Club. The 33,542 pages of digitised content provide an insight into the motoring, home and social life of Queenslanders during this era.

The Catholic Advocate

Queensland Library Foundation and Brisbane Catholic Education worked together to raise almost $120,000 to digitise microfilm holdings of independent Brisbane newspaper *The Australian (1878–1912)*, which later became *The Catholic Advocate*. The historically important publication is now searchable through Trove, the national platform. Learning resources for teachers and students were created on the Curriculum Connect platform to support the digitised content, and workshops were conducted with schools. The 59,680 pages from 1911 to 1930 reflect a progressive, community-minded congregation who worked tirelessly for the betterment of all people, often during complex and poverty-stricken times, and in an era when WWI had its greatest impact on Queensland citizens and families.

Reel Rescue

The National Film and Sound Archive has identified a goal of digitising magnetic media, including audiocassettes and VHS tapes, by 2025 before the stored audio and footage is potentially lost. State Library is working towards this deadline through the Reel Rescue project, strategically digitising the holdings of film, video and audiocassettes in the collections. This year, more than 350 items were digitised – predominantly oral histories detailing the history of Queensland through recorded, candid interviews with ordinary and extraordinary Queenslanders.

Documentary history

National edeposit (NED) is the electronic legal deposit system developed by National Library of Australia in collaboration with the 8 state and territory libraries. Queensland publications must be deposited to State Library of Queensland and the Queensland Parliamentary Library under the *Libraries Act*. This includes all electronic books, maps, music scores and serials. NED is the response to the major challenge of capturing, preserving and making accessible the digital documentary history of Australia. This year, 8,446 Queensland publications were deposited in NED and made available through the catalogue.

PRIORITISING FIRST NATIONS PERSPECTIVES

Preserving Indigenous languages

Language revitalisation and knowledge creation are key outcomes of the Indigenous Languages Project (ILP). The project, operating since 2007, is largely funded by the Indigenous Language and Arts Program of the Australian Government's Department of Infrastructure, Transport, Regional Development, Communication, and the Office for the Arts.

The Yuuingan Dhilla Yari Queensland Indigenous Languages Symposium in May 2023 provided a platform to look towards the future and share strategies, initiatives and best-practice models to ensure the ongoing revival of Indigenous languages for and by the next generation. Meaning 'friends, basket, talk' in Yuggera language, Yuuingan Dhilla Yari focused on empowering youth leadership and embedding language in the education sector. Keynote speaker Beau Williams, CEO of First Languages Australia, joined champions of community-led language projects for a day of panel discussions and workshops with 141 in-person attendees and 88 attendees on the livestream.

State Library is adding to its collection of digital First Nations histories and stories by identifying, digitising and describing written language and cultural materials from its existing collections, donated materials and recordings. Approximately 550 items were digitised.

State Library of Queensland's executive endorsed the Tandanya-Adelaide Declaration, the first international archives declaration on Indigenous people and matters, calling to 'reimagine the meaning of archives as an engaging model of social memory; to embrace the Indigenous worldviews and methods of creating, sharing and preserving valued knowledge'.

Reparative description

The way libraries describe their collections is fundamental to how content is discovered, accessed, used and preserved, now and into the future. New Content Description Principles were developed and implemented to guide reparative and inclusive cataloguing for First Nations content. Reparative cataloguing addresses bias, archival erasure and harmful language in legacy descriptions. Collection descriptions are being updated using First Nations description tools and recording traditional place names. This inclusive cataloguing work will expand to collection descriptions featuring LGBTIQA+, culturally and linguistically diverse, migrant and refugee communities; Queenslanders with disability; and women.

Who's Your Mob?

Building on the learnings from previous Deadly Digital Communities (DDC) programs, and funded by Telstra, the DDC Who's Your Mob? Aboriginal and Torres Strait Islander Family History Workshop was developed. It was delivered as an onsite program at State Library in August 2022 and offered in Mount Isa, Townsville and Mossman between March and May 2023. A total of 36 people participated in the regional workshops. Who's Your Mob? is designed to help break down the digital divide by engaging with Aboriginal and Torres Strait Islander communities in regional and remote areas and connecting them with the online resources and networks available to research their family history. Who's Your Mob? videos are being made available online to assist First Nations family history researchers.

Dialogue on Gudang Yadhaykenu Country

Knowledge and information shared by Gudang Yadhaykenu Traditional Owners on Cape York is being incorporated into the catalogue records for the William Kennett Archive, a first-hand account from the late 1860s of the Somerset settlement. Staff visited the Northern Peninsula Area (NPA) to share the photographs and manuscripts in the newly acquired archive. Traditional Owners were excited and deeply moved by the content, and shared information about the material as well as stories of their history, culture and ancestors. The meetings with Traditional Owners and the reaction to the collection display at NPA Cultural Festival in Bamaga underscored the importance of engaging with community on Country to prioritise First Nations experiences and perspectives, and strengthen dialogue on collections.

First Nations Wikipedian-in-Residence

State Library partnered with Wikimedia Australia on a residency program to showcase and increase visibility of First Nations music and musicians on Wikipedia. First Nations Wikipedian-in-Residence Bianca Valentino, a writer, editor, publisher, artist and musician, was hosted over 10 weeks from May 2023 to use State Library collections and work with interested members of the community to expand First Nations music content in Wikipedia.

Aboriginal genealogy resources enhanced

An agreement was formed with South Australian Museum to purchase new digital reproductions of the Norman Tindale Collection to replace low-resolution versions. The Norman Tindale Collection is an extensive body of work compiled by individuals associated with the South Australian Museum, under the leadership of anthropologist Norman Tindale between 1928 and 1960. It contains genealogical information about Aboriginal communities throughout Australia, as well as journals and maps. The digitised content includes genealogies, photographs, data sheets, school reports and crayon drawings relating to Queensland and northern New South Wales. Over 9,700 name indexes to the collection are publicly available in the library catalogue, forming a user-oriented resource for Aboriginal family history research. Protocols are in place to enable access to digitised content. The remaining content will be made available by late 2023.

Interim Truth and Treaty Body

The Interim Truth and Treaty Body (ITTB) was established on 16 August 2022 as an independent interim body to maintain the momentum on Queensland's Path to Treaty, and to support the design and establishment of a First Nations Treaty Institute, and a Truth-telling and Healing Inquiry. In accordance with the Treaty Advancement Committee (TAC) recommendation that the interim independent body be established outside a government line agency to support its independence, State Library has hosted the ITTB under a Memorandum of Understanding (MoU) with the former Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP).

The MoU sets out the agreed process for the transfer of funds from DSDSATSIP to State Library to provide services to the ITTB. It outlines the services and support provided by State Library to assist the ITTB to fulfil its terms of reference, including accommodation, and administrative, financial and information communications technology services. The term of the MoU is 1 July 2022 – 31 December 2023. Funds of up to $5 million to support the work of the ITTB are drawn from the Path to Treaty Fund, including for support staff. State Library created the ITTB website to provide an online presence that is integral to reaching remote, rural and regional communities.

SIGNIFICANT ACQUISITIONS

Memory collections

- **Hugh Lunn archive** – manuscripts, photographs, speeches, correspondence, interviews and documents covering the career of Queensland journalist and writer Hugh Lunn, whose 1989 memoir *Over the Top with Jim* is an Australian classic.
- **Dr Isobelle Carmody papers** – manuscripts, artworks, correspondence and other papers of internationally acclaimed author of fantasy Dr Isobelle Carmody, who has written over 40 young adult books. The collection covers works written in the decade since Dr Carmody permanently relocated to Queensland.
- **Digital stories and oral histories** were commissioned, including interviews with Aunty McRose Elu, Uncle Bill Lowah, Uncle Ernie Grant, Uncle Ernie Raymont, and the late Aunty Ethel Munn as part of the ongoing Elders interview series. Interviews with notable Queensland artists Michael Eather and Pat Hoffie were filmed for the James C. Sourris AM Collection of Artist Interviews and made available via the library catalogue.
- **DIDG (Deaf Indigenous Dance Group) collection**, featuring multimedia portraits and oral histories. North Queensland photojournalist Sean Davey worked with the performers in 2021 to create 11 multimedia portraits, each dancer overlaying Sean's black and white portrait with ink text and illustrations that tell their story.
- ***Voyage au pole sud***, a rare, complete 30-book set charting Jules Demont D'Urville's scientific voyage through the Pacific to Antarctica from 1837–40. Voyage au pole sud et dans l'Océanie sur les corvettes l'Astrolabe et la Zélée (Voyage to the South Pole and Oceania on the Astrolabe and Zélée corvettes) contains observations, illustrative plates and maps which are the final primary documents of many Pacific nations before the harmful events of colonisation.
- **Digital photographs of contemporary Queensland life**, including images of the 50th anniversary of the Doomadgee Rodeo by Hamish Cairns, the annual shearing season at Fairfield Station near Longreach taken by Dean Saffron, the Birdsville Big Red Bash and the Laura Quinkan Dance Festival taken by Tyr Liang, and images of the Brisbane Holi Festival 2022 taken by Shehab Uddin.
- **Stephen Owen letter, 1834** – a letter written by the officer in charge of the commissariat at the Moreton Bay Penal Settlement to a close acquaintance, Charles Hudson, in London. This is a previously unpublished and unrecorded letter, possibly the earliest extant item of private outward correspondence from Moreton Bay.
- **Herbert John Pardey archive of glass plate negatives and scans** – a nationally significant collection of unique photography taken between 1907 and 1917 in Pittsworth, Queensland. These 504 glass plate negatives and 1,100 digital scans are the most substantial collection of this photographer, demonstrating his ground-breaking techniques and approach to image making.
- **A spectacular French moving diorama circa 1905** was added to the Australian Library of Art collection. *Voyage autour du monde par un petit Francais /Lucien Maucler (Voyage around the world by a little French boy)* features paste-down chromolithographic illustrations, the central design showing the departure of the young hero surrounded by scenes from his voyage around the world.

Information Collections

- **Contemporary Authors: A Bio-Bibliographical Guide to Current Writers in Fiction, General Nonfiction, Poetry, Journalism, Drama, Motion Pictures, Television** has been made accessible online to library members. It provides access to biographical information on approximately 300 modern writers and is accessible through an easy-to-use interface with a variety of search paths.

Public libraries

- **QLD cloudLibrary Language Collection**, a collection of current ebooks and eaudiobooks in Languages Other Than English (LOTE), is accessible via the web and an easy-to-use app. It has been tailored to meet the needs and interests of Queensland's diverse multicultural communities. The platform hosts content in over 25 languages and caters for juniors and adults. These titles can be borrowed by all Queensland public library, IKC and State Library members.

NURTURING KNOWLEDGE SEEKERS AND CREATORS

Queensland Memory Awards

Fellowships and residencies offered in State Library's flagship Queensland Memory Awards contribute new knowledge about Queensland's history and offer new insights through deep engagement and interaction with the collections. The Queensland Memory Awards are made possible by the support of donors and Queensland Library Foundation (QLF).

Winners of the 2022 Queensland Memory Awards were:

John Oxley Library Fellowship
Dr Mimi Tsai for 'Vernacular landscapes and Queensland memories: exploring Queensland's resilience through narratives of therapeutic environments'
$20,000 plus 12-month residency funded by QLF

John Oxley Library Honorary Fellowship
Associate Professor Anna Johnston for 'History and fiction: mapping frontier violence in colonial Queensland writing'
12-month residency funded by QLF

John Oxley Library Award
Dr Jackie Huggins AM FAHA for outstanding contribution to the appreciation of Queensland history

John Oxley Library Community History Award
Mithaka Aboriginal Corporation for excellence and innovation in preserving, recording and sharing Queensland history
$5,000 funded by QLF

Mittelheuser Scholar-in-Residence
Greer Townshend for 'I feel you: discovering collections through emotion'
$15,000 plus 12-month residency supported by Dr Cathryn Mittelheuser AM through QLF

Monica Clare Research Fellowship
Dr Maxwell Brierty for 'Mipa Mipumani: the colonisation of Kullilli Country in South-West Queensland'
$15,000 plus 12-month residency funded by the Siganto Foundation through QLF

Queensland Business Leaders Hall of Fame Fellowship
Mary Howells for 'Trittons: furnishing Queensland'
$15,000 plus 12-month residency funded by Queensland University of Technology and QLF

Rainbow Research Fellowship
Bianca Martin for 'LGBTIQA+ zines in contemporary Queensland'
$15,000 plus 12-month residency funded by QLF

Letty Katts Fellowship
Dr Leah Cotterell for 'Sunday nights at The Primitif'
$5,000 supported by the Mellick family through QLF

Christina Boughen OAM Fellowship
Juanita Simmonds for 'Christina Boughen: a Queensland musical artist and woman'
$10,000 supported by the Boughen family through QLF

State Library of Queensland Medal
Des Crump for his valuable contribution and dedication as a former State Library staff member

Research Reveals

Research fellows recognised at the 2021 Queensland Memory Awards shared their interpretations with the community at Research Reveals in February 2023. Their research helps to deepen understanding of Queensland's diverse history by bringing to life stories from the collection. Offered for the first time as a full-day experience, Research Reveals attracted 156 attendees and 68 livestream views.

ABC journalist Kat Feeney was Master of Ceremonies as 5 fellows presented their research findings: Dr Henry Reese (John Oxley Library Fellow, Electrifying Queensland: Modern Machines in the Sunshine State), Associate Professor Mark Lauchs (John Oxley Library Honorary Fellow, Social Networks of Crime and Corruption: the First and Second Jokes), Dr Robin Trotter (Queensland Business Leaders Hall of Fame Fellow, Sir Arthur Petfield: From Tinpot to Porcelain), Rachel West-Captain (Monica Clare Fellow, A Murruwarri Family of South-West Queensland and North-West NSW), and Jo-Anne Driessens (Mittelheuser Scholar in Residence, Aboriginal and Torres Strait Islander Lens Perspectives).

STRATEGIC OBJECTIVE 2
SHARED EXPERIENCES

GROW OUR AUDIENCE THROUGH REWARDING EXPERIENCES

Strategies

- Improve access, so it's easier to find and use information
- Empower our clients to create, participate and learn
- Scale services to reach new audiences
- Deliver and promote lifelong learning opportunities
- Advocate for public libraries and partner with local government to enable a thriving network of public libraries and Indigenous Knowledge Centres

2022–23 Focus activities

- Deliver online and onsite experiences that empower, stimulate and enrich
- Partner with local government to enhance the role of public libraries in building community capacity, cohesion and resilience

State Library showcased and celebrated Queenslanders' stories through diverse onsite and online experiences designed to inspire and empower audiences. Collections were highlighted in exhibitions, from the souvenir tea towel nostalgia of *Queensland to a T* to the oral histories of *Meet the artists*. Awards programs amplified the voices of emerging and established writers, workshops provided learning opportunities for makers and creatives, and conversation series shared big ideas. The partnership with public libraries and IKCs delivered deeply local outcomes that helped to strengthen early literacy foundations for young Queenslanders, bridge digital and geographic divides, and foster social inclusion.

The Future libraries: Better communities symposium brought together stakeholders to contribute to a 10-year roadmap to position Queensland public libraries as key community and cultural hubs that drive social change to address inequalities.

First Nations perspectives were elevated in culturally informed and respectful ways through initiatives such as the black&write! intern training and writing fellowship program, and kuril dhagun showcases marking 20 years of IKCs and recognising the role of Aboriginal stockmen and stockwomen in the pastoral industry.

Innovative digital delivery solutions brought library collections to wider audiences and deepened engagement in the education sector. The Live at the Library virtual classroom experience, launched in late 2022, gave thousands of regional and remote students exposure to collection items.

IGNITING THE CREATIVE SPARK

The Edge, State Library's open-access community makerspace, gives creatives the tools and expertise to build new skills and bring life to their ideas. Impacts of the February 2022 Brisbane floods resulted in a reduced program offer resuming on level 1 of The Edge in August. General access to the window bays, The Brink café and The Edge auditorium also resumed from August 2022. The Applied Creativity team delivered facilitated, paid and free workshops, providing access to the digital media lab, recording studio and a pop-up makerspace.

CHAMPIONING READING AND WRITING

State Library's collaboration with the literary community inspires readers and fosters a thriving writing sector. The awards programs directly deliver on Queensland Government *Creative Together 2020–2030* priorities to share our stories, celebrate our storytellers and elevate First Nations arts.

Queensland Literary Awards

The Queensland Literary Awards celebrate and promote Australian writers and stories. State Library proudly manages the awards in collaboration with industry partners and the writing community. These awards are made possible by the Queensland Government through Arts Queensland, and sponsors and philanthropists. The 2022 awards ceremony was held in September, with $238,500 in prize money awarded in recognition of outstanding literary talent.

Winners of the 2022 Queensland Literary Awards were:

Queensland Premier's Award for a Work of State Significance
Wounded Country by Quentin Beresford (NewSouth)
$25,000

Queensland Writers Fellowships
Melissa Ashley
Geneve Flynn
Mary-Rose MacColl
3 Fellowships of $15,000 each, plus professional development support to the value of $4,500

Queensland Premier's Young Publishers and Writers Awards
Rebecca Cheers
Marilena Hewitt
Two awards of $10,000, plus career development support to the value of $2,500 each

The University of Queensland Fiction Book Award
The Other Half of You by Michael Mohammed Ahmad (Hachette Australia)
$15,000

The University of Queensland Non-Fiction Book Award
Lies, Damned Lies by Claire G. Coleman (Ultimo Press)
$15,000

Children's Book Award
Kunyi by Kunyi June Anne McInerney (Magabala Books)
$15,000. Award supported by Susan Hocking and Ian Mackie, and their family, through the Hocking Mackie Trust at APS Foundation.

Griffith University Young Adult Book Award
Girls in Boys' Cars by Felicity Castagna (Pan Macmillan)
$15,000

University of Southern Queensland Steele Rudd Award for a Short Story Collection
Dark as Last Night by Tony Birch (University of Queensland Press)
$15,000

Judith Wright Calanthe Award for a Poetry Collection
Stasis Shuffle by Pam Brown (Hunter Publishers)
$15,000. Award supported by the Copyright Agency's Cultural Fund.

David Unaipon Award for an Emerging Aboriginal and/or Torres Strait Islander Writer
'Always Will Be – stories of Goori sovereignty, from the future(s) of the Tweed' by Mykaela Saunders
$15,000, plus manuscript development and publication with University of Queensland Press. Award supported by the Copyright Agency's Cultural Fund.

Glendower Award for an Emerging Queensland Writer
'Things Left Unsaid' by Yen-Rong Wong
$15,000, plus manuscript development and publication with University of Queensland Press. Award supported by Jenny Summerson through Queensland Library Foundation.

***The Courier-Mail* People's Choice Queensland Book of the Year Award**
Another Day in the Colony by Chelsea Watego (University of Queensland Press)
$10,000

black&write!

black&write! is a nationally recognised program that recruits, trains and mentors Aboriginal and/or Torres Strait Islander editors to work in the Australian publishing industry. It is an industry-leading pathway to publication with sustained investment through the Australia Council for the Arts and the Copyright Agency's Cultural Fund.

Funding supports the placement of in-house intern editors at State Library, complemented by the black&write! Writing Fellowships, which support the career development of 2 Aboriginal and/or Torres Strait Islander writers each year. To date, 25 fellowships have been awarded and 8 First Nations people have completed black&write! editing internships. Twelve books have been published and 3 more are scheduled for release in 2023–24.

The 2023 winners, Dakota Feirer ('Arsenic Flower') and Jacob K. Gallagher ('The Doubles'), each received $10,000 prize money, editorial development with the black&write! editing team and a publication opportunity with commercial publishing house Hachette Australia. The black&write! editing interns get hands-on editing experience while working on the winning fellowship manuscripts.

Young Writers Award

The Young Writers Award, an annual short story competition for Queensland residents aged 18 to 25, provides entry points and creative development for emerging writers. The 2022 winner was Callum Brockett for his short story 'Once/Now'. Callum was awarded $2,000 and his story was published in *Griffith Review*. Three runners-up were awarded $500: 'Back Burning' by Ellie Kaddatz, 'Six' by Sasha Vucicevic, and 'The Sea Behind My Eyelids' by Maxwell Freedman.

Supporting the writing community

State Library connects and partners with the writing sector to nurture Queensland writing. This includes deep, long-standing partnerships with Queensland Writers Centre (QWC), Brisbane Writers Festival (BWF), University of Queensland Press, and *Griffith Review*, and new and dynamic collaborations with *Meanjin*, *Kill Your Darlings*, The Conversation Media Group, Red Room Poetry, Institute of Professional Editors, and Hachette Australia.

A new lease agreement with QWC affirmed State Library's role as a literary hub for Queensland. Through the State Library partnership, QWC and its sub-tenants – the Children's Book Council of Australia, Queensland Poetry and Book Links Queensland – receive marketing and venue support to deliver key programs. State Library spaces were activated for Brisbane Children's Writers Festival, GenreCon: Forbidden Doors and Queensland Poetry Festival – Story/Verse.

More than 15,800 BWF ticket holders flocked to library spaces for the 61st festival, themed 'Have we got a story for you'. The 2023 festival had a strong return to in-person attendance, an increase of 33% on 2022 and back on par with pre-pandemic levels. BWF welcomed more than 300 authors, including 2022 Booker Prize winner Shehan Karunatilaka, Irvine Welsh, Tim Winton, Jessica Au, Grace Tame, Stan Grant and Dr Norman Swan.

CONNECTING WITH THE PAST

Honouring the Anzacs

Anzac Square Memorial Galleries visitation continued to grow, rising above pre-pandemic numbers. Total visitation for the 303 operating days was 129,119, an average of 426 per day. This compares to the average of 362 daily onsite visits the previous year, and represents an increase of 117%. Anzac Square staff hosted a total of 216 group tours. The Anzac Square Memorial Galleries website was redeveloped to provide an enriched user experience, including the ability to place a virtual poppy in the galleries. A total of 854 Queenslanders placed a virtual poppy in the lead-up to Anzac Day. Website visits were up by 113% compared to the previous year.

Anzac Day surpassed expectations with 6,561 visitors through the galleries. This was an increase of 57% from 2022. Onsite visits during the 1–25 April campaign period were 18,388 (an increase of 24% from 2022) and there were 27,069 online sessions (an increase of 137% from 2022). Anzac Square Memorial Galleries featured in Brisbane Open House in August 2022. Four dedicated tours and ad hoc visits during the event brought 1,027 visitors to the galleries.

Key events are programmed monthly, profiling elements of the collection in the galleries and State Library. All the talks were booked out, with a total of 614 attendees. This represented a 276% increase on the previous financial year, when the galleries were closed for 20 days due to COVID-19 lockdowns and flooding. Events ranged from the Fall of Singapore service to a musical performance by Ensemble Sooon and talks on 'Love and war', 'Women in wartime' and 'Don Ross: mosaic artist and Renaissance man'.

CULTIVATING LEARNERS AND EDUCATORS

Live at the Library

Live at the Library, an innovative initiative to extend awareness and use of State Library resources by regional and remote schools, launched in October. Feedback from teachers and students highlights their appreciation of the engaging content, interactive format and unique technology that expose students to rare collection items.

Since inception, Live at the Library has generated 142 school bookings and engaged 3,240 students. It is aligned with the Schools Engagement onsite offer, with 69% of the workshops booked by high school teachers. Senior secondary students (Years 11–12) account for 38% of participation while junior secondary students (Years 7–10) represented 31%. Primary schools are a growing audience, with primary student participation accounting for 31% of the workshops, demonstrating consistent interest across all year levels. Notably, 86.5% of workshops booked during Terms 1 and 2 of 2023 continue to be delivered to regional schools.

Curriculum Connect

Curriculum Connect is a curriculum-linked learning resource platform for teachers. Educational resources expanded to include connections in English, Humanities and Social Sciences (HASS), science, the arts and technologies, with over 140 resources available for download. Since its launch in July 2021, the site has had 99,383 page views, with 22,811 unique users accessing the site.

The Schools Research Experience and onsite program of activities drew participation of 2,993 across 111 events. From Term 3 (July 2023), a librarian will aid in facilitating the Schools Research Experience to help teachers and students build their research capabilities and to enhance access to materials onsite, building on a successful trial in Term 2 of 2023. The Young Researchers Program also launched in 2023, with Cloncurry State School, Spinifex College from Mount Isa, and Mundubbera College participating, and 10 students submitting applications to join a week-long program practicum to State Library in September 2023.

Learning for teachers and teacher librarians

Incorporating First Nations perspectives into classroom teachings was the focus of the 2022 Curriculum Connect Teacher and Teacher Librarians Symposium in July. The one-day event aimed to strengthen and support First Nations perspectives, history and voices in classrooms by providing practical knowledge and best-practice models. The program included keynote addresses from Dr Jackie Huggins AM FAHA and Dr Martin Nakata AM along with presentations from Robert Ah Wing, Cara Shipp, Joe Sambono, Alison Quin, Phyllis Marsh, Kiana Charlton and Bronwyn White. A total of 224 delegates (157 onsite and 67 online) participated.

The Anzac Square teacher professional development series shows educators how they can connect to State Library content to support the learning of Queensland history in classrooms. The series comprises 4 free professional development sessions that incorporate stories from the different historical periods represented by the Anzac Square Memorial Galleries.

Young Historians

State Library coordinated and hosted the 2023 Premier's Anzac Prize Young Historians Workshop in mid-January. Staff mentored students to develop their research skills and explore the historical documents and artefacts held at John Oxley Library. The prize recipients were able to uncover historical facts and personal stories about the service people they were researching to inform eulogies they will deliver while travelling to the Western Front in 2023.

The Corner

A total of 61,550 visitors to The Corner participated in 722 First 5 Forever sessions promoting the importance of talking, reading, singing and playing to support early literacy and brain development. The program activated First Nations artwork *Nyurramba Garran* through First Nations storytelling kits and other culturally relevant play resources.

Summer Reading Club

Summer Reading Club was delivered across Queensland from 1 December 2022 to 31 January 2023 with 740 online participants registered, and almost 8,000 online sessions and 11,000 challenges completed both online and in public libraries across the state. The 2022–23 theme, 'Your Adventure Awaits', was brought to life through illustrations by Sophie Beer, author and illustrator of *The Little Queenslanders' Alphabet Book*. Burdekin Shire Council, with the highest online engagement per capita, was awarded its own Little Queenslanders' Alphabet page illustrated by Sophie Beer. The Summer Reading Club website won the 2023 Museums Australasia Multimedia and Publication Design Award for Digital Learning Experience.

Holiday Fun

Summer Holiday Fun delivered 13 days of children's onsite and online programming in December 2022 and January 2023. The program featured 67 activities and workshops, activating 9 library spaces and drawing 4,809 visitors. The online Creator Series, promoted through social media, recorded 13,359 views. Stimulating onsite programming and innovative digital programming connected children and families with State Library collections, exhibitions and services.

Five days of children's onsite programming were delivered in June 2023, marking a return of Winter Holiday Fun programming following post-COVID closures. The program, featuring 35 engaging workshops, creative drop-in activities, scavenger hunt, and an immersive audioplay experience, activated 4 library venues and welcomed 2,959 visitors. Inspiring and exciting onsite programming connected children and families with State Library collections, exhibitions and services.

INTERACTING WITH COLLECTIONS

Exhibitions, displays and showcases help State Library tell the story of Queensland, increasing access to collections in engaging, accessible ways. The 2022–23 schedule featured uniquely Queensland stories, centred First Nations arts and historical perspectives, and shone a light on creativity in the visual arts.

Sovereign Stories: 10 years of black&write! (23 October 2021 – 4 September 2022), a showcase bringing together a decade of storytelling by the Indigenous-led black&write! project at State Library, drew 20,335 onsite visits and 4,503 online visits and encouraged greater discovery of the books published under the project.

The Great & Grand Rumpus (11 December 2021 – 10 July 2022), featuring spectacular giant cardboard installations of creatures imagined by Greater Brisbane school students, drew 26,297 onsite and 14,634 online visits by its close.

Legacy: Reflections on Mabo (28 May 2022 – 9 October 2022), commemorating the remarkable life, politics, activism and legacy of Eddie Koiki Mabo on the 30th anniversary of the Mabo High Court decision, drew 11,545 onsite and 13,038 online visits.

Queensland to a T (6 August 2022 – 26 January 2023) featured over 200 tea towels curated from the Glenn R. Cooke Souvenir Textiles Collection. The exhibition presented a unique look at Queensland's culture and identity between 1950 and 2016, reflecting changing ideas and interests – and the stubborn longevity of some stereotypes. There were 27,765 onsite and 61,677 online visits.

20 years strong (3 October 2022 – 11 June 2023) showcase honoured the role IKCs have played in rural and remote Queensland communities as libraries, storytelling places and cultural knowledge hubs in the 20 years since the first IKCs opened. There were 24,499 onsite and 3,969 online visits.

Extraordinary stories (10 December 2022 – ongoing) debuted a fresh approach to showcasing collections in the Phillip Bacon Heritage Gallery. *Extraordinary stories* celebrates 'ordinary' Queenslanders using a focused display of collection items. This curatorial approach was designed to increase opportunities for the discovery of smaller and/or little-known collections and stories to the public. As at 30 June 2023, there were 8,664 onsite visits and 3,400 online visits.

Meet the artists (25 February 2023 – 9 July 2023) celebrated the leading artists and art world figures featured in the James C. Sourris AM Collection of Artist Interviews. The exhibition launch brought together many of the artists, art workers and gallerists who have been involved in this State Library interview project since 2011. A companion publication, *Meet the artists*, was developed for the exhibition. By 30 June 2023, 7,075 onsite and 39,140 online visits were made.

Working Country (24 June 2023 – 28 January 2024) pays tribute to Aboriginal stockmen and stockwomen, past and present, whose skill, knowledge and deeply rooted connection to Country earned them a reputation as expert pastoralists. The showcase delves into stolen wages and the exploitation of Aboriginal peoples who worked on the land, as well as the fight for civil rights and Wik stockman John Koowarta's battle for land rights on Cape York. There were 1,939 onsite visits and 1,466 online visits in the first week of the showcase, to 30 June 2023.

LOCAL GOVERNMENT PARTNERSHIPS

State Library's long-standing partnership with local government continues to evolve and grow, enabling the delivery of deeply local outcomes and place-based services and spaces that respond to communities' needs. State Library has partnerships in place with 76 councils, supporting more than 320 public library and IKC services across Queensland. The Queensland Government, through State Library, provides approximately $31.3 million per year to councils through the Public Library Grant and First 5 Forever funding. State Library provides additional in-kind support of approximately $7 million.

Each year, local councils submit reporting that captures the outcomes, outputs and impacts of Queensland Government investment in support of their library services. The 2021–22 annual reporting revealed that public libraries and IKCs had begun to see some return to service engagement following the impacts of COVID-19, despite continued restrictions and extreme weather impacting some libraries. The number of programs delivered increased by 63%, program participants increased by 75%, in-person visitation increased by 11% and collection usage increased by 3%. However, service engagement had not yet returned to pre-COVID levels and membership declined by 2.4% across the state.*

Impacts from COVID meant a number of councils were unable to complete planned projects or expend annual funding. State Library put in place new processes and systems to manage underspends and extensions, and to support councils to rescope and revise their projects and services to meet new needs and capacities. The annual reporting also revealed the majority of libraries and IKCs did not meet Library Service Standards set for visitation, membership, program attendance and collections usage. However, despite the challenges of the past few years, libraries continue to be valued and trusted community hubs, with close to 40% of Queenslanders being members of their local libraries and making more than 13 million library visits in 2021.*

A new annual assessment process was implemented from 1 July 2022. For the first time, feedback about the service was provided to the council chief executive officer and key library staff on areas to celebrate, areas to improve and areas that required action.

(*Data drawn from the 2021–22 financial year annual reporting, as 2022–23 financial year figures are not available until September 2023.)

Local government satisfaction survey

A new performance indicator was included in the 2022–23 Operational Plan to measure local government satisfaction with the services delivered by State Library. This replaces a measure that aggregated visits to public libraries and IKCs. The survey, developed with input from local government and State Library's Public Libraries Advisory Group, gathers one response per council. The overall satisfaction result of 96% exceeded the target of 80% of respondents expressing overall satisfaction with service delivery. The 54 responses received adequately represent the 3 categories of partnerships: independent public libraries, Rural Libraries Queensland (RLQ) and IKCs. This was an excellent outcome for a new measure and underscores the strength of partnerships with local government. Analysis of survey results will inform State Library's approach to partnerships and service delivery to the public library network.

Future libraries: Better communities

The role libraries and IKCs can play in driving social change to address inequality was the focus of the Future libraries: Better communities stakeholder symposium in March 2023. Sharing current research and best practice from across the world, the event attracted 197 in-person participants and 98 online viewers, including library, council, government and industry partners. State Library provided 19 bursaries for regional participants. The symposium explored libraries' pivotal role as community and cultural hubs, and as places of learning and refuge that are staffed by people who connect and contribute to the wellbeing of individuals and their communities beyond the delivery of library collections. Participants helped shape a 10-year roadmap for public libraries.

Keynote speaker Gene Tan, Chief Librarian and Chief Innovation Officer, National Library Board of Singapore, presented successful models for developing and scaling programs that leveraged the public's passions, positioned libraries as the go-to source of new discoveries, and made access and empowerment a core focus.

First 5 Forever roundtable groups addressed how the program is working in communities, what aspects to amplify, and how to capture and measure the successes. A total of 65 stakeholders, including local government, library staff, early years educators, health sector and other community partners, contributed to the discussion. Digital inclusion roundtable groups discussed the themes of access, affordability and ability. Participants committed to taking actions that could help turn the digital inclusion dial and identified key digital inclusion priorities for the 10-year roadmap.

Digital inclusion services and programs

Public libraries and IKCs reach some of the least digitally connected people in our communities. As community hubs, they play a key role in bridging the digital divide by providing free access to technology and resources, a place to develop skills and inclusive programs that enable people to participate in the digital world. According to the 2021–22 Queensland Public Libraries Statistical Bulletin, 2,611 internet-enabled public use devices are available in public libraries and IKCs across the state, and free wi-fi is available at 291 fixed library locations. A combined total of 44,089 community members attended the 9,986 digital literacy/inclusion program sessions delivered across the state.

QUT's Digital Media Research Centre was engaged to evaluate and analyse the impact of digital inclusion programs delivered in partnership with key external stakeholders: Tech Savvy Seniors Queensland, Deadly Digital Communities and Tech Savvy Communities. More than 40,000 participants have been supported through digital inclusion programs in public libraries and IKCs over the past 6 years. These programs have sought to improve the confidence, skills, and social, economic and cultural inclusion of digitally excluded Queenslanders. The evaluation highlighted the key role of public libraries as hubs that build community capability to enable people to participate in the digital environment. It made 4 key recommendations to consider in achieving the vision that no one is left behind in the digital age, including building digital skills, abilities and confidence of public library and IKC staff to support Queensland communities. State Library will develop a Digital Inclusion Action Plan (2023–26) that responds to recommendations made in the report and aligns with Queensland's Digital Economy Strategy and Action Plan 2023–26.

State Library is working closely with Elders and First Nations communities to co-design and deliver the next Deadly Digital Communities program as part of Queensland's Digital Economy Strategy. This is one of 3 State Library initiatives identified to deliver on the Queensland Government priority of closing the digital divide by promoting access, affordability and ability so everyone can enjoy the economic and social benefits of a digitally enabled economy. Planning is under way to establish new IKCs in the remote and discrete communities of Mornington Island, Doomadgee and Kowanyama, and to enhance the viability of the 26 existing IKCs. Regional digital development officers will be employed to help identify opportunities for regional communities to realise their digital potential.

The support of the Barty family continued during 2022–23, helping to address the digital challenges faced by remote communities by providing desktop personal computers (PCs) to IKCs throughout Queensland. This access to essential online services helps communities improve their digital literacy and reduces social and digital isolation. A total of 14 computers have been installed in IKCs in 12 participating councils since 2019 as part of the PCs for IKCs project. A further 10 PCs were provided to Torres Strait Island Regional Council in June 2023 for installation.

Indigenous Knowledge Centres

IKCs are hubs for preserving traditional knowledge and history, reviving First Nations languages and celebrating the diverse cultures of some of the state's most remote communities. The western Cape York community of Mapoon joined Queensland's IKC network in August. The opening of the 26th IKC was the culmination of 2 years of collaboration with Mapoon Aboriginal Shire Council. State Library's partnerships with Aboriginal and Torres Strait Islander shire and regional councils have nurtured IKCs as libraries, meeting places and keeping places. Through investment to local councils on behalf of the Queensland Government, State Library supports staffing, collection materials, programming and professional development in IKCs.

Mornington Shire Council ($59,819) and Napranum Aboriginal Shire Council ($12,730) were approved to receive IKC Establishment and Refurbishment Grants for projects starting in the first quarter of 2023. Talks are in progress to develop partnerships to establish IKCs at Kowanyama and Doomadgee in the Gulf of Carpentaria. Yarrabah Aboriginal Shire Council began an IKC refurbishment project focused on improving service delivery, after being awarded a grant of $30,000 in June 2022.

The *20 years strong* showcase in kuril dhagun celebrated 2 decades of IKCs. In conjunction with the opening of the showcase in October 2022, a 4-day IKC Coordinators Workshop was conducted around the theme of 'Building on our past, for a stronger future'. Attended by 25 IKC coordinators and managers from 10 Aboriginal and Torres Strait Islander councils across Queensland, the program included key capability-building objectives, getting to know State Library, researching collections, local truth-telling, digital upskilling and information sharing of whole-of-government commitments with Aboriginal and Torres Strait Islander peoples.

QLDLibraries app

The QLDLibraries App was launched in October, allowing RLQ and IKC members to access library collections from their phones or devices. Users can search the catalogue and place reserves instantly, manage their loans and use the app as a digital library card. The app also provides access to eresources such as learning platforms, online journals and scholarly research tools, with immediate download possible. The QLDLibraries App gives Queenslanders served by RLQ libraries free access to online learning resources.

Love Your Library market research

Proof Research was engaged in 2022 to survey 1,625 respondents from across the state to inform the Love Your Library initiatives, which will include a marketing and advertising campaign to begin in 2024. The campaign aims to increase visitation and deepen visitor engagement with Queensland public libraries and IKCs. The research report provides reliable representative key findings and strategic recommendations that State Library will employ to inform grant programs, strategic planning, and support services for public libraries and IKCs.

Regional outreach

In response to the multiple disruptions due to weather that affected Queensland communities in the Far North, Gulf and Central Queensland in 2022–23, State Library reached out to 22 affected councils to offer support and information. Professional development workshops on disaster planning and mitigation were offered to council library staff. Resources on salvaging damaged collections and supporting community recovery were available to councils via State Library's Public Libraries Connect website. A Natural Disasters Council Contact Log was set up to coordinate State Library response and follow-up.

Vicki McDonald (State Librarian and CEO) and Louise Denoon (Executive Director, Public Libraries and Engagement) helped celebrate the opening of Highfields Library, Toowoomba, in September and Riverway Library in Townsville in April. Eight Library Board members joined them for a tour of new library facilities at Marsden, Beaudesert and Inala in October. Marsden Library's Sensory Space was funded through a State Library Grant in 2015. Jarjum Guremma Story Walk at Jubilee Park, Beaudesert, was funded through a First 5 Forever Micro Grant in 2020.

Professional development for public library and IKC staff

State Library and its training partners provided in-person and online professional development for public library and IKC staff across the state. Opportunities included:

- regional and small libraries workshops delivered in Roma, Barcaldine, Innisfail and Croydon during March and May, enabling 59 staff from 18 councils to network with colleagues from neighbouring regions
- a comprehensive program of First 5 Forever online modules, onsite workshops and webinars, as well as regional delivery, in Bundaberg, Warraber, Woorabinda, Toowoomba, Townsville, Weipa, Napranum, Aurukun and Mapoon, to a total of 1,159 participants from 53 councils
- a series of 3 webinars – 'Planning for Natural Disasters', 'Responding to Natural Disasters' and 'Recovery' – delivered to 19 staff from 16 councils, recognising public libraries' key role as recovery centres where people can access internet services and support
- Essentials of Engagement training on engaging with communities and stakeholders, delivered online in partnership with International Association of Public Participation Australasia (iAP2A) in May to 25 staff from 16 councils
- 'Libraries as Places of Refuge' webinar, hosted by Moreton Bay Regional Council and delivered to 23 public library staff from 12 councils in November
- True Tracks webinar with Terri Janke and Company, exploring methods to protect Indigenous Cultural and Intellectual Property (ICIP) and Intellectual Property (IP), delivered to 17 staff from 12 councils in May.

FIRST 5 FOREVER

More than 415,000 total attendances were recorded at First 5 Forever activities in libraries and through outreach activities in 2021–22*. Families are returning to onsite programming post-pandemic, reflected in growth of 89% in-library program participation on the previous year.*

The First 5 Forever website delivers trusted content to support parents as their child's first and most important teacher. Website improvements and promotion campaigns resulted in a 652% increase in the number of page visitors subscribing to the age-specific First 5 Forever monthly newsletter in 2022–23. The First 5 Forever website received 231,061 visits, an increase of 31.3% on the previous year.

First 5 Forever Innovation Grants enhance opportunities for children and families to access early literacy opportunities. In 2023, 6 councils were awarded grants to realise projects that celebrate local stories, strengthen family networks and engage children of all abilities. The grants, totalling $173,905, went to Cairns, Hinchinbrook, Ipswich, Townsville, Flinders and Logan councils. Libraries have innovated First 5 Forever programming to bring stories to life in open space storyboards, through collaboration with water safety programs and delivering story time sessions that foster social inclusion.

(*Attendance figures reported are for the 2021–22 as figures for the 2022–23 financial year are not available until September 2023.)

A Book for Every Little Queenslander

With over 60,000 babies born in Queensland every year, ready to explore and learn from the world around them, the A Book for Every Little Queenslander campaign highlights the importance of nurturing each baby's early literacy development from day one. By gifting a board book adaptation of *Shoosh!* by Simon Howe to babies born in the state, A Book for Every Little Queenslander connects families with Queensland stories, First 5 Forever and their local public library at the earliest opportunity. Families with babies born in Queensland in 2023 receive a copy of the Speech Pathology Australia award-winning title from the Stories for Little Queenslanders series, *Is This Your Egg?*, written by Ella Kris and illustrated by Emma Cracknell. Stories for Little Queenslanders remained popular online, with 2,513 listens to the online audiobooks and 598 downloads of the ebooks.

Elevating First Nations stories

Every child and caregiver who walks into The Corner, State Library's creative space for children, brings their unique worldview. Inclusive First 5 Forever programming positions State Library to elevate the representation of Aboriginal and Torres Strait Islander families and celebrate their rich cultures.

Working with First Nations creatives, educators and businesses, State Library delivered programming and professional development kits to celebrate First Nations families, stories and cultures in First 5 Forever. Resources using First Nations First 5 Forever artwork *Nyurramba Garran* by Bernard Singleton were distributed to all councils and are being supported with ongoing professional development opportunities to build confidence and capability of public library staff to embed Aboriginal and Torres Strait Islander ways of being, learning and doing.

In 2022–23, 113 staff from 29 councils participated in 'First Nations First 5 Forever Design', 'Connecting the Dots through Culture', and 'Unpacking the Pack' webinars. An onsite professional development workshop, 'Embedding First Nations in First 5 Forever', was held in June for 27 public library staff.

Early years language resources

Sharing a parent's first language at home is one of the most important things families can do for their child. It is a powerful way to celebrate culture, and to form a sense of identity and belonging. First 5 Forever values connection to culture and recognises the importance of home language in the early years, providing inclusive programming and welcoming spaces that reflect the diverse families in Queensland communities.

Community Languages, a statewide innovation project, gives culturally and linguistically diverse families access to multilingual First 5 Forever resources, including Auslan and braille. Resources developed in 2021–22, including brochures, postcards and bookmarks, were distributed to the public library network, increasing the accessibility of the First 5 Forever message for culturally and linguistically diverse families throughout Queensland. Family messaging was created in collaboration with Griffith University researcher and linguistic academic Dr Susana Eisenchlas to support library staff in their conversations with multicultural families and empower them to embed home language messaging in First 5 Forever programming.

The Stories for Little Queenslanders collection was used to create mono language story time videos and translated ebooks, available to view on the First 5 Forever website. Story times are delivered by community members who are native speakers of each language, so that culture and language are reflected in the most authentic way. *My People*, written by Billie-Jean Taylor and illustrated by Shaylah Dodd, was chosen because it gives children from migrant and refugee communities the opportunity to learn, respect and appreciate First Nations stories and culture, and reinforces the important role families play.

Three ebooks were translated in 10 languages so families could share Queensland stories in home language and learn alongside English text. All 12 Stories for Little Queenslanders were used to create captioned Auslan story times, acknowledging that, for families, learning and using sign language builds connection in a rich and meaningful way. To support the use of these resources in libraries, a 'Home Language in the Early Years' webinar was held for 31 staff members from 17 councils. Digital resources, including ebooks and story time videos on the First 5 Forever website, were promoted through social media, attracting 24,808 visits to the website in 2022–23.

ARCHITECTURE, BUSINESS AND CONVERSATIONS

Asia Pacific Architecture Festival

The 2023 Asia Pacific Architecture Festival explored the theme 'Culture, sustainability and economy – Why design matters'. A collaboration between founding partners Architecture Media and State Library, the 2-week festival delivered an exciting program of exhibitions, installations, symposia, lectures and workshops promoting architecture's pivotal role in the culture, sustainability and economy of the Asia Pacific region. A total of 28 events were delivered and 226 delegates took part in the festival.

Queensland Business Leaders Hall of Fame and Fellowship

The Queensland Business Leaders Hall of Fame is an ongoing partnership presented by State Library and Queensland University of Technology to celebrate, record and retell outstanding stories of Queensland's business leaders. Inductees into the 2022 Hall of Fame were presented with their awards at a gala dinner in July attended by The Honourable Annastacia Palaszczuk MP, Premier and Minister for the Olympic and Paralympic Games. Clive Berghofer AM, Dr Cherrell Hirst AO, Peter and Jane Hughes, Capilano Honey, Culture Kings and QML Pathology were recognised for their outstanding business leadership and contribution to Queensland. The 2022 Queensland Business Leaders Hall of Fame Fellowship was awarded to Mary Howells, who is researching the successful furniture business established in Woolloongabba by Fred Tritton in 1886.

Game Changers

Game Changers shares insights and ideas from Queensland business leaders as part of the Queensland Business Leaders Hall of Fame initiative. Three conversations with inspiring movers and shakers were held in 2022–23:

- Bangarra Artistic Director Stephen Page AO in conversation with Janelle Christofis
- GIVIT founder Juliette Wright OAM in conversation with Dr Ruth Knight
- Culture Kings co-founder Simon Beard in conversation with Professor Gary Mortimer.

The 3 events attracted 421 attendees and 2,138 livestream and recording views.

The Conversation

Through a partnership with academic news source The Conversation, State Library presents a series of virtual and in-person events featuring informed discussion on topical issues. 'Cut from a different cloth', a panel discussion exploring Queensland's cultural artifacts and textile design, took place in November 2022. The event, featuring Emeritus Professor Peter Spearritt, Dr Amy Clarke, Michael Aird and Jane Howard, attracted 103 onsite attendees and 540 online views.

Circa Contemporary Circus partnership

First 5 Forever embraces learning through physical activity and rhythmic movement as key to boosting brain development. A partnership with Circa Contemporary Circus from August 2022 celebrates the power of physical creativity when combined with storytelling. Circa was granted permission to use and adapt the Stories for Little Queenslanders titles into Circus Storytime workshops for families with children aged 0–5 years. The partnership has innovated the collection and built new audiences for First 5 Forever. Workshop footage was used to create a suite of social media assets promoting the benefits of movement and language development. Circa videos had a total of 17,000 views. A selection of these videos was translated to 10 languages.

First 5 Forever evaluation

University of Southern Queensland's external evaluation of First 5 Forever in 2023 recognised the successful partnership with local government and the place-based approach that enables programs to be delivered in locally relevant ways. The evaluation demonstrated program growth for First 5 Forever beyond early literacy sessions in libraries to sessions delivered in partnership and in community, and the opportunity for increased focus on online platforms to reach Queensland families in remote and regional areas.

State Library will explore opportunities to reframe the First 5 Forever objectives, narrative and program offer. Local mentoring, as well as new multimodal professional development resources, will be developed to empower libraries to share localised stories of impact and tailor their activities to meet the needs of their communities. Capturing children's and families' voices will be critical to tailoring these early literacy experiences, as will developing local partnerships and identifying opportunities for collaboration.

STRATEGIC OBJECTIVE 3

FUTURE-FOCUSED PEOPLE AND PROCESSES

ENABLE CONTINUOUS IMPROVEMENT AND INNOVATION

Strategies

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

2022–23 Focus activities

- Invest in our people to enable us to do our best
- Achieve fit-for-purpose digital services and effective business models
- Increase revenue through philanthropy, sponsorships and own-source revenue initiatives

State Library of Queensland seeks to provide a respectful and culturally safe workplace that reflects the diversity of the community. Staff are supported to work flexibly and to develop their skillsets through learning and development opportunities. Significant investment was made in network infrastructure to deliver fit-for-purpose digital services and improved user experience for clients and staff into the future. Staff shared expertise and innovative approaches to collections, exhibitions and digital experiences with peers across Australia and the world at conferences and summits.

A move to the Microsoft 365 platform provided a common toolset for agile collaboration and information management. Information security remained a focus with the employment of an information security officer to deliver prioritised security initiatives. Progress was made on replacing the digital collections storage system to future-proof technology and capability. A Tier 1 Wi-fi Renewal Project was initiated to maintain State Library's commitment to provide trusted, reliable and secure internet services to clients.

Post-flood rebuild occurred over the year with staged return of buildings as they were completed; The Edge level 1 was completed first, followed by The Edge level 0 and level 0 of the main State Library building. Flood mitigation strategies were incorporated into the rebuild, including additional flood barrier installation at key points, flood-resistant bathroom facilities, block walling instead of plaster, higher electrical power outlets, epoxy painted floors, and removal of cabinetry and shelving.

There was a steady return of consumer confidence, particularly over the second half of the financial year. A reactivation of venue spaces attracted 23,000 event guests to State Library and over 900 venue hire enquiries.

WORKFORCE DIVERSITY AND INCLUSION

State Library aims for a workforce reflective of the diversity that exists within the Queensland community, and to be a workplace where everyone feels welcome and safe.

It continues to participate in the Cultural Centre First Nations Graduate Program, a joint initiative across 5 agencies, demonstrating a commitment toward helping graduates develop business-related skills.

The First Nations Recruitment and Retention Strategy is a significant demonstration of State Library's commitment to diversity and inclusion, and an important step towards creating a more equitable and inclusive workplace for all employees.

In 2023, State Library joined the National Libraries for Inclusion Special Interest Group, a forum for the informal sharing of experience and insights between self-nominated staff and volunteers of National and State Libraries of Australasia (NSLA) and local government public libraries in the areas of inclusion, diversity and access.

State Library also hosted a placement through Work & Welcome, a Multicultural Australia employment program that provides refugees and migrants with paid work experience funded through a workplace giving scheme. The 12-week paid work opportunity gave the candidate work experience in a supportive environment while developing the skills and confidence needed to find ongoing sustainable employment as they settle into life in their new home country.

WORKFORCE PROFILE

Figure 1: Gender

GENDER	NUMBER	PERCENTAGE OF TOTAL WORKFORCE
Woman	275	74.12%
Man	96	25.88%
Non-binary	Not available	Not available

Figure 2: Diversity target group data

DIVERSITY GROUPS	NUMBER	PERCENTAGE OF TOTAL WORKFORCE
Women	275	74.12%
Aboriginal Peoples and Torres Strait Islander Peoples	19	5.12%
People with disability	13	3.5%
Culturally and linguistically diverse – speak a language at home other than English	5	1.35%

Data (head count) provided for Figures 1 and 2 is from the PSC minimum obligatory human resource information (MOHRI) benchmark dashboard for State Library, June 2023.

Figure 3: Target group data for women in leadership roles

WOMEN IN LEADERSHIP ROLES	NUMBER	PERCENTAGE OF TOTAL
Senior Officers (Classified and s122 combined)	4	57.14%
Senior Executive Service and Chief Executives (Classified and s122 equivalent combined)	5	100%

First Nations Recruitment and Retention Strategy

The First Nations Recruitment and Retention Strategy, approved by the Library Board in November 2022, aligns with the Queensland Government's commitment to increase the participation of Aboriginal peoples and Torres Strait Islander peoples in the state's economy. The delivery of the strategy is an important commitment from the Strategic Workforce Plan 2021–25. Activation of the strategy will be undertaken via the First Nations Recruitment and Retention Action Plan. Key actions are to:

- continue to build the cultural capability of the workforce through learning and development opportunities, with a particular focus on the developing the capability of people leaders
- review recruitment and retention practices to ensure a positive and culturally safe experience for Aboriginal and Torres Strait Islander peoples
- embed cultural safety through inclusive and accountable leadership by enhancing wellbeing, and providing culturally safe leadership and development opportunities.

Culturally Safe Libraries

During 2022–23, 36 employees enrolled in Culturally Safe Libraries training, which is mandatory for all new permanent employees. The online training, developed by the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) and delivered in collaboration with NSLA, is part of a national effort to provide culturally safe public spaces and services in libraries for First Nations peoples, and a supportive workplace for First Nations staff.

Leadership development

State Library is committed to the development of its leaders and nurturing their abilities to lead and inspire. During 2022–23, leadership development opportunities were made available to State Library people leaders. Quarterly people leader conversation sessions were held throughout the year on topics ranging from recruitment and selection to unpacking the Leadership Competencies for Queensland, and workplace harassment, bullying and violence. A total of 162 people leaders attended. The Leader as Coach program was trialled with a cohort of 17 people leaders. The program provided attendees with the opportunity to develop their coaching skills and to coach others to develop as leaders.

COMPELLING STORIES OF IMPACT

In a changing media landscape, focused publicity activities explored developing relationships with new print and online channels, and targeted regional media outreach as well as traditional media channels in 2022–23. Focused publicity activities raised awareness of State Library collections, activities and programs. The community impacts across Queensland of First 5 Forever and digital inclusion programs such as Tech Savvy Seniors Queensland, Deadly Digital Communities and Tech Savvy Communities were captured in external evaluations and shared at the Future libraries: Better communities symposium.

The Digital Inclusion Programs Evaluation highlighted case studies in Barcaldine, Charters Towers, Cherbourg, Logan and Toowoomba, which showcased how libraries had tailored service delivery to their communities' changing needs. Examples included intergenerational story time and STEM play at a nursing home, tech Q&A sessions, and recording First Nations Elders' digital stories. The First 5 Forever Evaluation showed how libraries in Burdekin, Hinchinbrook, Banana, Sunshine Coast, Scenic Rim and Moreton Bay councils had innovated First 5 Forever programming. Examples included a local First Nations languages project, multicultural-themed story time sessions under marquees in a park, weekly story time recordings and a play forum.

Researchers from QUT's Digital Media Research Centre were engaged to evaluate the award-winning Siganto Digital Learning Workshops program, and to make recommendations for further digital inclusion work. The workshops provided practical, hands-on digital skills training and computer hardware to 265 newly arrived migrants and refugees from more than 30 countries of origin between 2017 and 2022 at The Edge.

The Siganto workshops evaluation found the workshops addressed a community need and showed how skills investment could achieve far-reaching impacts through knowledge transfer to participants' families and communities. Understanding the wider impact of the workshops helps to develop projects and programs that will address the digital skill wants and needs of Queenslanders. The evaluation identified opportunities to target specific learning cohorts to encourage intergenerational skills transfer, offer intensives and partner with technology providers.

The impact of community-led language projects supported by State Library's Indigenous Languages Project was highlighted in workshops and discussions at Yuuingan Dhilla Yari Queensland Indigenous Languages Symposium.

Thought leadership

Staff shared their achievements and expertise with the Galleries, Libraries, Archives and Museums (GLAM) sector and beyond, presenting at local, interstate and international conferences.

Gavin Bannerman (Director, Queensland Memory)
- Panellist, Partnerships, Engagement and Innovation session, Working together to conserve Queensland's heritage, Local Government Heritage Conference, Maryborough, March 2023

Samantha Bourke (Lead, Exhibitions)
- 'The Great & Grand Rumpus' exhibition, Australian Museums and Galleries Association National Conference, Newcastle, May 2023

Swee Cheng Wong (Conservator, Audiovisual)
- 'Recovery of Kodachrome films from flood damage', Southeast Asia-Pacific Audiovisual Archive Association Conference, May 2023

Catherine Cottle (Specialist Librarian, Queensland Memory, Content and Client Services)
- 'Collecting the most vulnerable oral histories during troubling times', Oral History Australia Biennial Conference, Launceston, Tasmania, October 2022
- 'Collecting oral histories from First Nations Elders in Queensland, Australia', Southeast Asia-Pacific Audiovisual Archive Association Conference, Pattaya, Thailand, May 2023

Louise Denoon
(Executive Director, Public Libraries and Engagement)
- 'The role of libraries in communities and our partnership now and into the future' workshop leader, Queensland Public Libraries Association Conference, Bundaberg, October 2022
- 'First 5 Forever', National Early Language and Literacy Coalition National Forum, Canberra, March 2023

Katie Edmiston (Manager, Local Government Coordination)
- 'Focusing on First Nations families through First 5 Forever' workshop leader, Queensland Public Libraries Association Conference, Bundaberg, October 2022

Grace Lucas-Pennington (Editor, black&write!)
- Workshop leader and delegate to National Industry Roundtable, First Nations Australia Writers Network National Summit, September 2022

Vicki McDonald (State Librarian and CEO)
- 'Inspiring possibilities', Conference on Children and Young Adult Librarianship, October 2022 (virtual conference, The Philippines)
- 'Leave no one behind: A shared future for public libraries', Future libraries: Better communities stakeholder symposium, Brisbane, March 2023
- 'Embracing disruption', The Higher Education Technology Agenda (THETA), Brisbane, April 2023
- Bringing it all together', ALIA Information Online, May 2023

Stella Read (Coordinator, Public Library Programs)
- 'Passion to power: Our future profession', Early Childhood Australia National Conference, Canberra, October 2022

Kellie-Ann Robinson
(Acting Manager, Marketing and Communications)
- 'A Story of Welcome', LGx Conference, Brisbane, May 2023

Amy Walduck (Coordinator, Digital Library Initiatives)
- 'The Topography of Searching', presented at:
  International Group of Ex Libris Users Annual Conference, Cardiff (virtual presentation), September 2022
  eResearch Australasia Conference, October 2022
  Queensland Research Bazaar, Brisbane, November 2022
  Australian Library and Information Association Queensland Mini Conference, Brisbane, November 2022
  Search Solutions: BCS Information Retrieval Specialist Group Conference, London (virtual presentation), November 2022

Margaret Warren (Director, Digital Delivery)
- Contributor to international roundtable Collections as Data: State of the Field and Future Directions, Vancouver, Canada, April 2023

Knowing the audience

Audience research is conducted annually about online and onsite visitation to gain insights that support continual improvement, planning and evaluation of visitor experiences, programs, services and engagement strategies. Analysing audience satisfaction levels, demographics, needs, user modes and motivations enables State Library to create more engaging visitor experiences. Qualitative and quantitative data captured at strategic intervals of the user's journey is employed to inform accurate, objective decisions about future programming.

Nation-leading excellence and innovation

The Dr Barbara Piscitelli AM Children's Art Archive 1986–2016; 2020 was added to the UNESCO Australian Memory of the World Register in April 2023. The archive is the most comprehensive and significant resource for the study of children's art in Australia.

Programs and projects that received national recognition for excellence were:

- Summer Reading Club website – winner, Digital Learning Experience, 2023 Museums Australasia Multimedia and Publication Design Awards
- *Hi, I'm Eddie* podcast – Best Indigenous Podcast, 2022 Australian Podcast Awards
- Siganto Digital Learning Workshops – 2022 VALA Award
- First 5 Forever – Read and Talk Champion, Promotion and Preventive Action in Speech Pathology
- *The Great & Grand Rumpus* exhibition – Highly Commended, 2022 Gallery and Museum Achievement Awards
- Brett Tweedie's The Topography of Searching – longlisted for 2022 Information is Beautiful Awards, Data Visualization Society.

TECHNOLOGY TO SUPPORT GROWTH

Collection storage and wi-fi upgrades

State Library delivers world-class frontline services to the people of Queensland, regardless of location, through online access to digital collections. These collections support the key area of lifelong learning and education, with strong curriculum linkages across multiple subject areas. The Storage Area Network (SAN) unit is a critical system that provides access to the digital collections and ensures preservation and storage. A solution was researched and is being implemented to replace the existing digital collections storage solution and meet State Library's commitment under the *Libraries Act 1988* to collect and preserve Queensland memories.

State Library partnered with iQ3 Pty Ltd to provide a contemporary solution comprising Dell Technologies, Versity, Superna and Next DC. The new solution will provide faster access as well as greater redundancy through the introduction of an off-site disaster recovery location for the second copy of the digital collections. Digital collections include photographs, audio recordings, books, documents, websites, and video and motion picture films that have either been 'born digital' or digitised from physical copies. Migration started in May, with completion of the project due in December 2023. State Library will continue to partner with iQ3 to support the new SAN solution into the future.

A library that is digital by design needs a robust and reliable network to ensure its interconnected digital services are available when and where they are needed. A contract was negotiated and hardware ordered to replace the existing network infrastructure and improve the wi-fi service and coverage for clients and staff. The project will be implemented in the second half of 2023 across State Library's 3 sites: South Bank, Cannon Hill and Cairns. Using the wi-fi service has consistently been a major reason the public choose to visit State Library. Improving the speed, quality and security of the current infrastructure will improve the service offering.

Information security, infrastructure and new ways of working

State Library's information security strategy fosters a culture of mature information security governance and practices across the organisation. The strategy is operationalised through the Information Security Policy and the Information Security Plan with a goal to establish a robust Information Security Management System (ISMS). Major ongoing activities will focus on security awareness campaigns, revision of policies, vulnerability management, penetration testing, third-party security risk assessments, and development of security dashboards and effective security monitoring. Work is in progress to align State Library maturity to standards like Essential 8, ISO 27001 and PCI-DSS.

The Information Technology Infrastructure Library (ITIL) framework was adopted to ensure efficient and standardised handling of changes to control IT infrastructure, reducing the impact of incidents on business services. The governance platform for this principle is the Change Advisory Board (CAB), which oversees implementing the change management process as it applies to ICT services. The CAB's role is advisory, reviewing proposed changes and informing the change manager of its findings.

State Library worked with Microsoft Partners SOCO to transition all staff to the Microsoft 365 (M365) platform. The new solution enables staff to collaborate, share information and work in a secure, cloud-based platform. The project positioned State Library to leverage the evergreen functionality of M365 to continually enhance business processes.

SPACE OPTIMISATION

The Space Optimisation Strategy is a roadmap for State Library as it seeks to build on the award-winning Millennium Library Project delivered in 2006. From this master planning exercise, 4 interventions were identified as priority projects aligning to the Minister's Charter Letter and *Creative Together 2020–2030*. The relocation of The Corner to the existing Business Studio area is one of those priorities. The early planning and concept stages of this project have progressed through consultation and design input with Partners Hill. Partnering with Arts Queensland, State Library seeks to continue the development of The Corner in 2023 through further design and consultation stages.

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

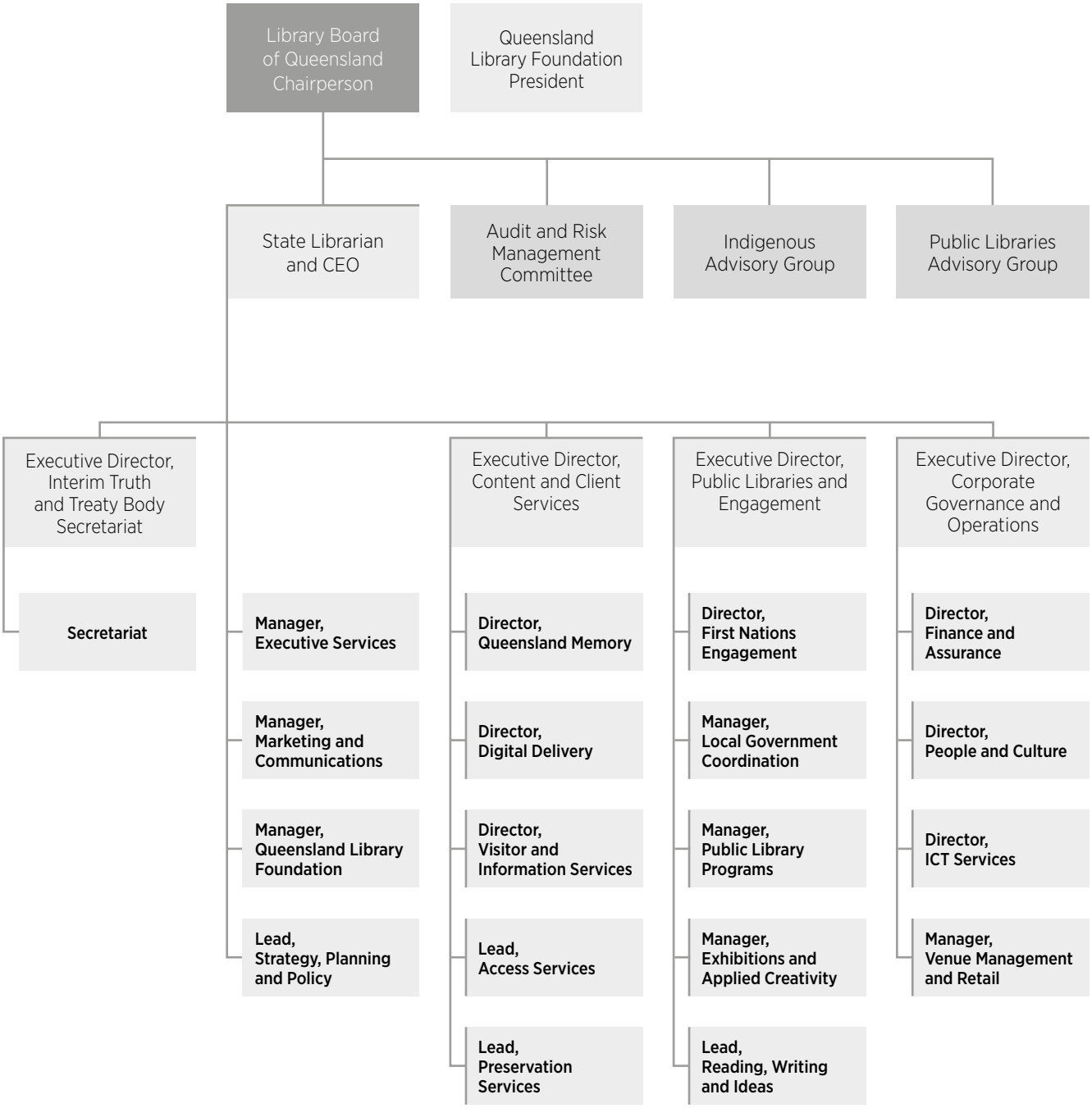
State Library publishes the following information reporting requirements on the Queensland Government's Open Data website (qld.gov.au/data):

- 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 Cooee 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.

FINANCE

FINANCIAL SUMMARY

This summary provides an overview of the financial performance during 2022-23 and position as at 30 June 2023 for the Library Board of Queensland (the Library Board). The Library Board's performance is reported as the Parent Entity (the Library Board only) and the Library Board and Queensland Library Foundation (the Foundation) is reported as the Economic Entity. The Foundation is a Controlled Entity of the Library Board.

STATEMENT OF COMPREHENSIVE INCOME

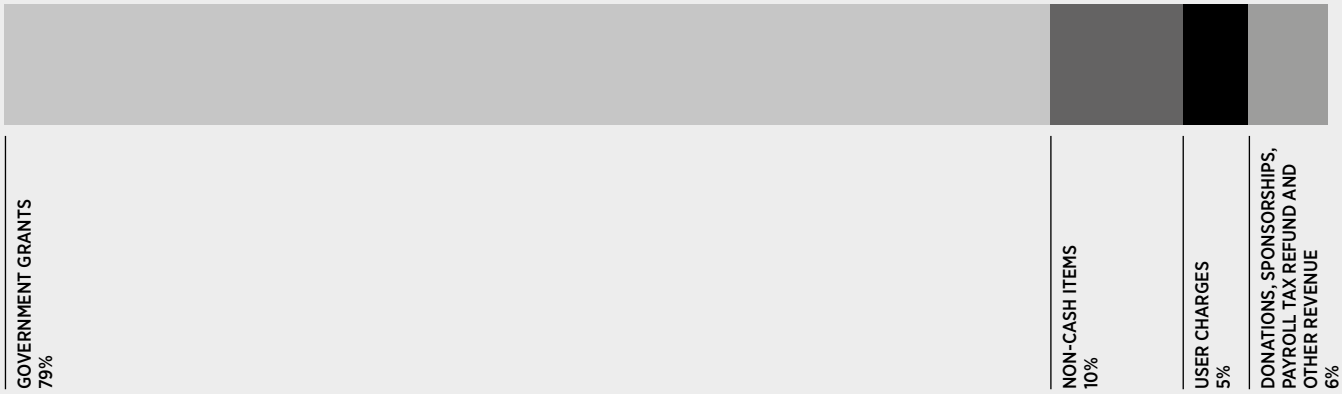
The Statement of Comprehensive Income for the Economic Entity is set out below.

STATEMENT OF COMPREHENSIVE INCOME	2023 $'000	2022 $'000
Total income from continuing operations	91,867	82,516
Total expenses from continuing operations	87,096	77,904
Operating result from continuing operations	4,771	4,612
Increase/(decrease) in asset revaluation reserve	(3,178)	4,386
Total comprehensive income	**1,593**	**8,998**

INCOME

Government grants are a significant component of the Library Board's income ($72.464 million) in 2022–23, with user charges ($5.169 million), payroll tax refund ($2.718 million), donations and sponsorships ($1.267 million), interest on funds invested ($1.021 million) and insurance recovery revenue ($0.214 million) comprising the total cash contribution. Other non-cash items recognised as income include the operating lease rental for the building ($7.588 million), sponsorships, partnerships and legal deposit collection items ($1.218 million) and investment distributions ($0.245 million).

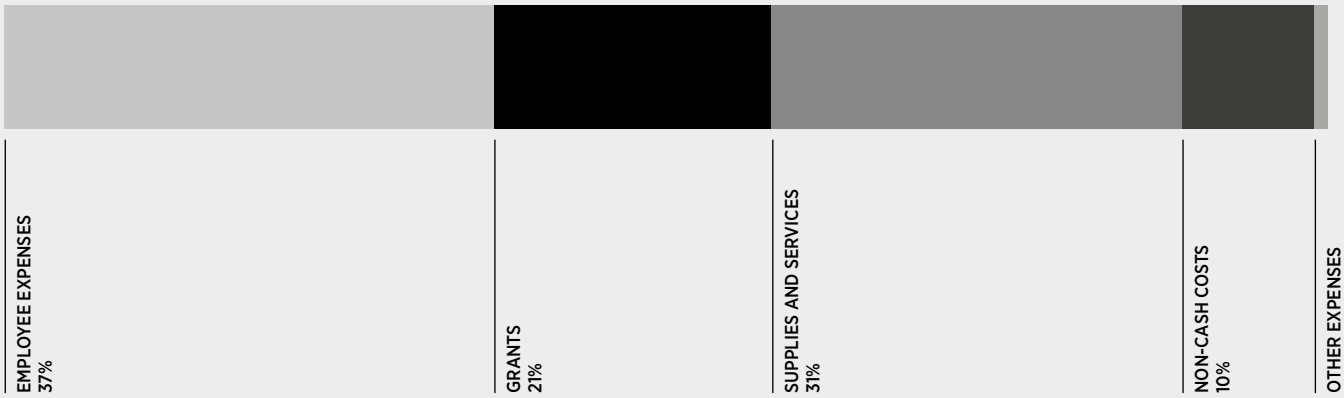
Economic Entity income 2023



EXPENSES

Expenses for the Library Board were $87.096 million in 2022–23. The largest component is employee expenses (37%), with grants (21%), supplies and services (31%), non-cash costs (building lease, in-kind and depreciation) (10%) and other expenses (1%) completing the total.

Economic Entity expenses 2023



OPERATING RESULT FROM CONTINUING OPERATIONS

The Statement of Comprehensive Income from continuing operations shows a $1.593 million surplus for the Economic Entity. Of this, $1.247 million is the Library Board's operating surplus.

STATEMENT OF FINANCIAL POSITION

The Statement of Financial Position sets out the net assets and equity of the Library Board. As at 30 June 2023, the net assets of the Library Board Economic Entity were $164.061 million which is an increase of $1.593 million from 2021–22.

FINANCIAL GOVERNANCE

Financial performance is monitored internally on a monthly basis and reported to the Library Board at its regular meetings. The Library Board's financial performance is monitored externally by the Queensland Audit Office and in 2022–23 this was through its appointment of BDO who performed the audit of the financial statements.

The Library Board's Audit and Risk Management Committee (ARMC) assists the Library Board in meeting its legislative responsibilities under the *Financial Accountability Act 2009* (Qld), the *Financial and Performance Management Standard 2019* (Qld) and the *Libraries Act 1988* (Qld).

EXTERNAL SCRUTINY

The Library Board was not subject to any external audits other than the Queensland Audit Office's mandated annual audit of financial controls and statements.

LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

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LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

STATEMENTS OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2023

	NOTE	ECONOMIC ENTITY 2023 $'000	ECONOMIC ENTITY 2022 $'000	PARENT ENTITY 2023 $'000	PARENT ENTITY 2022 $'000
Income from continuing operations					
Revenue					
User charges	B1-1	5,169	4,024	5,138	4,003
Grants and contributions	B1-2	82,537	77,998	82,650	78,099
Other revenue	B1-3	3,953	490	3,847	469
Investment income	B1-4	245	353	123	176
Total revenue		91,904	82,865	91,758	82,747
Net fair value loss on other financial assets	B1-5	(37)	(349)	(19)	(175)
Total income from continuing operations		91,867	82,516	91,739	82,572
Expenses from continuing operations					
Employee benefits and expenses	B2-1	32,600	29,698	32,600	29,698
Supplies and services	B2-2	26,913	21,589	26,907	21,586
Grants and subsidies	B2-3	26,643	25,787	26,893	26,037
Depreciation and amortisation	C6-7	329	335	329	335
Other expenses	B2-4	611	495	585	465
Total expenses from continuing operations		87,096	77,904	87,314	78,121
Operating result from continuing operations		4,771	4,612	4,425	4,451
Other comprehensive income					
Items that will not be reclassified to operating result:					
Increase/(decrease) in asset revaluation	C10-2	(3,178)	4,386	(3,178)	4,386
Total other comprehensive income		(3,178)	4,386	(3,178)	4,386
Total comprehensive income		**1,593**	**8,998**	**1,247**	**8,837**

In the financial statements, the term Parent Entity refers to the Library Board of Queensland and the term Economic Entity refers to the Library Board of Queensland together with the Queensland Library Foundation as a controlled entity (refer Note A2-6).

The accompanying notes form part of these financial statements.

LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

STATEMENTS OF FINANCIAL POSITION

AS AT 30 JUNE 2023

	NOTE	ECONOMIC ENTITY 2023 $'000	ECONOMIC ENTITY 2022 $'000	PARENT ENTITY 2023 $'000	PARENT ENTITY 2022 $'000
Current assets					
Cash and cash equivalents	C1	16,133	14,465	12,602	11,168
Receivables	C2	715	725	872	665
Inventories		231	151	231	151
Other current assets	C3	639	675	639	675
Other financial assets	C4	8,046	7,771	4,023	3,886
Total current assets		25,764	23,787	18,367	16,545
Non-current assets					
Intangible assets	C5-4	15,841	14,812	15,841	14,812
Property, plant and equipment	C6-6	127,709	128,124	127,709	128,124
Total non-current assets		143,550	142,936	143,550	142,936
Total assets		169,314	166,723	161,917	159,481
Current liabilities					
Payables	C7	1,204	1,057	1,429	1,057
Accrued employee benefits	C8	2,817	2,679	2,817	2,679
Contract liabilities	C9	1,232	519	1,135	456
Total current liabilities		5,253	4,255	5,381	4,192
Total liabilities		5,253	4,255	5,381	4,192
Net assets		**164,061**	**162,468**	**156,536**	**155,289**
Equity					
Contributed equity		1,465	1,465	1,465	1,465
Accumulated surplus		58,723	53,952	51,198	46,773
Asset revaluation surplus	C10-2	103,873	107,051	103,873	107,051
Total equity		**164,061**	**162,468**	**156,536**	**155,289**

The accompanying notes form part of these financial statements.

LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

STATEMENTS OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2023

	ECONOMIC ENTITY $'000	PARENT ENTITY $'000
ACCUMULATED SURPLUS		
Balance 1 July 2021	83,792	76,774
Operating result from continuing operations	4,612	4,451
Transfer between reserves	(34,452)	(34,452)
Balance 30 June 2022	53,952	46,773
Operating result from continuing operations	4,771	4,425
Balance 30 June 2023	**58,723**	**51,198**
ASSET REVALUATION SURPLUS (NOTE C10)		
Balance 1 July 2021	68,213	68,213
Increase in asset revaluation surplus	4,386	4,386
Transfer between reserves	34,452	34,452
Balance 30 June 2022	107,051	107,051
Decrease in asset revaluation surplus	(3,178)	(3,178)
Balance 30 June 2023	**103,873**	**103,873**
CONTRIBUTED EQUITY		
Balance 1 July 2021	1,465	1,465
Balance 30 June 2022	1,465	1,465
Balance 30 June 2023	**1,465**	**1,465**
TOTAL		
Balance 1 July 2021	153,470	146,452
Operating result from continuing operations	4,612	4,451
Increase in asset revaluation surplus	4,386	4,386
Balance 30 June 2022	162,468	155,289
Operating result from continuing operations	4,771	4,425
Decrease in asset revaluation surplus	(3,178)	(3,178)
Balance 30 June 2023	**164,061**	**156,536**

The accompanying notes form part of these financial statements.

LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

STATEMENTS OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2023

	NOTE	ECONOMIC ENTITY 2023 $'000	ECONOMIC ENTITY 2022 $'000	PARENT ENTITY 2023 $'000	PARENT ENTITY 2022 $'000
Cash flows from operating activities					
Inflows:					
User charges		5,996	4,163	5,892	4,278
Grants and contributions		73,767	69,961	73,880	70,063
GST collected from customers		549	462	517	447
GST input tax credits from ATO		1,920	1,434	1,919	1,433
Interest receipts		1,021	166	914	145
Other		2,932	324	2,932	324
Outflows:					
Employee expenses		(32,556)	(29,609)	(32,556)	(29,609)
Supplies and services		(18,256)	(15,082)	(18,025)	(15,078)
Grants and subsidies		(26,643)	(25,787)	(27,057)	(25,866)
GST paid to suppliers		(1,984)	(1,425)	(1,982)	(1,424)
GST remitted to ATO		(549)	(459)	(524)	(443)
Other		(625)	(315)	(572)	(298)
Net cash provided by operating activities	CF-1	5,572	3,833	5,338	3,972
Cash flows from investing activities					
Outflows:					
Payments for heritage and cultural assets		(557)	(483)	(557)	(485)
Payments for library collections		(153)	(147)	(153)	(147)
Payments for property, plant and equipment		(2,200)	(442)	(2,200)	(442)
Payments for intangibles		(994)	(1,400)	(994)	(1,401)
Payments for other financial assets		–	(7,998)	–	(4,000)
Net cash used in investing activities		(3,904)	(10,470)	(3,904)	(6,475)
Net increase/(decrease) in cash and cash equivalents		1,668	(6,637)	1,434	(2,503)
Cash and cash equivalents – opening balance		14,465	21,102	11,168	13,671
Cash and cash equivalents – closing balance	**C1**	**16,133**	**14,465**	**12,602**	**11,168**

Revenues and expenses arising from State Library's Queensland Investment Corporation (QIC) investments are non-cash in nature and therefore excluded from the Statements of Cash Flows including comparatives.

The accompanying notes form part of these financial statements.

NOTES TO THE STATEMENT OF CASH FLOWS

CF-1 RECONCILIATION OF OPERATING RESULT TO NET CASH PROVIDED BY OPERATING ACTIVITIES

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000
Operating result	4,771	4,612	4,425	4,451
Adjustments for non-cash items included in operating result:				
Depreciation and amortisation expense	329	335	329	335
Donation of intangibles	(35)	(32)	(35)	(32)
Donation of heritage and cultural assets	(183)	(137)	(183)	(137)
Loss on disposal of assets	1	27	1	27
Net fair value loss on QIC investments	38	349	19	176
QIC trust distributions	(245)	(353)	(123)	(176)
QIC management fee	24	31	12	16
Changes in assets and liabilities:				
(Increase)/decrease in GST input tax credits receivable	(63)	9	(63)	9
(Increase)/decrease in LSL reimbursement receivable	(95)	17	(94)	17
(Increase)/decrease in trade and other receivables	74	(51)	(90)	166
(Increase)/decrease in inventories	(80)	57	(80)	57
Decrease in prepayments	37	165	37	165
Increase/(decrease) in accounts payable	147	(1,277)	373	(1,277)
Increase in contract liabilities	713	187	678	280
Increase/(decrease) in accrued employee benefits	139	(109)	139	(109)
Increase/(decrease) in GST payable	–	3	(7)	4
Net cash provided by operating activities	**5,572**	**3,833**	**5,338**	**3,972**

CF-2 NON-CASH INVESTING

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

Cash flows are included in the Statement of Cash Flows on a net basis with the GST component of the cash flows shown as separate line items. The GST components of cash flows arising from investing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

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A1 OBJECTIVES AND PRINCIPAL ACTIVITIES OF LIBRARY BOARD OF QUEENSLAND

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

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

In 2022–23 it also received revenue from sources including:

- building rentals
- network and internet services
- library professional services
- preservation and reproduction services
- donations
- The Library Shop and Library Café
- research services
- Anzac Square Memorial Galleries
- interest on invested funds
- venue hire

A2 BASIS OF FINANCIAL STATEMENT PREPARATION

A2-1 General information

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

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

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

The head office and principal place of business of the Library Board is:
Stanley Place
South Brisbane Qld 4101

For information in relation to the Library Board's financial report please call the Finance Team on (07) 3840 7322, email finance@slq.qld.gov.au or visit the State Library of Queensland website www.slq.qld.gov.au.

A2-2 Compliance with prescribed requirements

The Library Board has prepared these financial statements in compliance with section 39 of the *Financial and Performance Management Standard 2019*. The financial statements comply with Queensland Treasury's Minimum Reporting Requirements for reporting periods beginning on and after 1 July 2022.

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

No new accounting standards were early adopted and/or applied for the first time in these financial statements (refer Note F3).

A2-3 Presentation

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

Comparatives
Comparative information reflects the audited 2021–22 financial statements except where restated for a prior period error.

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

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

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

A2-4 Authorisation of financial statements for issue

The financial statements are authorised for issue by the Chairperson of the Library Board and the State Librarian and CEO at the date of signing the Management Certificate.

A2-5 Basis of measurement

Historical cost is used as the measurement basis in this financial report except for the following:
- Library collections which are measured at fair value; and
- Investment in managed funds which are measured at fair value.

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

Fair value
Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date under current market conditions (i.e. an exit price) regardless of whether that price is directly derived from observable inputs or estimated using another valuation technique. Fair value is determined using one of the following two approaches:
- The *market approach* uses prices and other relevant information generated by market transactions involving identical or comparable (i.e. similar) assets, liabilities or a group of assets and liabilities, such as a business.
- The *cost approach* reflects the amount that would be required currently to replace the service capacity of an asset. This method includes the current replacement cost methodology.

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

A2-6 The reporting entity

In the financial statements, the term Parent Entity refers to the Library Board and the term Economic Entity refers to the Library Board together with the Foundation as a controlled entity.

In the process of consolidating into a single economic entity, all transactions between the Library Board and the Foundation have been eliminated in full.

A3 CONTROLLED ENTITIES

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

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

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

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

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

The Queensland Audit Office audits the Foundation. Total external audit fees relating to the 2022–23 financial statements are estimated to be $6,600 (2022: $6,200). There are no non-audit services included in this amount.

Audited financial transactions and balances

NAME OF CONTROLLED ENTITY	TOTAL ASSETS $'000		TOTAL LIABILITIES $'000		TOTAL REVENUE $'000		OPERATING RESULT $'000	
	2023	2022	2023	2022	2023	2022	2023	2022
Queensland Library Foundation	7,656	7,328	115	152	1,730	1,591	365	158

B1 REVENUE

B1-1 User charges

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

Type of good or service	Nature and timing of satisfaction of performance obligations, including significant payment terms	Revenue recognition policies
User charges (excluding venue hire and Anzac Square Memorial Galleries)	The Library Board receives revenue in the form of user charges. Most user charges are received as per Service Level Agreements (SLAs) with customers as well as on an ad-hoc basis. If there is no enforceable contract including specific performance obligations, the revenue is out of the scope of AASB 15 *Revenue from Contracts with Customers* (AASB 15). Where there is an enforceable contract with specific performance obligations, revenue may be recognised under AASB 15.	User charges are recognised upon receipt as per AASB 1058 *Income of Not-for-Profit Entities* (AASB 1058) unless an enforceable contract with specific performance obligations is in place in which case it may be recognised under AASB 15.
Venue hire	Venue hire agreements are signed with customers who hire Library Board venues (events, exhibitions and some meeting room spaces). Most of these agreements have specific performance obligations in place and are therefore within the scope of AASB 15. Generally, deposits are taken and recognised as contract liabilities, with the final invoices raised once the performance obligations have been met.	Deposits on venue hire are recognised as revenue once performance obligations are satisfied. The full value of venue hire charges (including deposits) are recognised as revenue once performance obligations are satisfied.
Anzac Square Memorial Galleries	The Library Board receives funding through an agreement with the Department of the Premier and Cabinet and Brisbane City Council to operate Anzac Square Memorial Galleries. The Library Board has determined that the revenue is within the scope of AASB 15 due to sufficiently specific obligations included in the operating deed.	Anzac Square Memorial Galleries revenue is recognised as performance obligations are met under AASB 15.

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

B1-1 User charges CONT'D

The Library Shop	582	432	582	432
Library Café	952	596	952	596
Building rentals	59	136	59	136
Research services	1,519	1,484	1,519	1,484
Network and internet services	256	267	256	267
Anzac Square Memorial Galleries	884	561	884	561
Venue hire	644	335	644	335
Other	273	213	242	192
Total	**5,169**	**4,024**	**5,138**	**4,003**

B1-2 Grants and contributions

Accounting policy – grants and contributions

Where a grant agreement is enforceable and contains sufficiently specific performance obligations for the Library Board to transfer goods or services to a third-party on the grantor's behalf, the transaction is accounted for under AASB 15. In this case, revenue is initially deferred (as a contract liability) and recognised as or when the performance obligations are satisfied.

Otherwise, the grant is accounted for under AASB 1058, whereby revenue is recognised upon receipt of the grant funding.

Disclosure – grants and contributions

The following table provides information about the nature and timing of the satisfaction of performance obligations, significant payment terms, and revenue recognition for the Library Board's grants and contributions that are contracts with customers.

Type	Nature and timing of satisfaction of performance obligations, including significant payment terms	Revenue recognition policies
Administered grants	The Library Board receives the majority of its revenue in the form of an administered grant distributed through Arts Queensland. The majority of funding has no specific acquittal terms, or where there is an obligation to provide goods or services, the obligation is not sufficiently specific under the definition of AASB 15.	Administered grants are recognised upon receipt.
Other grants[1]	The Library Board also receives grants from other government agencies (Commonwealth and State) that are contracted with performance obligations that are enforceable and sufficiently specific.	Other grants are recognised over time under AASB 15 as performance obligations are met where performance obligations are enforceable and sufficiently specific, otherwise they are recognised on receipt.
Sponsorships and donations	The Foundation receives the majority of its revenue in the form of sponsorships and donations. The majority of funding has no specific acquittal terms, or where there is an obligation to provide goods or services, the obligation is not sufficiently specific under the definition of AASB 15, therefore revenue is recognised under AASB 1058.	Sponsorships and donations are recognised upon receipt.

[1] Funding was received by State Library in 2022–23 for the Interim Truth and Treaty Body (ITTB). $2.5M was received (2022: nil) with $1.98M recognised as Grants and contributions revenue (2022: nil) and $0.52M recognised as a Contract liability (2022: nil) (refer to Note C9). ITTB expenditure is recognised as part of the total expense in the relevant expense categories within these financial statements.

State government grants	70,284	68,620	70,284	68,620
State government grants – ITTB	1,978	–	1,978	–
Commonwealth grants	202	187	202	187
Queensland Library Foundation projects	–	11	1,333	1,234
Donations and industry contributions	1,267	1,143	47	21
Goods received below fair value	1,218	964	1,218	964
Lease rental – received below fair value	7,588	7,073	7,588	7,073
Total	**82,537**	**77,998**	**82,650**	**78,099**

Accounting policy – goods and services received below fair value

Contributions of goods and services are recognised only if the goods and services would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as a revenue and an expense. For further details, refer to Note B2-2.

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

B1 REVENUE CONT'D

B1-3 Other revenue

Disclosure – miscellaneous revenue
A refund of payroll tax relating to the period 19 August 2020 to 30 June 2022 was received from the Queensland Revenue Office (QRO) in 2022–23 due to a change in the Library Board's payroll tax status.

Disclosure – insurance compensation
As a result of the February 2022 flood, the Library Board received insurance compensation from the Queensland Government Insurance Fund (QGIF) in 2022–23 for business interruption claims and replacement of some lost physical assets. Plant and equipment lost in the flood have been written off, however further claims for lost physical assets will continue into the 2023–24 financial year with no revenue yet recognised for insurance claims still to be made.

Interest received	1,021	166	915	145
Payroll tax refund	2,718	–	2,718	–
Insurance compensation – QGIF	214	321	214	321
Miscellaneous revenue	–	3	–	3
Total	**3,953**	**490**	**3,847**	**469**

B1-4 Investment income

Accounting policy – investment income
Investment income consists of distributions received from QIC and is recognised as revenue once the right to receive payment is established.

QIC distributions	245	353	123	176
Total	**245**	**353**	**123**	**176**

B1-5 Net fair value gain/(loss) on other financial assets

Accounting policy – gain/(loss) on investments
Gains/(losses) arising from changes in the fair value of QIC investments are included in the operating result for the period in which they arise.

Net fair value loss on other financial assets	(37)	(349)	(19)	(175)
Total	**(37)**	**(349)**	**(19)**	**(175)**

B2 EXPENSES

B2-1 Employee benefits and expenses

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

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

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

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

Accounting policy – superannuation
Post-employment benefits for superannuation are provided through defined contribution (accumulation) plans or the Queensland Government's defined benefit plan (the former QSuper defined benefit categories now administered by the Government Division of the Australian Retirement Trust) as determined by the employee's conditions of employment.

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

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

B2-1 Employee benefits and expenses CONT'D

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

Accounting policy – workers' compensation premiums
The Library Board pays premiums to WorkCover Queensland in respect of its obligations for employee compensation. Workers' compensation insurance is a consequence of employing employees, but is not counted in an employee's total remuneration package, and therefore is recognised separately as employee-related expenses.

Disclosure – payroll tax
In the 2020–21 financial year, the Library Board was under the payroll tax reporting threshold and was granted payroll tax exemption status from 19 August 2020. As a result, the QRO reassessed the Library Board's payroll tax position and subsequently issued a backdated refund of $2.7M for the period of 19 August 2020 to 30 June 2022 to the Library Board in the 2022–23 financial year. Refer to Note B1-3 for the impact to Other Revenue.

Key management personnel and remuneration disclosures are detailed in Note F1.

Employee benefits				
Wages and salaries	24,915	21,678	24,915	21,678
Employer superannuation contributions	3,491	3,094	3,491	3,094
Long service leave levy	676	560	676	560
Annual leave expenses	2,533	2,246	2,533	2,246
Employee-related expenses				
Payroll tax	–	1,418	–	1,418
Other employee expenses	985	702	985	702
Total	**32,600**	**29,698**	**32,600**	**29,698**

	2023 no.	2022 no.
Full-Time Equivalent (FTE) employees*	301	282

*FTE data as at 30 June 2023 (based upon the fortnight ending 30 June 2023).

B2-2 Supplies and services

Accounting policy – distinction between grants and procurement
For a transaction to be classified as supplies and services, the value of goods or services received by the Library Board must be of approximately equal value to the value of the consideration exchanged for those goods or services. Where this is not the substance of the arrangement, the transaction is classified as a grant in Note B2-3.

Accounting policy – goods rendered free of charge or for nominal value
Contribution of goods are recognised only if the goods would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as a revenue and an expense. Refer to Note B1-2 for further details.

Disclosure – office accommodation
Payments for non-specialised commercial office accommodation under the Queensland Government Accommodation Office (QGAO) framework arise from non-lease arrangements for State Library office accommodation in Cairns and Cannon Hill with the Department of Energy and Public Works, who has substantive substitution rights over the assets used within this scheme. Payments are expensed as incurred and categorised within the office accommodation line item.

Disclosure – lease rental provided below fair value
The Library Board has a peppercorn lease with Arts Queensland for occupancy in the State Library building in South Brisbane. Under AASB 16 *Leases*, this concessionary lease is principally to enable the Library Board to further its objectives. In accordance with advice from Queensland Treasury, the Library Board has recognised this right of use asset as both an expense and a revenue item in the Statements of Comprehensive Income.

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

B2 EXPENSES CONT'D

B2-2 Supplies and services CONT'D

Advertising and graphic design	226	289	226	289
Bookshop and merchandising expenses	834	518	834	518
Communications	191	223	191	223
Professional services	2,386	1,361	2,386	1,361
Corporate service charges	875	899	875	899
Library subscriptions and memberships	1,506	1,604	1,506	1,604
Travel and vehicle costs	500	208	500	208
Materials, equipment and repairs	1,339	620	1,339	620
Freight and postage	385	330	385	330
Furniture and equipment	980	310	980	310
Goods provided below fair value	965	794	965	794
Lease rental – provided below fair value	7,588	7,073	7,588	7,073
Office accommodation	603	583	603	583
Information technology	525	518	525	518
Library collections	3,190	2,395	3,190	2,395
Printing, stationery and office supplies	283	443	283	443
Property services	2,838	2,596	2,838	2,596
Sundries	1,699	826	1,693	822
Total	**26,913**	**21,589**	**26,907**	**21,586**

B2-3 Grants and subsidies

Disclosure – grants and subsidies

The majority of State Library's grants and subsidies are paid to Queensland Public Libraries under the Public Library Grant or First 5 Forever programs. Administrative costs associated with the programs are reported under Notes B2-1 Employee benefits and expenses and B2-2 Supplies and services.

Public Library Grants	22,582	22,340	22,582	22,340
First 5 Forever grants	4,061	3,447	4,061	3,447
Queensland Library Foundation subsidy	–	–	250	250
Total	**26,643**	**25,787**	**26,893**	**26,037**

B2-4 Other expenses

Disclosure – other expenses

The Library Board maintains insurance through the QGIF for property, general liability, professional indemnity and personal accident and illness, Aon Australia for Directors and Officers and WorkCover Queensland for employee compensation.

Total external audit fees for the economic entity relating to the 2022–23 financial year are estimated to be $64,600 (2022: $48,200). These fees, paid to the Queensland Audit Office, relate to the audit of the financial statements only.

External audit fees	64	49	57	43
Internal audit fees	70	68	70	68
Insurance premiums	104	93	104	93
Bad and doubtful debts	2	1	2	1
Board fees and expenses	44	44	44	44
ITTB board fees and expenses	235	–	235	–
Loss on disposal of assets*	1	152	1	152
Management fees – QIC	24	31	12	16
Other	67	57	60	48
Total	**611**	**495**	**585**	**465**

*Loss on disposal of assets includes losses on disposal of any non-current assets lost as a result of the 2022 Brisbane floods.

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

C1 CASH AND CASH EQUIVALENTS

Accounting policy – cash and cash equivalents
For the purposes of the Statements of Financial Position and the Statements of Cash Flows, cash assets include all cash and cheques receipted but not banked at 30 June as well as deposits at call with the Queensland Treasury Corporation.

Imprest accounts	3	2	3	2
Cash at bank and on hand	239	718	200	393
Cash deposit accounts	15,891	13,745	12,399	10,773
Total	**16,133**	**14,465**	**12,602**	**11,168**

C2 RECEIVABLES

Accounting policy – receivables
Receivables are measured at amortised cost which approximates their fair value at reporting date, less any allowances for expected credit loss.

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

Receivables may include those arising from contracts with customers. The closing balance of receivables arising from contracts with customers for the Economic Entity at 30 June 2023 is nil (2022: $0.103M).

Trade debtors	93	206	88	163
	93	**206**	**88**	**163**
GST receivable	282	219	282	219
GST payable	(26)	(26)	(15)	(22)
	256	**193**	**267**	**197**
Long service leave reimbursements	217	123	217	123
Queensland Library Foundation receivables	42	3	247	82
Distributions receivable	107	200	53	100
	366	**326**	**517**	**305**
Total	**715**	**725**	**872**	**665**

C2-1 Impairment of receivables

Accounting policy – impairment of receivables
When a loss allowance for trade and other debtors is recognised, it reflects lifetime expected credit losses and incorporates reasonable and supportable forward-looking information, including forecast economic changes expected to impact the Library Board's debtors, along with relevant industry and statistical data where applicable.

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

Where an impairment loss is recognised for receivables, it is disclosed in Note B2-2.

Disclosure – credit risk exposure of receivables
All receivables within terms and expected to be fully collectible are considered of good quality based on recent collection history. Credit risk management strategies are detailed in Note D2-4.

The collectability of receivables is assessed periodically with an allowance being made for any expected credit losses.

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

C3 OTHER CURRENT ASSETS

Accounting policy – other current assets
Prepayments are costs that have been paid but are not yet fully expended or have not yet expired. As the amount expires, the current asset is reduced and the amount of the reduction is reported as an expense in the Statements of Comprehensive Income. The Library Board expects that all prepayments will be recognised within 12 months.

Prepayments wage related	–	67	–	67
Prepayments subscription services	639	608	639	608
Total	**639**	**675**	**639**	**675**

C4 OTHER FINANCIAL ASSETS

Accounting policy – other financial assets
The Library Board's investments are classified as financial assets measured at fair value through profit or loss under AASB 9 *Financial Instruments*. The nature of the investment is that of physical and derivative securities, and the investment is held with the intention of short-term profit taking in the form of distributions, not a long-term increase in value of the investment.

QIC Short-Term Investment Fund	8,046	7,771	4,023	3,886
Total	**8,046**	**7,771**	**4,023**	**3,886**

C5 INTANGIBLES

C5-1 Recognition and measurement

Accounting policy
Software with an historical cost or other value equal to or greater than $100,000 is recognised in the Statements of Financial Position. Software with a lesser value is expensed. Costs associated with the internal development of computer software are capitalised and amortised and any training costs are expensed as incurred.

Any software that qualifies as an intangible asset will continue to be capitalised in accordance with AASB 138 *Intangible Assets* (AASB 138).

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

Heritage digital collections
In line with *Queensland Treasury's Non-Current Asset Policy – Accounting for Library Collections* (NCAP 7), the Library Board has recognised collections with a cost or other value greater than $5,000 stored in electronic format and made accessible to the public (e.g. digitised physical collections, oral histories, digital stories and digital photographs) as intangible assets with indefinite useful lives. For in-house developed digital collection items, direct costs associated with developing, creating and making accessible the items constitutes the cost of the items.

C5-2 Amortisation expense

Accounting policy
Following a review of conditions and circumstances under which digital collections are stored and maintained, the Library Board considers that there is a sufficiently high standard to retain indefinite life status. Under AASB 138 these assets are not amortised.

The standard amortisation rate for software is 18%. All current software assets are fully amortised down to their residual value, but are still in use.

C5-3 Impairment

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

Impairment for digital collections is assessed annually based on factors such as current market values and technological considerations (see also Note C6-5).

All intangible assets are assessed for impairment in accordance with AASB 136 *Impairment of Assets*.

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

C5-4 Intangible assets – balances and reconciliations of carrying amount

Intangible assets				
Heritage digital collections				
At cost	15,423	14,408	15,423	14,408
Work in progress	19	19	19	19
Computer software				
At cost	2	2	2	2
Work in progress	397	383	397	383
Total	**15,841**	**14,812**	**15,841**	**14,812**
Intangible reconciliation				
Computer software				
Carrying amount computer software at 1 July 2022	2	2	2	2
Carrying amount work in progress at 1 July 2022	383	285	383	285
Movement in work in progress	14	98	14	98
Computer software carrying amount as at 30 June 2023	**399**	**385**	**399**	**385**
Heritage digital collections				
Carrying amount at 1 July 2022	14,408	13,070	14,408	13,070
Acquisitions/internally developed items	980	1,306	980	1,306
Donations	35	32	35	32
Heritage digital collections carrying amount as at 30 June 2023	**15,423**	**14,408**	**15,423**	**14,408**
Heritage digital collections work in progress				
Carrying amount at 1 July 2022	19	22	19	22
Movement in work in progress	–	(3)	–	(3)
Heritage digital collections work in progress carrying amount as at 30 June 2023*	**19**	**19**	**19**	**19**
Heritage digital collections total carrying amount as at 30 June 2023	**15,442**	**14,427**	**15,442**	**14,427**
Total intangibles carrying amount as at 30 June 2023	**15,841**	**14,812**	**15,841**	**14,812**

*Heritage digital collections work in progress represents purchases made but not yet catalogued.

State Library has software with an original cost of $0.555M (2022: $0.555M) that has been written down to a residual value of $2,000 (2022: $2,000) and is still being used in the provision of services.

C6 PROPERTY, PLANT AND EQUIPMENT

C6-1 Recognition and measurement

Accounting policy – recognition

Basis of capitalisation and recognition thresholds

Items of property, plant and equipment, with the exception of the collections, with a historical cost or other value equal to or in excess of $5,000 in the year of acquisition, are reported as property, plant and equipment. Items with a lesser value are expensed in the year of acquisition.

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

In accordance with the NCAPs, an asset recognition threshold of $1,000,000 is applied to the reference collection (Library Collections) and a threshold of $5,000 applied to the heritage and cultural assets which include the Memory Collections.

Collections

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

Heritage and cultural assets

Capital expenditure on the Memory Collections is recorded as an addition to heritage and cultural assets. Due to the nature of these items, they are not depreciated in accordance with NCAP 7. Digital collections held within the Memory Collections have been treated as intangible assets since 2012–13. For further information regarding intangibles, please refer to Note C5.

Accounting policy – cost of acquisition

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

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

C6-2 Measurement using historical cost

Accounting policy

Plant and equipment is measured at historical cost in accordance with the NCAPs. The carrying amounts for such plant and equipment are not materially different from their fair value.

C6-3 Measurement using fair value

Accounting policy – heritage and cultural assets

Heritage and cultural assets are measured at fair value as required by the NCAPs. These assets are reported at their revalued amounts, being the fair value at the date of valuation, less any subsequent accumulated depreciation and subsequent accumulated impairment losses where applicable.

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

The Memory Collections measured at fair value are comprehensively revalued at least once every five years, either by appraisals undertaken by an independent professional valuer or internal expert, or by the use of appropriate and relevant indices. The Library Board's Audit and Risk Management Committee (ARMC) oversees the revaluation processes implemented by management. The ARMC undertakes annual reviews of the revaluation policies and reports to the Library Board regarding the outcomes of, and recommendations arising from, each annual review.

Accounting policy – Library Collections

Library Collections assets are measured at fair value as required by NCAPs. These assets are reported at their revalued amounts, being the fair value at the date of valuation, less any subsequent accumulated depreciation and subsequent accumulated impairment losses where applicable.

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

The Library Collections measured at fair value are revalued annually by management using valuation techniques as required by NCAPs. The Library Board's ARMC oversees the revaluation processes implemented by management. The ARMC undertakes annual reviews of the revaluation policies, and reports to the Library Board regarding the outcomes of, and recommendations arising from, each annual review.

Use of specific appraisal

Revaluations using independent professional valuers or internal expert appraisals are undertaken at least once every five years. However, if a particular asset class experiences significant and volatile changes in fair value, that class is subject to specific appraisal in the reporting period, where practicable, regardless of the timing of the last specific appraisal.

The fair values reported by the Library Board are based on appropriate valuation techniques that maximise the use of available and relevant observable inputs and minimise the use of unobservable inputs. Materiality is considered in determining whether the difference between the carrying amount and the fair value of an asset is material (in which case revaluation is warranted).

C6-3 Measurement using fair value CONT'D

Use of indices
Where assets have not been independently valued or specifically appraised in the reporting period, their previous valuations are materially kept up to date through the application of relevant indices. The Library Board ensures that the application of such indices results in a valid estimation of the assets' fair values at reporting date. No index has been applied in 2022–23 based on advice received from Pickles Valuation Services.

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

C6-4 Depreciation expense

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

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

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

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

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

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

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

C6-5 Impairment

Accounting policy
Indicators of impairment and determining recoverable amount
Property, plant and equipment and intangible assets are assessed for indicators of impairment on an annual basis or, where the assets are measured at fair value, for indicators of a change in fair value/service potential since the last valuation was completed. Where indicators of a material change in fair value or service potential since last valuation arises, the asset is revalued at the reporting date under AASB 13 *Fair Value Measurement* (AASB 13). If an indicator of possible impairment exists, the Library Board determines the asset's recoverable amount.

The recoverable amount of property, plant and equipment and intangible assets of not-for-profit entities, which are typically specialised in nature and held for continuing use of their service capacity, is expected to be materially the same as fair value determined under AASB 13, with the consequence that AASB 136 does not apply to such assets that are regularly revalued.

The recoverable amount for most assets is measured at the higher of current replacement cost and fair value costs to sell. Recoverable amount for assets held primarily to generate net cash inflows is measured at the higher of the present value of the future cash flows expected to be obtained from the asset and fair value less costs to sell.

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

For assets measured at cost, an impairment loss is recognised immediately in the Statements of Comprehensive Income.

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

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

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

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

C6 PROPERTY, PLANT AND EQUIPMENT CONT'D

C6-6 Property, plant and equipment

Heritage and cultural assets:				
Memory collections	90,715	89,954	90,715	89,954
Artworks at fair value	31	31	31	31
Total heritage and cultural assets at fair value	90,746	89,985	90,746	89,985
Total library collections at fair value	33,684	36,731	33,684	36,731
Plant and equipment:				
Plant and equipment	7,010	4,859	7,010	4,859
Less: accumulated depreciation	(3,731)	(3,451)	(3,731)	(3,451)
Total plant and equipment carrying amount – at cost	3,279	1,408	3,279	1,408
Total	**127,709**	**128,124**	**127,709**	**128,124**

The Library Board has property, plant and equipment with an original cost of $3.189M (2022: $2.172M) that has been written down to a residual value of $52,383 (2022: $28,783) and still being used in the provision of services.

C6-7 Property, plant and equipment – balances and reconciliations of carrying amount

Heritage and cultural assets				
Carrying amount at 1 July – at cost	–	1,549	–	1,549
Carrying amount at 1 July – at valuation	89,985	80,598	89,985	80,598
Acquisitions	557	485	557	485
Donations received	183	137	183	137
Transfers	21	–	21	–
Net revaluation increments/(decrements)	–	7,216	–	7,216
Carrying amount at end of financial year	**90,746**	**89,985**	**90,746**	**89,985**
Library collections				
Carrying amount at 1 July – at cost	147	144	147	144
Carrying amount at 1 July – at valuation	36,584	39,270	36,584	39,270
Acquisitions	153	147	153	147
Transfers	(98)	–	(98)	–
Net revaluation increments/(decrements)	(3,102)	(2,830)	(3,102)	(2,830)
Carrying amount at end of financial year	**33,684**	**36,731**	**33,684**	**36,731**
Plant and equipment				
Carrying amount at 1 July – at cost	1,408	1,328	1,408	1,328
Acquisitions	2,201	442	2,201	442
Disposals	(1)	(27)	(1)	(27)
Depreciation expense	(329)	(335)	(329)	(335)
Carrying amount at end of financial year	**3,279**	**1,408**	**3,279**	**1,408**
Total				
Carrying amount at 1 July – at cost	1,556	3,021	1,556	3,021
Carrying amount at 1 July – at valuation	126,569	119,868	126,569	119,868
Acquisitions	2,910	1,074	2,910	1,074
Donations received	183	137	183	137
Disposals	(1)	(27)	(1)	(27)
Transfers	(77)	–	(77)	–
Net revaluation increments/(decrements)	(3,102)	4,386	(3,102)	4,386
Depreciation expense	(329)	(335)	(329)	(335)
Carrying amount at end of financial year	**127,709**	**128,124**	**127,709**	**128,124**

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

C7 PAYABLES

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

Accrued expenses are recognised upon receipt of the goods or services during the year but where the related invoices for such goods and services have not been received at 30 June 2023.

Current				
Trade creditors	766	578	766	578
Accrued expenses	438	479	663	479
Total	**1,204**	**1,057**	**1,429**	**1,057**

C8 ACCRUED EMPLOYEE BENEFITS

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

Additional accounting policies in relation to employee benefits and expenses are disclosed in Note B2-1.

Annual leave	2,535	2,471	2,535	2,471
Long service leave levy payable	193	171	193	171
Wages outstanding	89	37	89	37
Total	**2,817**	**2,679**	**2,817**	**2,679**

C9 CONTRACT LIABILITIES

Accounting policy – contract liabilities
Contract liabilities arise from contracts with customers while other unearned revenue arises from transactions that are not contracts with customers.

Of the amount included in the contract liability balance as at 1 July 2022, $392,000 has been recognised as revenue in 2022–23.

Contract liabilities at 30 June 2023 relate to instalments received for which the milestone deliverables have not yet been achieved. This amount will be recognised as revenue over the next 12 months.

Venue hire deposits	110	27	110	27
Anzac Square Memorial Galleries	373	217	373	217
Indigenous Languages Project	110	62	110	62
Research fees	20	103	20	103
ITTB	522	–	522	–
Other grants	97	110	–	47
Total	**1,232**	**519**	**1,135**	**456**

C10 EQUITY

C10-1 Contributed equity

Accounting policy
Interpretation 1038 *Contributions by Owners Made to Wholly Owned Public Sector Entities* specifies the principles for recognising contributed equity by the Library Board.

C10 EQUITY CONT'D

C10-2 Revaluation surplus by asset class

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

Disclosure – revaluation surplus by asset class
Prior to 2003, the Library Board adopted a fair value approach in accounting for its property, plant and equipment where fair value movements were recognised through the Library Collections assets revaluation reserve. However, in 2003, the policy was changed to a cost approach where the balance of the Library Collections assets revaluation reserve at that point in time was reclassified to accumulated surplus. In 2005, the Library Board re-adopted fair value accounting for its property, plant and equipment and in 2021–22 $34.45M was transferred from accumulated surplus back to the Library Collections assets revaluation reserve.

	ECONOMIC ENTITY		
	LIBRARY COLLECTIONS $'000	HERITAGE AND CULTURAL ASSETS $'000	TOTAL $'000
Balance 1 July 2021	–	68,213	68,213
Revaluation increment/(decrement)	(2,830)	7,216	4,386
Transfer in from accumulated surplus	34,452	–	34,452
Balance 30 June 2022	**31,622**	**75,429**	**107,051**
Balance 1 July 2022	31,622	75,429	107,051
Revaluation increment/(decrement)	(3,178)	–	(3,178)
Balance 30 June 2023	**28,444**	**75,429**	**103,873**

D1 FAIR VALUE MEASUREMENT

D1-1 Accounting policies and inputs for fair values

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

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

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

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

Fair value measurement hierarchy
Details of assets and liabilities measured under each category of fair value are set out in the table below.

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

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

D1-1 Accounting policies and inputs for fair values CONT'D

The Library Board assets are categorised as follows:

	LEVEL 1		LEVEL 2		LEVEL 3		AT COST		TOTAL CARRYING AMOUNT	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000	2023 $'000	2022 $'000	2023 $'000	2022 $'000	2023 $'000	2022 $'000
Heritage and cultural	–	–	–	–	90,746	89,985	–	–	90,746	89,985
Library Collections	–	–	–	–	33,684	36,731	–	–	33,684	36,731
Plant and equipment	–	–	–	–	–	–	3,279	1,408	3,279	1,408
Investments	–	–	8,046	7,771	–	–	–	–	8,046	7,771
Total	**–**	**–**	**8,046**	**7,771**	**124,430**	**126,716**	**3,279**	**1,408**	**135,755**	**135,895**

The Library Board recognises other financial assets invested with QIC at fair value through profit or loss. The fair value is measured at market value based on closing unit prices of QIC unlisted unit trusts. Fair value gains and losses are recognised in the Statements of Comprehensive Income.

While the units in these unit trusts have redemption prices and are able to be traded, the market would not be considered active for level 1, therefore, they are considered to be level 2. A market comparison valuation approach is used, with the units carried at redemption value as reasonably determined by the funds manager. Classifications of instruments into fair value hierarchy levels are reviewed annually.

There were no transfers of assets between fair value hierarchy levels during the year.

D1-2 Basis for fair values of assets and liabilities

Heritage and cultural assets

Effective date of last specific comprehensive valuation:
30/6/2022

Valuation approach:
Market based assessment

Inputs:
The collection was valued using unobservable inputs. Auction records, international and Australian dealers' catalogues, book sellers' pricelists, and offerings on the internet. Pickles Valuation Services has subscription services to ABPC (American Book Price Current), Rare Book Hub, AASD (Australian Art Sales Digest), and Findlotsonline as well as a number of auction houses. Descriptions and notes for items was attained from the Library Board's One Search database. Where market prices could not be easily established the value was determined using the price of a similar asset.

Current year valuation activity:
The Memory Collections measured at fair value are comprehensively revalued at least once every five years. In the intervening years and where applicable, their previous valuations are materially kept up to date via the application of relevant indices. The application of such indices results in a valid estimation of the assets' fair values at reporting date. See Note C6-3.

Library Collections

Effective date of last specific appraisal:
30/6/2023

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

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

Current year valuation activity:
Library Collections are valued on an annual basis by management in line with the NCAPs. State Library uses acquisition records for at least the previous 5 years in calculating average purchase prices which are then applied to titles within the Library Collections.

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

D2 FINANCIAL RISK DISCLOSURES

D2-1 Accounting policy

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

Classification
Financial instruments are classified and measured as follows:
- Cash and cash equivalents – held at amortised cost
- Receivables – held at amortised cost
- Other financial assets – held at fair value through profit and loss
- Payables – held at amortised cost

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

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

D2-2 Financial instrument categories

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

CATEGORY	NOTE				
Financial assets					
Cash and cash equivalents	C1	16,133	14,465	12,602	11,168
Receivables	C2	715	725	872	665
Other financial assets	C4	8,046	7,771	4,023	3,886
Total financial assets		**24,894**	**22,961**	**17,497**	**15,719**
Financial liabilities					
Payables	C7	1,204	1,057	1,429	1,057
Total financial liabilities		**1,204**	**1,057**	**1,429**	**1,057**

No financial assets and financial liabilities have been offset so these are presented gross in the Statements of Financial Position.

D2-3 Risks arising from financial instruments

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

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

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

Risk exposure	Definition	Exposure
Credit risk	Credit risk exposure refers to the situation where the Library Board may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.	The Library Board is exposed to credit risk in respect of its receivables (Note C2).
Liquidity risk	Liquidity risk refers to the situation where the Library Board may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.	The Library Board is exposed to liquidity risk in respect of its payables (Note C7).
Market risk	The risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: current risk, interest rate risk and other price risk. Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.	The Library Board does not trade in foreign currency and is not materially exposed to commodity price changes or other market prices. The Library Board is exposed to interest rate risk through its cash deposited in interest-bearing accounts (Note C1) and its investments (Note C4).

	ECONOMIC ENTITY		PARENT ENTITY	
	2023 $'000	2022 $'000	2023 $'000	2022 $'000

D2-3 Risks arising from financial instruments CONT'D

Risk measurement and management strategies
The Library Board measures risk exposure using a variety of methods as follows:

Risk exposure	Measurement method	Risk management strategies
Credit risk	Ageing analysis, earnings at risk	The Library Board aims to reduce the exposure to credit risk through the monitoring of outstanding amounts on a regular basis.
Liquidity risk	Sensitivity analysis	The Library Board manages liquidity risk by ensuring it has sufficient funds available to meet employee and supplier obligations as they fall due. This is achieved by ensuring that minimum levels of cash are held within the various bank accounts, so as to match the expected duration of the various employee and supplier liabilities.
Market risk	Interest rate sensitivity analysis	The Library Board does not undertake any hedging in relation to interest risk and manages its risk as per the Library Board's Risk Management Policy.

D2-4 Credit risk disclosure

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

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

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

D3 CONTINGENCIES

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

D4 COMMITMENTS

Expenditure commitments
Commitments for expenditure at reporting date (inclusive of non-recoverable GST input tax credits) are payable:

Not later than one year	8,664	1,814	8,664	1,814
Later than one year and not later than five years	5,560	4,027	5,560	4,027
	14,224	**5,841**	**14,224**	**5,841**

D5 EVENTS AFTER THE BALANCE DATE

There were no significant events occurring after the balance date.

D6 FUTURE IMPACT OF ACCOUNTING STANDARDS NOT YET EFFECTIVE

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

	ECONOMIC ENTITY		
	2023 ACTUAL $'000	2023 ORIGINAL BUDGET $'000	BUDGET VARIANCE $'000

E1 BUDGETARY REPORTING DISCLOSURES – ECONOMIC ENTITY

This section contains explanations of major variances between the Library Board's actual 2022–23 financial results and the original budget presented to Parliament.

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

Income from continuing operations			
Revenue			
User charges	5,169	4,780	389
Grants and contributions	82,537	78,978	3,559
Other	3,953	–	3,953
Investment income	245	893	(648)
Total revenue	91,904	84,651	7,253
Net fair value loss on other financial assets	(37)	–	(37)
Total income from continuing operations	91,867	84,651	7,216
Expenses from continuing operations			
Employee benefits and expenses	32,600	34,647	(2,047)
Supplies and services	26,913	23,541	3,372
Grants and subsidies	26,643	25,698	945
Depreciation and amortisation	329	545	(216)
Other expenses	611	220	391
Total expenses from continuing operations	87,096	84,651	2,445
Operating result from continuing operations	4,771	–	4,771
Other comprehensive income			
Items that will not be reclassified to operating result:			
Decrease in asset revaluation	(3,178)	–	(3,178)
Total other comprehensive income	(3,178)	–	(3,178)
Total comprehensive income	**1,593**	**–**	**1,593**

E1-2 Explanation of major variances – Statement of Comprehensive Income

Grants and contributions: The actual figure is higher than the budgeted figure primarily due to ITTB grant funding received during 2022–23 ($2M) and an increase in the lease rental – received below fair value relating to the Library Board's peppercorn lease of the State Library building and an increase in the commercial values indices ($0.5M).

Other: Other income received relates to the unbudgeted receipt of a payroll tax refund ($2.7M) and an increase in interest received ($0.8M) during 2022–23.

Investment income: The variance relates to lower than expected returns on the Library Board's short term investments.

Employee benefits and expenses: The actual figure is lower than the budgeted figure primarily due to lower than budgeted payroll tax expenses relating to a change in the Library Board's payroll tax status ($1.4M) and vacancies throughout 2022–23.

Supplies and services: The variance mainly relates to professional services (including contractors) for ongoing services contracts for ICT system and cyber security enhancements implemented during 2022–23, ICT equipment scheduled replacements, replacement of assets lost in the Brisbane floods and an increase in Library Collections expenditure.

Decrease in asset revaluation: The asset revaluation relates primarily to a revaluation decrement for Library Collections ($3.1M).

	ECONOMIC ENTITY		
	2023 ACTUAL $'000	2023 ORIGINAL BUDGET $'000	BUDGET VARIANCE $'000

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

Current assets			
Cash and cash equivalents	16,133	19,527	(3,394)
Receivables	715	783	(68)
Inventories	231	208	23
Other current assets	639	841	(202)
Other financial assets	8,046	–	8,046
Total current assets	25,764	21,359	4,405
Non-current assets			
Intangible assets	15,841	14,565	1,276
Property, plant and equipment	127,709	124,872	2,837
Total non-current assets	143,550	139,437	4,113
Total assets	169,314	160,796	8,518
Current liabilities			
Payables	1,204	2,612	(1,408)
Accrued employee benefits	2,817	2,785	32
Contract liabilities	1,232	332	900
Total current liabilities	5,253	5,729	(476)
Total liabilities	5,253	5,729	(476)
Net assets	**164,061**	**155,067**	**8,994**

E1-4 Explanation of major variances – Statement of Financial Position

Cash and cash equivalents: The closing cash and cash equivalents balance is lower than budgeted primarily due to the budget for the Economic Entity's QIC investments recognised in other financial assets and the receipt of an unbudgeted payroll tax refund during 2022–23.

Other financial assets: Other financial assets relate to the Economic Entity's QIC investments that were included in the budget for cash and cash equivalents.

Payables: The closing balance of payables is lower than budgeted due to a lower number and value of invoices remaining for payment at balance date than budgeted.

	ECONOMIC ENTITY		
	2023 ACTUAL $'000	2023 ORIGINAL BUDGET $'000	BUDGET VARIANCE $'000

E1 BUDGETARY REPORTING DISCLOSURES – ECONOMIC ENTITY CONT'D

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

Cash flows from operating activities			
Inflows:			
User charges	5,996	5,183	813
Grants and contributions	73,767	71,800	1,967
GST collected from customers	549	–	549
GST input tax credits from ATO	1,920	–	1,920
Interest receipts	1,021	893	128
Other	2,932	311	2,621
Outflows:			
Employee expenses	(32,556)	(34,647)	2,091
Supplies and services	(18,256)	(16,363)	(1,893)
Grants and subsidies	(26,643)	(25,698)	(945)
GST paid to suppliers	(1,984)	–	(1,984)
GST remitted to ATO	(549)	–	(549)
Other	(625)	(934)	309
Net cash provided by operating activities	5,572	545	5,027
Cash flows from investing activities			
Inflows:			
Sales of non-financial assets	–	715	(715)
Outflows:			
Payments for heritage and cultural assets	(557)	–	(557)
Payments for Library Collections	(153)	–	(153)
Payments for property, plant and equipment	(2,200)	–	(2,200)
Payments for intangibles	(994)	–	(994)
Payments for non-financial assets	–	(2,047)	2,047
Net cash used in investing activities	(3,904)	(1,332)	(2,572)
Net increase/(decrease) in cash held	1,668	(787)	2,455
Cash and cash equivalents – opening balance	14,465	20,314	(5,849)
Cash and cash equivalents – closing balance	**16,133**	**19,527**	**(3,394)**

E1-6 Explanation of major variances – Statement of Cash Flows

Grants and contributions: The actual figure is higher than the budgeted figure primarily due to ITTB grant funding received during 2022–23 ($2.5M).

Other: The variance is due to the receipt of an unbudgeted payroll tax refund of $2.7M during 2022–23.

Employee expenses: The actual figure is lower than the budgeted figure primarily due to vacancies throughout 2022–23.

Sales of non-financial assets: The budgeted figure represented cash flows relating to the Library Board's investments. Investment movements were realised during 2022–23 however the movements were non-cash.

Payments for non-financial assets: The budget included an estimate for additional investment of funds that was not transacted by the Economic Entity during 2022–23.

F1 KEY MANAGEMENT PERSONNEL (KMP) DISCLOSURES

F1-1 Details of Key Management Personnel

The Library Board's responsible Minister is identified as part of the Library Board's KMP, consistent with additional guidance included in AASB 124 *Related Party Disclosures*. That Minister is the Minister for Treaty, Minister for Aboriginal and Torres Strait Islander Partnerships, Minister for Communities and Minister for the Arts (formerly the Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts) (the Minister).

The following details for non-Ministerial KMP include those positions that had authority and responsibility for planning, directing and controlling the activities of State Library during 2021–22 and 2022–23 as part of the Executive Management Team. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Position Responsibility
State Librarian and CEO	The State Librarian and CEO is responsible for the proper and sound management of State Library, under the authority of the Library Board of Queensland.
Executive Director, Corporate Governance and Operations	The Executive Director, Corporate Governance and Operations is responsible for providing a range of organisational services that underpin and support State Library's activities.
Executive Director, Content and Client Services	The Executive Director, Content and Client Services is responsible for providing clients of State Library with physical and virtual access to its diverse collections and services.
Executive Director, Public Libraries and Engagement	The Executive Director, Public Libraries and Engagement is responsible for providing support for Local Government and communities to deliver library services in over 320 library and Indigenous Knowledge Centre (IKC) service points in Queensland.

F1-2 Remuneration Policies

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

The Library Board's executives and senior managers employed by the Library Board are paid at rates set by Government for Senior Executives and Senior Officers. These executives and officers are engaged as employees under the *Libraries Act 1988* (Qld) or as executives under the *Public Sector Act 2022* on renewable contracts or as tenured senior officers.

Remuneration policy for the Library Board's KMP is set by the Queensland Public Sector Commission as provided for under the *Public Sector Act 2022*. Individual remuneration and other terms of employment (including motor vehicle entitlements if applicable) are specified in employment contracts.

Remuneration expenses for KMP comprise the following components:

Short-term employee expenses which include:
- salaries, allowances and leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied a KMP position;
- non-monetary benefits – consisting of provision of parking benefits together with fringe benefits tax applicable to the benefit.

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

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

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

No KMP remuneration packages provide for performance or bonus payments.

F1 KEY MANAGEMENT PERSONNEL (KMP) DISCLOSURES CONT'D

F1-3 KMP Remuneration expense

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

POSITION	SHORT-TERM EMPLOYEE EXPENSES		LONG-TERM EMPLOYEE EXPENSES	POST–EMPLOYMENT EXPENSES	TERMINATION BENEFITS	TOTAL EXPENSES
	MONETARY EXPENSES $'000	NON-MONETARY BENEFITS $'000	$'000	$'000	$'000	$'000
1 July 2022 – 30 June 2023						
State Librarian and CEO	296	4	7	38	–	345
Executive Director, Corporate Governance and Operations[1]	155	2	4	18	–	179
Executive Director, Content and Client Services[2]	188	5	4	20	–	217
A/Executive Director, Content and Client Services[3]	63	–	2	7	–	72
Executive Director, Public Libraries and Engagement	195	5	5	21	–	226
Total remuneration	**897**	**16**	**22**	**104**	**–**	**1,039**
1 July 2021 – 30 June 2022						
State Librarian and CEO	300	5	7	37	–	349
Executive Director, Corporate Governance and Operations	181	3	4	19	–	207
Executive Director, Content and Client Services	183	5	5	20	–	213
Executive Director, Public Libraries and Engagement	197	5	5	20	–	227
Total remuneration	**861**	**18**	**21**	**96**	**–**	**996**

[1]The Executive Director, Corporate Governance and Operations was on leave for the period 1 September 2022 to 16 January 2023 (inclusive).
[2]The Executive Director, Content and Client Services acted as Executive Director, Corporate Governance and Operations for the period 5 September 2022 to 31 December 2022 (inclusive).
[3]Acting Executive Director, Content and Client Services for the period 5 September 2022 to 10 January 2023 (inclusive).

F1-4 Library Board Remuneration

Library Board Fees, including both sitting fees and special assignment fees totalled $43,530 (2022: $44,359). Other fees such as fringe benefits tax, superannuation, insurance, travel, catering and printing totalled $58,086 (2022: $40,154). The total cost of Library Board operations was therefore $101,616 (2022: $84,513).

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

F1-4 Library Board Remuneration CONT'D

Remuneration of board members was as follows:

NAME	MEMBER FROM	MEMBER TO	2023 $'000	2022 $'000
Mrs Debbie Best (Chairperson)[1]	March 2022	February 2026	7	1
Professor Andrew Griffiths (Chairperson)	March 2014	February 2023	8	12
Emeritus Professor Tom Cochrane AM (Deputy Chairperson)	March 2017	February 2026	5	5
Ms Cheryl Buchanan	August 2021	August 2024	4	3
Cr Matt Burnett	June 2023	February 2026	–	–
Ms Kim Hughes	March 2023	February 2026	2	–
Professor Marek Kowalkiewicz	March 2017	February 2023	3	5
Ms Julia Leu	August 2016	February 2023	3	4
Mrs Tamara O'Shea[2]	August 2021	November 2021	–	–
Ms Nicola Padget	March 2020	February 2026	6	6
Mr Dean Parkin[3]	March 2022	March 2025	–	1
Associate Professor Sandra Phillips	March 2017	November 2021	–	1
Mr Bob Shead	March 2017	August 2021	–	1
Dr Jodie Siganto	March 2020	February 2026	5	5
Ms Courtney Talbot	March 2023	February 2026	1	–
Total			**44**	**44**

[1]Mrs Debbie Best was appointed Chairperson from 1 March 2023.
[2]Mrs Tamara O'Shea was also a board member from May 2018 to May 2021.
[3]Mr Dean Parkin did not accept board fees for 2022–23 and was granted a leave of absence from 21 April to 30 November 2023.

F2 RELATED PARTY TRANSACTIONS

Transactions with people/entities related to KMP
All annual grants paid to Queensland Local Governments are recommended by the Library Board and approved by the Minister based on an independently developed methodology also approved by the Minister. All grants paid under other programs were determined by independent panels and the Library Board was not involved in determining the allocation of these grants to individual councils[1].

Ms Cheryl Buchanan, Library Board member, was appointed as a member and Co-Chair of the Interim Truth and Treaty Body Board on 16 August 2022. Transactions between the Library Board and Ms Buchanan in her capacity as a member and Co-Chair of the Interim Truth and Treaty Body Board during 2022–23 included sitting fees and meeting and travel reimbursements.

The Library Board did not engage in any transactions, contracts or employment related activities with any people or entities related to any other KMP.

[1]Under the *Libraries Act 1988* (Qld), the Library Board of Queensland (the Board) can only make a grant or give a subsidy to a local government with the approval of the Minister. The Minister has delegated the approval to the Director-General.

Transactions with other Queensland Government-controlled entities
The Library Board's primary ongoing source of funding from Government for its services is administered grants (Note B1-2) which is provided in cash from Arts Queensland via the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (formerly Department of Communities Housing and Digital Economy).

The Library Board also receives grant funding for specific projects, provided in cash from Arts Queensland or other State or Commonwealth government agencies.

During the 2022–23 financial year the Library Board received grant funding for the ITTB, provided in cash, from the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (formerly Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships).

The Library Board's South Bank buildings are leased from Arts Queensland under concessionary lease arrangements. The Library Board measures right-of-use from concessionary leases at cost on initial recognition, and measures all right-of-use assets at cost subsequent to initial recognition. Other buildings and motor vehicles are leased via the Department of Energy and Public Works under commercial arrangements (Note B2-2).

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

F2 RELATED PARTY TRANSACTIONS CONT'D

Transactions with other Queensland Government-controlled entities CONT'D

The Public Library and First 5 Forever grants provided by the Library Board (Note B2-3) are annual grants to the Queensland Local Governments for the provision of Library Services to the people of Queensland.

The Foundation is a Company Limited by Guarantee which is wholly owned and controlled by the Library Board, the parent entity. As a wholly owned controlled entity, the Library Board is the main contributor of financial resources to the Foundation through grant funding. During 2022–23, grants provided by the parent entity to the Foundation totalled $250,000. The Foundation also transfers funds to the Library Board to cover approved project costs incurred by the Library Board on its behalf. All inter-entity transactions between the Library Board and the Foundation are eliminated in full upon consolidation. For further details, refer to Note A3.

The Library Board has investments with QTC and QIC. Notes B1-4 outline the key terms and conditions of these investments.

F3 FIRST YEAR APPLICATION OF NEW ACCOUNTING STANDARDS OR CHANGE IN POLICY

Accounting standards applied for the first time

No new accounting standards or interpretations that apply to the Library Board for the first time in 2022–23 had any material impact on the financial statements.

Accounting standards early adopted

No Australian Accounting Standards have been early adopted for 2022–23.

F4 TAXATION

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

GST credits receivable from, and GST payable to the ATO, are recognised at Note C2. The Library Board is a Deductible Gift Recipient for taxation purposes.

F5 CLIMATE RISK DISCLOSURE

The Library Board considers climate-related risks when assessing material accounting judgements and estimates used in preparing its financial report. Key estimates and judgements identified include the potential for changes in asset useful lives, changes in the fair value of assets, impairment of assets, the recognition of provisions or the possibility of contingent liabilities.

No adjustments to the carrying value of assets were recognised during the financial year as a result of climate-related risks impacting current accounting estimates and judgements. No other transactions have been recognised during the financial year specifically due to climate-related risks impacting the Library Board.

The Library Board continues to monitor the emergence of material climate-related risks that may impact the financial statements of the Library Board, including those arising under the *Queensland Government Climate Action Plan 2020–2030* and other Government publications or directives.

F6 IMPACT FROM NATURAL DISASTERS

The Library Board's South Bank site was affected by the natural disaster experienced in Queensland during February 2022.

The Brisbane River flooding caused closure of the South Bank site to the public on 27 February 2022 and it remained closed until 8 April 2022. The car parks remained inaccessible until 1 July 2022.

The primary impact on the Library Board's financial performance was in 2021–22 including loss of Portable and Attractive equipment, Furniture and Exhibitions material, and some loss of Plant and Equipment in addition to reduced user charges relating to The Library Shop, Library Café and venue hire. These losses are reflected in Note B2-4.

Insurance revenue was received in 2022–23 for business interruption ($0.216M). This revenue is reflected in Note B1-3.

Further claims related to losses of plant and equipment are expected to be lodged and settled in the 2023–24 financial year.

CERTIFICATE OF THE LIBRARY BOARD OF QUEENSLAND

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), section 39 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with section 62(1)(b) of the Act we certify that in our opinion:

(a) the prescribed requirements for the establishment and keeping the accounts have been complied with in all material respects; and

(b) the statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Library Board and the consolidated entity for the financial year ended 30 June 2023, and of the financial position of the entity at the end of that year; and

We acknowledge responsibility under section 7 and section 11 of the *Financial and Performance Management Standard 2019* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.

Debbie Best
Chairperson
Library Board of Queensland
30 August 2023

Vicki McDonald AM FALIA
State Librarian and CEO
State Library of Queensland
30 August 2023

INDEPENDENT AUDITOR'S REPORT

Queensland Audit Office
Better public services

To the Board of the Library Board of Queensland

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

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

In my opinion, the financial report:

a) gives a true and fair view of the parent's and group's financial position as at 30 June 2023, and their financial performance and cash flows for the year then ended

b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards.

The financial report comprises the statements of financial position as at 30 June 2023, the statements of comprehensive income, statements of changes in equity and statements of cash flows for the year then ended, notes to the financial statements including material accounting policy information and the management certificate.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

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

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

Responsibilities of the entity for the financial report

The Board is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards, and for such internal control as the Board determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. This is not done for the purpose of forming an opinion on the effectiveness of the entity's internal controls, but allows me to form an opinion on compliance with prescribed requirements.
- Evaluate the appropriateness of material accounting policy information used and the reasonableness of accounting estimates and related disclosures made by the group.
- Conclude on the appropriateness of the parent's and group's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the parent's or group's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. I base my conclusions on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the parent or group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to form an opinion on the financial report. I am responsible for the direction, supervision and performance of the audit of the group. I remain solely responsible for my audit opinion.

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

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Statement

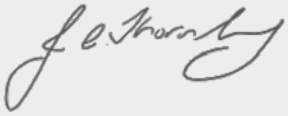
In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2023:

a) I received all the information and explanations I required.

b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the *Financial and Performance Management Standard 2019*. The applicable requirements include those for keeping financial records that correctly record and explain the entity's transactions and account balances to enable the preparation of a true and fair financial report.



Jacqueline Thornley
as delegate of the Auditor-General

31 August 2023

Queensland Audit Office
Brisbane

APPENDICES

APPENDIX A:
LIBRARY BOARD MEMBERS, ATTENDANCE, REMUNERATION AND EXPENSES

	MEMBER		MEETINGS 2022–23		APPROVED ANNUAL, SESSIONAL OR DAILY FEE	APPROVED SUB-COMMITTEE FEES, IF APPLICABLE	ACTUAL FEES RECEIVED
	FROM	TO	ELIGIBLE	ATTENDED			
Mrs Debbie Best (Chairperson from March 2023)	31 Mar 2022	1 Mar 2023	6	4	$12,000 pa	$1,000 pa	$6,861
	28 Feb 2023	28 Feb 2026					
Professor Andrew Griffiths (Chairperson)	6 Mar 2014	28 Feb 2023	4	4	$12,000 pa	N/A	$8,000
Ms Cheryl Buchanan	26 Aug 2021	25 Aug 2024	6	5	$4,000 pa	N/A	$4,000
Cr Matt Burnett	22 Jun 2023	28 Feb 2026	1	0	N/A	N/A	N/A
Emeritus Professor Tom Cochrane AM (Deputy Chairperson)	1 Mar 2017	28 Feb 2026	6	6	$4,000 pa	$1,000 pa	$4,809
Ms Kim Hughes	1 Mar 2023	28 Feb 2026	2	2	$4,000 pa	$1,000 pa	$1,527
Professor Marek Kowalkiewicz	1 Mar 2017	28 Feb 2023	4	3	$4,000 pa	$1,000 pa	$3,333
Ms Julia Leu	4 Aug 2016	28 Feb 2023	4	4	$4,000 pa	N/A	$2,667
Ms Nicola Padget	1 Mar 2020	28 Feb 2026	6	6	$4,000 pa	$2,000 pa	$6,000
Mr Dean Parkin	31 Mar 2022	30 Mar 2025	6	1	$4,000 pa	N/A	$0
Dr Jodie Siganto	1 Mar 2020	28 Feb 2026	6	6	$4,000 pa	$1,000 pa	$5,000
Ms Courtney Talbot	1 Mar 2023	28 Feb 2026	2	2	$4,000 pa	N/A	$1,333

Total out-of-pocket expenses: $14,882

Note: Dean Parkin did not accept board fees for 2022–23 and has been granted a leave of absence from 21 April to 30 November 2023.

APPENDIX B:
QUEENSLAND LIBRARY FOUNDATION COUNCIL MEMBERS, ATTENDANCE, REMUNERATION AND EXPENSES

	APPOINTMENT DATE	TERM END DATE	MEETINGS		POSITION
			ELIGIBLE	ATTENDED	
Ms Helen Brodie	1 Mar 2017	14 May 2021	4	4	Company Director
	6 Sep 2021	5 Sep 2023			President (from 15/05/2018)
Ms Courtney Talbot	7 Jul 2014	14 May 2021	4	4	Company Director
	6 Sep 2021	5 Sep 2024			Vice-President (from 15/05/2018)
Mr Neil Summerson AM	7 Jul 2014	6 Jul 2020	2	1	Company Director
	21 Sep 2020	31 Dec 2022			
Ms Helen Barnard	14 Oct 2019	13 Oct 2022	3	3	Company Director
	01 Feb 2023	31 Jan 2026			
Ms Luvisa Grierson	14 Oct 2019	13 Oct 2022	1	1	Company Director
Mr Ken MacDonald AM	14 Oct 2019	13 Oct 2022	3	3	Company Director
	01 Feb 2023	31 Jan 2026			
Mr Tony Kinivan	4 Oct 2019	13 Oct 2022	3	3	Company Director
	01 Feb 2023	31 Jan 2026			
Professor Andrew Griffiths	1 Mar 2017	28 Feb 2023	3	1	Ex-officio Company Director and Chairperson Library Board of Queensland
Ms Vicki McDonald AM	5 Sep 2016	4 Sep 2026	4	4	Ex-officio Company Director and State Librarian and CEO
Ms Susan Hocking	01 Feb 2023	31 Jan 2026	2	2	Company Director
Mrs Debbie Best	01 Mar 2023	28 Feb 2026	1	1	Ex-officio Company Director and Chairperson, Library Board of Queensland
Emeritus Professor Tom Cochrane AM (on behalf of Professor Andrew Griffiths)			1	1	

The names of each person holding the position of Councillor of Queensland Library Foundation during the financial year were:

Ms Helen Brodie
Ms Courtney Talbot
Mr Neil Summerson AM
Ms Helen Barnard
Ms Luvisa Grierson
Mr Ken MacDonald AM
Mr Tony Kinivan
Ms Susan Hocking
Professor Andrew Griffiths
Mrs Debbie Best
Ms Vicki McDonald AM

Total out-of-pocket expenses: nil

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

APPENDIX C:
COMPLIANCE CHECKLIST

SUMMARY OF REQUIREMENT		BASIS FOR REQUIREMENT	ANNUAL REPORT REFERENCE
Letter of compliance	A letter of compliance from the accountable officer or statutory body to the relevant Minister/s	ARRs – section 7	1
Accessibility	Table of contents Glossary	ARRs – section 9.1	3 88
	Public availability	ARRs – section 9.2	89
	Interpreter service statement	*Queensland Government Language Services Policy* ARRs – section 9.3	89
	Copyright notice	*Copyright Act 1968* ARRs – section 9.4	89
	Information Licensing	QGEA – *Information Licensing* ARRs – section 9.5	89
General information	Introductory Information	ARRs – section 10	6
Non-financial performance	Government's objectives for the community and whole-of-government plans/specific initiatives	ARRs – section 11.1	7
	Agency objectives and performance indicators	ARRs – section 11.2	15
	Agency service areas and service standards	ARRs – section 11.3	15
Financial performance	Summary of financial performance	ARRs – section 12.1	48
Governance – management and structure	Organisational structure	ARRs – section 13.1	40
	Executive management	ARRs – section 13.2	43
	Government bodies (statutory bodies and other entities)	ARRs – section 13.3	44
	Public Sector Ethics	*Public Sector Ethics Act 1994* ARRs – section 13.4	38
	Human Rights	*Human Rights Act 2019* ARRs – section 13.5	39
	Queensland public service values	ARRs – section 13.6	n/a
Governance – risk management and accountability	Risk management	ARRs – section 14.1	38, 44, Appendix A
	Audit committee	ARRs – section 14.2	38, 44, Appendix A
	Internal audit	ARRs – section 14.3	38
	External scrutiny	ARRs – section 14.4	38
	Information systems and recordkeeping	ARRs – section 14.5	38
	Information Security attestation	ARRs – section 14.6	n/a
Governance – human resources	Strategic workforce planning and performance	ARRs – section 15.1	36
	Early retirement, redundancy and retrenchment	Directive No.04/18 *Early Retirement, Redundancy and Retrenchment* ARRs – section 15.2	n/a
Open Data	Statement advising publication of information	ARRs – section 16	39
	Consultancies	ARRs – section 31.1	data.qld.gov.au
	Overseas travel	ARRs – section 31.2	data.qld.gov.au
	Queensland Language Services Policy	ARRs – section 31.3	data.qld.gov.au
Financial statements	Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	81
	Independent Auditor's Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	82

FAA *Financial Accountability Act 2009* (Qld)
FPMS *Financial and Performance Management Standard 2019* (Qld)
ARRs Annual report requirements for Queensland Government agencies

GLOSSARY

AIATSIS	Australian Institute of Aboriginal and Torres Strait Islander Studies
AISA	Australian Information Security Association A not-for-profit organisation and charity that champions the development of a robust information security sector
ALIA	Australian Library and Information Association
ARC	Australian Research Council
ARMC	Audit and Risk Management Committee
ARRs	Annual report requirements for Queensland Government agencies
ATO	Australian Taxation Office
BDO	An accountancy and advisory organisation
CAA	Corporate Administration Agency A shared service agency providing services for State Library
COVID-19	Novel coronavirus disease
DPC	Department of the Premier and Cabinet
EBA	Enterprise bargaining agreement
eDRMS	Electronic document and record management system
FAA	*Financial Accountability Act 2009* (Qld)
FBT	Fringe benefits tax
FPMS	*Financial and Performance Management Standard 2019* (Qld)
FTE	Full-time equivalent
GLAM	Galleries, libraries, archives and museums An industry sector
GST	Goods and services tax
IAG	Indigenous Advisory Group
ICT	Information and Communications Technology Includes any communication device or application, though often used to refer to digital communications
IFLA	International Federation of Library Associations and Institutions
IKC	Indigenous Knowledge Centre A communal hub operated in partnership with Aboriginal and Torres Strait Island councils that combines traditional library services and internet access with lifelong learning opportunities, and provides a keeping place for recording, accessing and celebrating the unique Indigenous cultures of Queensland
ITTB	Interim Truth and Treaty Body
JOL	John Oxley Library
KMP	Key Management Personnel
KPMG	A global network of professional firms providing audit, tax and advisory services
LGAQ	Local Government Association of Queensland
LSL	Long service leave
MOHRI	Minimum Obligatory Human Resource Information
NAIDOC	National Aborigines and Islanders Day Observance Committee
NED	National edeposit
NLA	National Library of Australia
NSLA	National and State Libraries Australasia Australia and New Zealand's national and state libraries working together
PID	Public Interest Disclosures
PLAG	Public Libraries Advisory Group
Q ANZAC 100	A 5-year project of legacy initiatives supported by the Queensland Government to commemorate the centenary of the First World War and Anzac history
QAO	Queensland Audit Office
QGEA	Queensland Government Enterprise Architecture
QUT	Queensland University of Technology
QWC	Queensland Writers Centre
RACQ	Royal Automobile Club of Queensland An insurance company
RLQ	Rural Libraries Queensland
SDS	Service Delivery Statements
the Foundation	Queensland Library Foundation
UNESCO	United Nations Educational, Scientific and Cultural Organization
VALA	An independent, Australian-based not-for-profit organisation that supports the use and understanding of information technology in libraries and the GLAM sector

Correction to the Library Board of Queensland Annual Report 2021–22

- The 'Preserving online content' section on page 17 incorrectly referred to First Nations website archiving on Black Lives Matter, Mabo Day, NAIDOC Week and National Sorry Day. State Library collected digital photographs on these topics, not website captures.

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The Annual Report documents State Library of Queensland's activities, initiatives and achievements during 2022–23 and shows how it met its objectives for the year and addressed government policy priorities.

An electronic copy of this report and the compliance checklist are available at slq.qld.gov.au/about-us/corporate-information/annual-report-library-board-queensland or a printed copy is available by contacting Communications on media@slq.qld.gov.au or 07 3842 9847.

For further information about this report, please contact the Office of the State Librarian by phone on 07 3840 7901 or email osl@slq.qld.gov.au.

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

Please email comments or suggestions to info@slq.qld.gov.au or go to the Get Involved website at getinvolved.qld.gov.au/gi/ to complete the feedback form.

Library Board of Queensland Annual Report for the year ended 30 June 2023
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Library Board of Queensland Annual Report 2022–23

The Queensland Government is committed to providing accessible services to Queenslanders from culturally and linguistically diverse backgrounds. If you have difficulty understanding this report, please call us on 07 3842 9985 and we will arrange an interpreter to effectively communicate the report to you.

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Stanley Place, South Bank
PO Box 3488, South Brisbane QLD 4101
t 07 3840 7666
e info@slq.qld.gov.au
w slq.qld.gov.au

Cannon Hill
996 Wynnum Road, Cannon Hill QLD 4170

Cairns
201 Bunda Street, Cairns QLD 4870

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