

GOVERNANCE

OUR WORKFORCE

STRATEGIC WORKFORCE PLANNING AND PERFORMANCE

State Library of Queensland's workforce consisted of 307 full-time equivalent staff with a permanent separation rate of 7.89% for 2023-24.* This includes core and otherwise funded full-time equivalent State Library staff and 8.8 full-time equivalent staff of the Interim Truth and Treaty Body as it transitioned to the First Nations Treaty Institute.

The State Library *Strategic Workforce Plan 2021-2025* 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 following the 2023-24 organisational realignment to evaluate progress and relevance, and to reflect evolving workforce needs. 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 the *First Nations Recruitment and Retention Strategy*
- embedding 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 *Health and Wellbeing Strategy 2022-26* and *Health and Wellbeing Action Plan 2023-24*
- implementing changes to the annual performance development process to ensure it meets the needs of staff, has a development focus and complies with positive performance management requirements
- adopting best-practice initiatives as a critical action and retention strategy.

*Based on Minimum Obligatory Human Resource Information (MOHRI) full-time equivalent (FTE) data for the fortnight ending 28 June 2024.

COMMUNICATION, CONSULTATION AND FLEXIBILITY

State Library staff participated in the Working for Queensland 2023 survey, achieving a response rate of 48%. In response to the results, the planning focus for the Senior Leadership Team was to identify actions to create and maintain a safe, collaborative and productive workplace.

The onboarding program has been strengthened 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 must 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 awards event. State Library offers employees a broad range of flexible working arrangements, 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 *Public Sector Act 2022* and *State Government Entities Certified Agreement 2023* are being met, including the introduction of initiatives to reframe the state's relationship with Aboriginal peoples and Torres Strait Islander peoples, and new recruitment and selection approaches to support development of a more diverse and representative workforce. Policies and procedures are regularly reviewed and updated in line with the new Act and agreement, and to avoid duplicating new and existing Queensland Government directives or guidelines.

HEALTH, SAFETY AND WELLBEING

Ensuring employees' health, safety and wellbeing is integral to the enduring value of a safe and purposeful workforce and championing an enriching workplace that is healthy, diverse and culturally responsive.

Throughout the past year, State Library has continued to review existing policies and develop and establish new systems in accordance with the *Health and Wellbeing Action Plan 2023-24* to safeguard the physical and mental health of employees. Investment in health and safety training programs, including standard and mental health first aid certification, peer support training, general construction induction, elevated work platform licences and manual tasks education programs, has enhanced awareness and empowered employees to proactively mitigate risks in their work environments.

The *Health and Wellbeing Action Plan 2023-24* was developed to support initiatives and resources to provide a psychologically safe workplace and encourage staff to play an active role in maintaining and improving their mental health and wellbeing. An important element of the plan is the work of the Health and Wellbeing Group, a small team of passionate staff. The group coordinated a number of staff awareness and wellbeing events, including Mental Health Week and Library Lovers Day gatherings, the annual staff picnic on Maiwar Green, the 29 Days of Happiness calendar to assist staff with mindfulness practice, provision of resources on the essential building blocks of mental health, fostering use of the employee assistance program, and awareness communications on important health issues such as cancer, endometriosis and mental health.

Providing support for employee mental health remains a priority. The employee assistance program supplied by TELUS Health offered counselling services, webinars, resources on topics such as stress management and a virtual health platform with a self-guided support program for mental health challenges. A team of trained peer support officers and mental health first aid officers provides further support to employees when required.

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. The WHS Committee was involved in consultation and feedback on workplace health and safety priority areas; providing progress reports on identified safety issues; consultation on the review of the *Work Health, Safety and Wellbeing Policy* and commitment statement, and the newly developed incident management procedure; and development of the health and wellbeing psychosocial risk assessment.

The senior health, safety and wellbeing officer position established in May 2022 continues to play a key role in establishing and maintaining a healthy, safe and supportive work culture. WHS reporting is presented to the Executive Leadership Team and the Audit and Risk Management Committee (ARMC) on a quarterly basis. Essential work on the *WHS Gap Analysis Action Plan*, which was endorsed in June 2023, continues to progress. This plan was developed to ensure State Library continues to undertake the necessary incident and risk management strategies; develop and implement appropriate safety management systems to meet its work health and safety duties; and cultivate a thriving, resilient and productive workforce.

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 ARMC by delivering independent and objective assurance and advisory services to the State Librarian and CEO and the Library Board of Queensland. During 2023–24, the internal audit function was carried out on behalf of State Library by the Deloitte Risk Advisory 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 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. Both plans are reviewed and endorsed by the ARMC and approved by the Library Board.

During 2023–24, the internal audit function conducted 4 reviews:

- assurance mapping
- procurement
- IT governance
- collection 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 2023–24 on 30 August 2024
- Queensland Library Foundation financial statements for 2023–24 on 30 August 2024.

There were no material issues identified by external audit in 2023–24.

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 a risk register. The register is reviewed quarterly by State Library's Risk Review Committee, comprising 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 *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 Manager, Compliance 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 2023–24.

HUMAN RIGHTS ACT

State Library ensures human rights are protected and promoted by actively building a culture that respects human rights. The *Human Rights Act 2019* (Qld) is considered in the review of policies and in decision-making about programs, procedures, practices and service delivery. Public libraries across Australia are experiencing challenges to materials and programs which celebrate lesbian, gay, bisexual, transgender, intersex and queer/questioning people, families and identities. State Library has assisted local governments that are receiving requests from community members to remove library materials based on the subject matter of publications. State Library has provided advice on guidelines to protect intellectual freedom in collection management. The concept of intellectual freedom is based on the human right to freedom of expression. This is the right to seek, receive and impart information and ideas of all kinds. Library collections should cater for the diverse needs and interests of the community; therefore, libraries have a responsibility to oppose the infringement of intellectual freedom through exclusion. State Library acknowledges that Aboriginal and Torres Strait Islander self-determination is a human right enshrined in the *Human Rights Act 2019* and the United Nations *Declaration on the Rights of Indigenous Peoples*. 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):

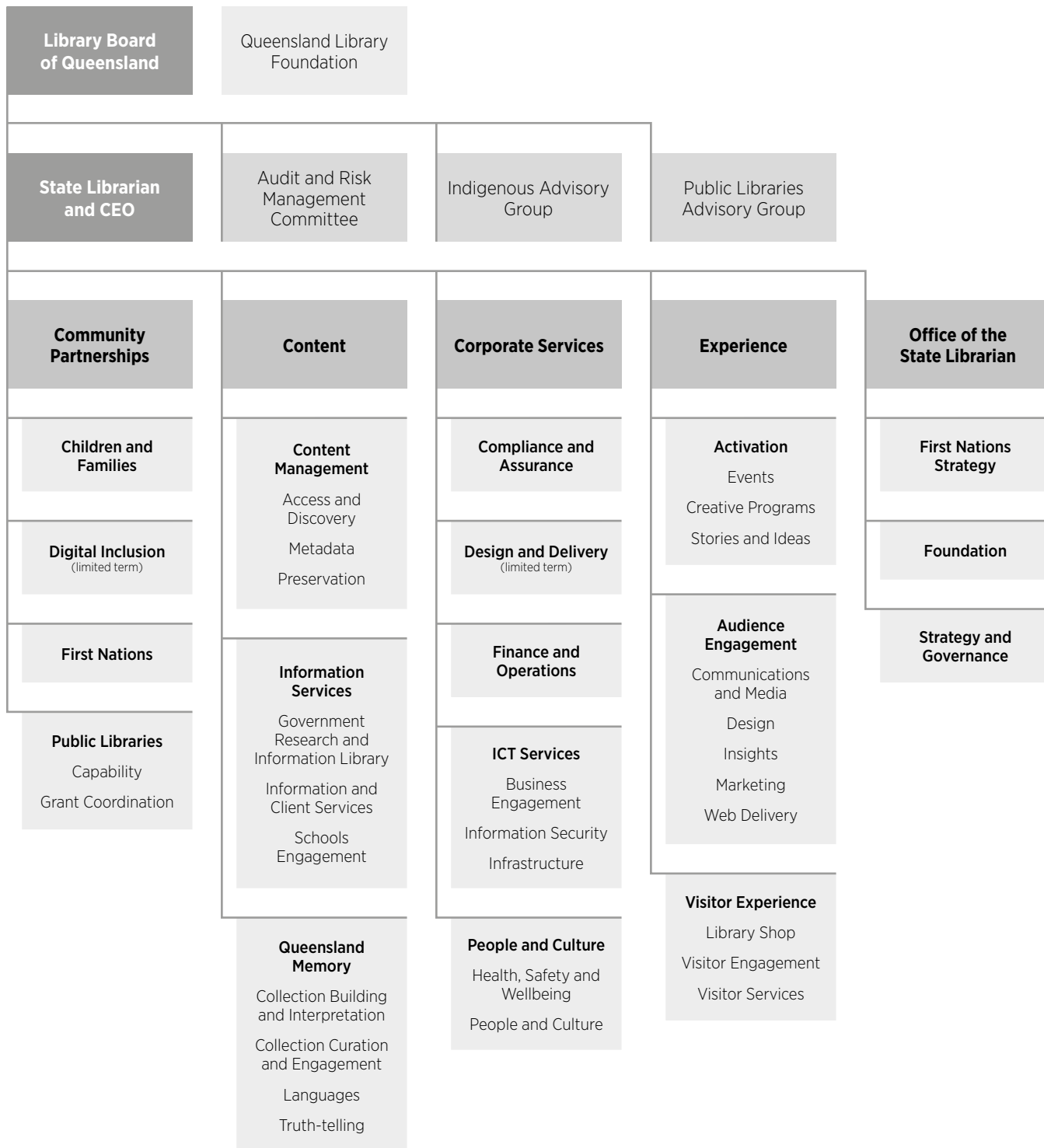
- overseas travel
- consultancies
- information required under the *Queensland Language Services Policy*.

The totals reported on the Open Data website per the *Queensland Language Services Policy* are the number of times State Library engaged interpreter services from Auslan and Deaf Services in 2023-24.

Information about the remuneration of the Library Board and committee members is available in Appendix A. Information about the remuneration of Queensland Library Foundation Council members is available in Appendix B.

ORGANISATIONAL STRUCTURE

AS AT 30 JUNE 2024



State Library hosted the Interim Truth and Treaty Body until 30 June 2024 under a Memorandum of Understanding (MoU) with the former Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP). A New MoU is being developed with the First Nations Treaty Institute to continue this support during its establishment phase into 2024–25.

LEADERSHIP

LIBRARY BOARD OF QUEENSLAND

CHAIRPERSON

Mrs Debbie Best

Debbie 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, environment management, community engagement and education. Debbie has an extensive background in government boards and committees. She is Chair of Safe Food Production Queensland, the Electoral Commission of Queensland Audit and Risk Committee, and the Queensland Fire and Emergency Services Audit, Risk and Compliance 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 member of the Queensland State Award Committee for the Duke of Edinburgh's International Award.

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 Business and 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 and lifetime campaigner for Aboriginal rights, and social and environmental justice. She is a renowned publisher, playwright, author, speaker, director, teacher, lecturer and traditional dancer. Cheryl is a founder of well-known community organisations including Aboriginal Legal, Medical Services and Childcare Centre in Brisbane, Black Community School and Black Resource Centre, as well as Murrie Coo-ee (an Aboriginal publishing house). She has also served as the first Aboriginal Commissioner with Queensland Corrective Services, and Chair of the Queensland and National Aboriginal Justice Advisory Committees. Cheryl is a former member of the Treaty Working Group, former co-Chair of the Interim Truth and Treaty Body, and currently Director of the Northern Basin Aboriginal Nations and Queensland Murray-Darling Catchments Limited and an executive member of the Indigenous Peoples Organisation. In addition, Cheryl is a member of Queensland's Truth-Telling and Healing Inquiry. Cheryl has a Bachelor of Arts and Diploma of Education (The University of Queensland) and a Graduate Diploma of Natural and Cultural Resource Management (Deakin University). She has been awarded the Centenary Medal Commonwealth of Australia for Distinguished Services to Aboriginal and Torres Strait Islander communities of Australia.

Cr Matt Burnett

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 of Gladstone Regional Council 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 as Library Square. He has also supported the construction of new library facilities in Calliope, Agnes Water and 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 the Acting President of the LGAQ and is Vice President of the Australian Local Government Association.

Ms Kim Hughes

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 Volunteering Australia and former Board member of Metro Arts. She has extensive board advisory experience providing trusted advice to the boards and sub-committees 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 and Diplomas in Superannuation and is a Graduate of the AICD Company Directors Course.

Mr Robert dhurwain McLellan

Robert is a proud Gureng Gureng descendant of the Wide Bay region, a community researcher, and an experienced director and governance and engagement practitioner. He is a graduate of the Australian Institute of Company Directors, a Chartered Manager and Fellow of the Institute of Managers and Leaders ANZ and was conferred a Master of Business Administration with The University of Queensland Faculty of Business, Economics and Law. Robert is an Industry Fellow of the Faculty of Humanities, Arts and Social Sciences with The University of Queensland, as well as Program Manager for the Language Data Commons of Australia (LDaCA), building national digital research infrastructure. His professional experience also extends to cultural studies with a focus on Indigenous languages, sociology, arts and communications. With dedication to the development and preservation of arts and cultural capabilities in the regions, he is also a member of the First Nations Arts and Cultures Panel (FNACP), Arts Queensland. A strong advocate for truth-telling and speaking up for Aboriginal people's rights and justice, and economic advancement, and to ensure First Nations voices are authentically valued and embraced across all levels of society, Robert is a leader who is passionate about building culturally inclusive, honourable and cohesive communities.

Ms Nicola Padget

Nicola Padget is an experienced finance professional who has 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

(until 12 January 2024; 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 campaigned for the Yes vote in the Voice to Parliament referendum as the Campaign Director of YES23. 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 AISA. Jodie is an experienced company director, holding positions with government-owned corporations and private businesses.

Ms Courtney Talbot

Courtney Talbot is a company director who is passionate about the not-for-profit sector. She is President of Queensland Library Foundation and 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 LEADERSHIP 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.

She is president of the International Federation of Library Associations and Institutions (IFLA) 2023-25 and has served on various IFLA Standing Committees and the Governing Board since 2004. Vicki is a Past President of the Australian Library Information Association. 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 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, Community Partnerships

Louise Denoon is responsible for State Library's partnership with Queensland local governments to deliver services through 325 public libraries and Indigenous Knowledge Centres. Louise has more than 25 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 responsible for many initiatives including developing new models of community engagement and participation.

Ms Anna Raunik Executive Director, Content

Anna Raunik is responsible for the development of State Library's content, ensuring ongoing development of Queensland's documentary collections and content to support information research and engagement. 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 use of technology to enable service delivery improvements and greater statewide reach. Key outcomes have included coordination of national initiatives, including the National edeposit project, and leading the development and delivery of State Library's *Digital Strategy*, *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.

Ms Brooke MacKenzie (from December 2023) Executive Director, Corporate Services

Brooke MacKenzie is responsible for leading the Corporate Services function in partnering across State Library's portfolios to deliver a range of high-level services and support to achieve the organisation's strategic priorities. These services include financial, human resources, information and communication technology, facilities management, project management and delivery, compliance and assurance, risk management, and reporting services. Brooke has more than 20 years experience in the Queensland public sector providing strategic leadership in the delivery of corporate and operational services, supporting transformational change, and ensuring strong fiscal governance and performance. Brooke holds a Bachelor of Commerce (Banking and Finance) from The University of Queensland and is a Fellow of CPA Australia.

Ms Rebecca Lamoin (from April 2024) Executive Director, Experience

Rebecca Lamoin is responsible for creating safe, memorable and meaningful experiences for the more than 5 million visitors that State Library welcomes annually onsite and online. Rebecca is a highly skilled arts and culture professional with more than 25 years experience. Her professional history includes work with performing arts centres, literary festivals, visual arts, youth programming and education, libraries and museums. Rebecca has a strong commitment to cultural institutions as generators of social change, cohesion and learning. She was the first Australian to be selected to as an International Fellow at the John F. Kennedy Center for the Performing Arts in Washington DC. As Director, Public Engagement at Queensland Performing Arts Centre (QPAC), she established *Story* magazine, managed the QPAC Choir and was instrumental in the launch of the centre's digital platform, Digital Stage.

Ms Tanya Fitzgerald (until November 2023) Past Executive Director, Corporate Governance and Operations

Tanya Fitzgerald was responsible for providing a range of high-level services and support to 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, including roles in the Department of Natural Resources, Mines and Energy, following an extensive career in the private sector. Tanya is a Fellow of CPA Australia and has qualifications in Change Management and Health Science (Life Coaching).

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 a 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 41). For information on remuneration, see the Library Board of Queensland approved sub-committee fees (Appendix A).

Members

Ms Nicola Padgett	Member, Library Board of Queensland (Chairperson)
Mrs Debbie Best	Chairperson, Library Board of Queensland
Ms Kim Hughes	Member, Library Board of Queensland
Dr Jodie Siganto	Member, Library Board of Queensland

Observers

Ms Vicki McDonald <small>AM FALIA</small>	State Librarian and CEO, State Library of Queensland
Ms Brooke MacKenzie	Executive Director, Corporate Services, State Library of Queensland

Secretariat

Ms Jennifer Genrich	Manager, Strategy and Governance, State Library of Queensland
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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	Member, Library Board of Queensland (Chairperson)
Mrs Debbie Best	Chairperson, Library Board of Queensland
Mr Robert McLellan	Member, Library Board of Queensland (from 17 June 2024)
Mr Dean Parkin	Member, Library Board of Queensland (leave of absence from 21 April to 30 November 2023 and until 11 January 2024)
Ms Julie-ann Lambourne	Member, Indigenous Advisory Group (from 24 April 2024)
Professor Henrietta Marrie <small>AM</small>	The University of Queensland
Ms Rhianna Patrick	Freelance journalist
Ms Suzanne Thompson	Member, Indigenous Advisory Group (from 24 April 2024)
Ms Denise Andrews	Director, Culture and Community Policy, Strategy Policy and Legislation, Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (until 29 April 2024)
Mr Dean Daylight	Executive Director, First Nations Engagement, Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (from 30 April 2024)
Ms Vicki McDonald <small>AM FALIA</small>	State Librarian and CEO, State Library of Queensland

Observers

Ms Louise Denoon	Executive Director, Community Partnerships, State Library of Queensland
Ms Anna Raunik	Executive Director, Content, State Library of Queensland
Ms Tenneil Murray	Director, First Nations Strategy, State Library of Queensland (from 18 March 2024)

Secretariat

Mr Adam McArthur	Coordinator, Executive Services, State Library of Queensland (until January 2024)
Ms Carly Major	Senior Governance Officer, Strategy and Governance, State Library of Queensland (from February 2024)

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

Cr Matt Burnett	Member, Library Board of Queensland (Chairperson)
Ms Kim Hughes	Member, Library Board of Queensland
Mr Ken Diehm	Chief Executive Officer, Fraser Coast Regional Council (until December 2023)
Ms Chris Girdler	Manager, Customer and Community Services, Moreton Bay Regional Council (until December 2023)
Ms Nicole Hunt	President, Queensland Public Libraries Association
Cr Tanya Milligan	Mayor, Lockyer Valley Regional Council (until December 2023)
Ms Nina Sprake	Manager Library Services, Brisbane City Council
Ms Georgia Stafford	Lead, Intergovernmental Relations, Local Government Association of Queensland
Mr James William	Chief Executive Officer, Torres Strait Island Regional Council (from February 2024)
Mr Mike Lollback	Chief Executive Officer, Barcoo Regional Council (from February 2024)
Mr Stephen Foster	Manager, Cultural Services, Cairns Regional Council (from February 2024)
Ms Vicki McDonald AM FALIA	State Librarian and CEO, State Library of Queensland
Ms Louise Denoon	Executive Director, Community Partnerships, State Library of Queensland

Secretariat

Ms Clare McFadden	Senior Program Officer, Local Government Coordination, State Library of Queensland (until January 2024)
Ms Carly Major	Senior Governance Officer, Strategy and Governance, State Library of Queensland (from February 2024)

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

