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**LIBRARY BOARD
OF QUEENSLAND
ANNUAL REPORT**



24

29 August 2024

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 2023–24 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 93 of this annual report.

Yours sincerely



Mrs Debbie Best
Chairperson
Library Board of Queensland

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We acknowledge Aboriginal peoples and Torres Strait Islander peoples 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

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VISION, PURPOSE AND ENDURING VALUES

VISION

A library of influence, inspiring and connecting people through knowledge, storytelling and creativity

PURPOSE

State Library collects and preserves Queensland's cultural and documentary memory, providing free access to information, fostering knowledge and learning. We partner with local government to realise the potential of public libraries and Indigenous Knowledge Centres.

ENDURING VALUES

Access is free and equitable. We serve people everywhere in Queensland, onsite and online.

Diversity is celebrated. We seek and share the diverse stories of Queenslanders.

First Nations peoples and their knowledge, strength and resilience are centred. We are committed to respectful processes of truth-telling.

Our workplace is safe and purposeful. We respect the expertise of our people.

State Library collects and preserves Queensland's cultural, intellectual and social life through historic and contemporary collections. At the heart of these collections are the people and communities of Queensland. State Library works intentionally over the long term to build and share a trusted record of Queensland. The collections, and the people and communities they represent, inform programming, public engagement and partnerships. State Library embraces diversity and free and equitable access to information so people can thrive through connection, learning, storytelling and innovation.

State Library partners with local governments to support library services statewide. There are more than 325 public libraries and Indigenous Knowledge Centres (IKCs).

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

State Library provides exhibition content, learning materials, visitor services and marketing for Anzac Square Memorial Galleries. From 1 July 2023 to 2 November 2023, the services were provided under an operating deed between Brisbane City Council (trustee) and the Department of the Premier and Cabinet (DPC). Funding was provided to State Library by DPC. From 3 November 2023, the services are provided under a new operating agreement between Queensland Veterans' Council (QVC) and State Library.

State Library's role includes:

- collecting and preserving a trusted record of Queensland
- providing free access to information
- encouraging research to deepen the knowledge of Queensland's past and present
- recognising the unique knowledge and culture of First Nations peoples, and working with communities to share their history and culture
- 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 opportunities to participate fully in the economic, social, political and cultural dimensions of society.

GOVERNMENT'S OBJECTIVES FOR THE COMMUNITY

State Library's objectives and strategies support 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 IKCs. 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. By honouring and embracing our rich and ancient cultural history, State Library is 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 IKCs.

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

- **embrace Brisbane 2032 across Queensland** – by accelerating programs and services to enhance and build cultural experiences that celebrate what is uniquely 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 places and 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

This year State Library launched its *First Nations Strategy 2024-28*, articulating our approach to the delivery of First Nations initiatives.

It builds upon decades of work and relationship building with Aboriginal peoples and Torres Strait Islander peoples, and ensures respect continues to sit at the heart of all that we do.

Artwork featured in the strategy tells a story of interconnection. Kalkadoon artist Chern'ee Sutton said her depiction of a weaving mat symbolised 'how each strand weaves together the past and present to create inclusive stories'.

This is one of the most exciting challenges for a global cultural institution: not only creating space for stories to be told but ensuring all perspectives are skilfully woven to reveal a compelling and truthful picture of our state's history.

The progression of truth-telling is pivotal to our *First Nations Strategy* and our custodianship of Queensland memory, which extends well before colonial times. This strategy guides us in strengthening relationships with Aboriginal peoples and Torres Strait Islander peoples, ensures access to collections in culturally sensitive and inclusive ways, and informs decision-making on how and what we collect.

The Queensland Literary Awards (QLAs) and the Queensland Memory Awards (QMAs) seek to elevate storytelling in different but important ways. State Library is a proud part of the literary sector and manages the QLAs in collaboration with sponsors, industry partners and the writing community, with \$238,500 in prize money awarded across 12 categories. In 2023, *The Jaguar* by Sarah Holland-Batt – a collection of poems about the death of her father from Parkinson's disease – took out the top prize.

Former member of The Go-Betweens Dr John Willstead is also familiar with the warm glow of the spotlight and in November he was awarded the \$25,000 John Oxley Library Fellowship at the QMAs. The musician and academic hopes his project, 'Dive for your memory – Queensland music stories', will reignite public engagement with State Library's oral histories while providing fresh digital content for researchers and music lovers.

Both the QLAs and QMAs underscore the importance of our valued donors, whose passion and commitment to the work we do ensures Queensland's history and love of reading is safeguarded for future generations.

In September, I travelled with State Librarian and CEO Vicki McDonald AM, Executive Director Louise Denoon and other board members to Gladstone. Library staff were eager to show us some of the projects funded by the public library and First 5 Forever grants distributed by State Library. These annual board visits to public libraries and IKCs provide the opportunity to learn about the challenges and opportunities in the regions.

Finally, I would like to thank the Minister for the Arts Leeanne Enoch for her commitment and support, as well as my fellow board members, Queensland Library Foundation and those who serve on the library's various committees and advisory groups. I would like to acknowledge Vicki McDonald AM for her continued dedication to the library sector, and the State Library executive team and all the dedicated staff who bring their expertise and passion to work each day.



Mrs Debbie Best
Chairperson
Library Board of Queensland

STATE LIBRARIAN AND CEO

Storytelling received star treatment this year with the announcement of Ash Barty AO as our First 5 Forever ambassador.

The tennis champion is promoting our popular statewide, play-based program, which encourages parents and caregivers to talk, read, sing and play with their children. Ash is a new mum and understands the important role of parents in nurturing a lifelong love of learning – we are thrilled to have her as program ambassador for the next 3 years.

The Corner, our much-loved creative sanctuary for children under 8, is also part of our passionate commitment to children and families. This year we revealed bold plans to transform the space: doubling the indoor area and providing more opportunities for sensory and play-based learning activities. It will also serve as a training ground for early childhood educators who work in public libraries and IKCs throughout Queensland.

The launch of our Virtual Veterans gave students of history the chance to experience AI using trusted source material. Charlie the World War I chatbot soldier drew his responses from original wartime letters and diaries from State Library collections, Trove newspapers and Charles Bean's official history of World War I. It is the first time a state library in Australia has used generative AI in this way and has proven especially popular with students keen to connect with history in fun, innovative ways.

To ensure such technological advances can be enjoyed by all Queenslanders, the digital divide must continue to be addressed. State Library received \$9 million in Queensland Government funding over 3 years to boost digital inclusion in some of the state's most remote communities. The Department of Transport and Main Roads funding will enable State Library to help close the digital divide through key initiatives as part of the government's *Digital Economy Strategy*.

Our schools engagement program continued to receive top marks from teachers and students. Curriculum Connect and Live at the Library bring State Library expertise and resources to students across the state. Live at the Library online research workshops, now in their second year, reached nearly 8,000 students with 70 per cent from regional schools. We have also added more teaching resources to our Curriculum Connect program, which drew more than 31,000 page views during the year.

Our First Nations schools engagement program allowed State Library to reach even more children in rural and remote communities, and our new Young researchers program enabled regional students and their chaperones to travel to Brisbane for a variety of cultural experiences including visits to the Gallery of Modern Art, Queensland Museum, Anzac Square Memorial Galleries, Brisbane Festival, and The University of Queensland.

This year, Queensland Library Foundation launched a campaign to help uncover insights from a significant historical treasure – the Colonial Secretary's Correspondence (1822–60). This material includes more than 42,000 pages of correspondence, digitised from the microfilm originals. The collection details the expansion of the colony of New South Wales, up until the establishment of Queensland as a separate colony. Not only does it shed light on the colonial administration of the time, but it is enabling research and provides supporting material for truth-telling. The Foundation's campaign continues to raise funds to help make this extraordinary collection accessible to future generations.

Exhibitions and showcases brought our collections and ideas to life. *Purpose built* explored the transformative potential of architectural design and its role in shaping communities and shifting perspectives of housing. In kuril dhagun, the *Working Country* showcase told the story of Aboriginal stockmen and stockwomen and their pivotal role in Queensland's pastoral industry, and the *Deaf in dance* showcase explored the 27-year history of the Deaf Indigenous Dance Group, who use vibration to sense the rhythms of traditional music. We ended the financial year with the National Photographic Portrait Prize in slq Gallery, giving Queensland audiences the chance to connect and reflect on the lives captured in each mesmerising image.

Our exhibitions, programming and events have all helped boost our onsite and online visitation to record levels, with almost 6.9 million visits in 2023–24.

Everything we have achieved this financial year was due to dedicated collective effort. I would like to acknowledge the valued support of Library Board of Queensland Chairperson Debbie Best, board members and the Foundation Council. And a sincere thanks to members of the executive and all staff for their exceptional service to the people of Queensland.



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 49. Biographies of Library Board members are detailed on pages 44-45.

In addition to regular meetings of the Library Board, members represented State Library at official functions throughout 2023-24. 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 47-48.

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 2023-24, there were 7 Library Board meetings. The table in Appendix A outlines all board members, appointment terms, meeting attendance in 2023-24, 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, Senior Executive Director, Agencies,
Governance and Infrastructure, Arts Queensland,
Department of Treaty, Aboriginal and Torres Strait Islander
Partnerships, Communities and the Arts

Secretariat

Ms Jennifer Genrich, Manager, Strategy and Governance,
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 2023–24 helped State Library 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 was an opportunity to share the diversity of State Library activities with new audiences. Guests voted to fund a project applying artificial intelligence to transform the way people explore State Library's vast video collections, enhancing accessibility and use. The project was awarded \$30,000 raised through the event.

The Foundation welcomed its Patron, Her Excellency the Honourable Dr Jeannette Young AC PSM, Governor of Queensland, at a high tea in February. The event was 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 the 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 \$25,000, along with the John Oxley Library Community History Award, valued at \$5,000. The Foundation acknowledges the ongoing generosity of Dr Cathryn Mittelheuser AM, The Siganto Foundation, the Boughen family, the John Allpass Charitable Foundation and the Mellick family.

Saving Queensland history

The Colonial Secretary's Correspondence project is revealing new knowledge and improving access to one of the most significant information sources about 19th century Queensland before it became a separate colony. Ken MacDonald AM and Terry White AO provided leadership gifts to kickstart the project, now supported by multiple Foundation donors. This is a funding priority for the Foundation, featured in the 2024 end-of-financial-year appeal. The Reel Rescue project continues the race against time to preserve and digitise thousands of moving images and audio items, with the Foundation's support.

STRATEGY

STRATEGIC PLAN 2023-27

The *Strategic Plan 2023-27* details objectives for State Library to deliver our vision.

Collecting memories

Sharing knowledge and stories through our collections

- **Intentionally collect and share** a trusted record of Queensland
- **Enable respectful truth-telling practices by all** and support Path to Treaty, centred on culturally safe co-design with First Nations peoples
- **Preserve the collection for future generations** through the development of resilient and robust systems and plans
- **Decolonise our collections and practices** to reflect and reveal shared histories and new narratives

Enriching experiences

Empowering our audiences to be open to discovery, participation and learning

- **Grow literacy, storytelling and lifelong learning** through physical and digital experiences that enable and inspire
- **Attract new audiences** by celebrating and communicating compelling, innovative visitor experiences and programs
- **Build inclusive digital experiences** that are secure, rich and intuitive
- **Prioritise easy to find and use information** however people access collections, services and programs

People and communities

Building enduring, collaborative engagements and partnerships

- **Advocate the value of libraries** to achieve deeply local outcomes
- **Embrace Brisbane 2032** by enhancing and accelerating services and programs
- **Initiate and collaborate on diverse and culturally informed research** to deepen knowledge
- **Attract partnerships and investment** to enhance service to Queenslanders

Responsive innovation

Pursuing innovative, sustainable and culturally responsive ways to work

- **Champion an enriching workplace** which is healthy, diverse and culturally responsive
- **Invest in our people** to embrace the opportunities and challenges in the digital age
- **Pursue sustainable, resilient and innovative environments and systems** across all our work
- **Deepen our agility** to ensure flexibility and responsiveness to our changing world

STRATEGIC OPPORTUNITIES

We have the opportunity to reach Queenslanders statewide due to our proven experience and capability in digital delivery.

We have the opportunity to contribute to digital inclusion due to our proven experience in digital delivery and effective partnerships.

We have the opportunity to 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.

We have the opportunity to 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.

We have the opportunity to deliver transformative services through our strong partnerships and collaborations.

STRATEGIC RISKS

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.

ICT infrastructure and security – We must provide trusted, reliable and secure ICT services and enable access to, preservation of 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 2023-24

The *Operational Plan 2023-24* details the operational strategies for State Library:

- 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 IKCs through the delivery of a marketing campaign
- Plan and deliver fit for purpose, safe and secure digital systems.

There were no modifications to the *Operational Plan 2023-24*.

PLANS AND PRIORITIES FOR NEXT REPORTING PERIOD

In 2024-25, State Library will:

- strengthen our offer as a cultural destination which enables citizen engagement
- promote truth-telling and healing through First Peoples' stories
- increase engagement with regional Queenslanders to provide free access to information, knowledge and learning
- optimise our physical spaces and digital systems
- promote libraries and IKCs as inclusive community cultural hubs
- foster a culturally aware and capable workforce to provide a safe and inclusive workplace for our visitors, staff, volunteers and contractors
- grow storytelling to empower our audiences to discover, participate and learn.

OUTCOMES

REPORT ON PERFORMANCE

	NOTE	2023-24 TARGET	2023-24 ACTUAL
Objective: Collecting memories			
Use of collections	1	15,000,000	14,671,697
Additions to Queensland Memory collections	2	41,000	43,573
Objective: Enriching experiences			
Visits onsite and online (Service Delivery Statement service standard)	3	4,750,000	6,899,389
New members	4	40,000	43,335
Objective: People and communities			
Local government satisfaction with State Library service delivery	5	80%	97%
Increased online regional reach	6	20%	5.2%
Objective: Responsive innovation			
Overall visitor satisfaction with State Library services and programs (Service Delivery Statement service standard)	7	95%	97%
Average cost per visit (Service Delivery Statement service standard)	8	≤\$7.50	\$5.24

Notes

1. This measure reports on the use of physical, digital and eresources (licensed content).
2. This is the increase in the number of publicly accessible items in the John Oxley Library and Extraordinary collections. This target was exceeded as a result of the stocktake process activities identifying unprocessed John Oxley Library maps, which led to over 8,000 items being added to the collection and made discoverable.
3. This measure includes visits onsite at South Bank and Anzac Square Memorial Galleries and visits to the State Library and Anzac Square Memorial Galleries websites. Between April and June, there were technical issues with entry counters for the Anzac Square Memorial Galleries. Manual counts were added for this period; however, the count reported is likely to be lower than if it were automated. People counter technology at South Bank locations distinguishes entry and exit data to report entry only. Entry counters at Anzac Square Memorial Galleries do not distinguish, requiring the results to be halved. A review of reporting practices in 2023-24 found entry data has not been halved for Anzac Square Memorial Galleries since State Library started reporting on this location. This practice will be adopted and a decline in the number of onsite visits reported to Anzac Square Memorial Galleries is anticipated as a result. The use of digital collections, which contributes to online visits, increased markedly this year. Factors include the activity of automated data capture systems, increased availability of digital collections and improved accuracy in counting use of this content.
4. Membership of State Library enables access to licensed eresources and the ability to request items from storage, borrow collections and book spaces. This measure counts new members added in 2023-24 and excludes renewed memberships. This target was exceeded through ongoing promotion and a strong focus on schools engagement to introduce students and teachers to the benefits of State Library membership.
5. 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.
6. Online regional reach was a new measure in 2023-24. The percentage target and actual were calculated as an increase in the number of online sessions compared with 2022-23 actuals for State Library's websites and library catalogue from locations outside Brisbane, Ipswich and Logan. Calculations did not include sessions from locations outside Queensland and those where location information was unavailable. Information is sourced from Google Analytics and the smallest division available in the data about the location of visits from Brisbane includes Ipswich and Logan.
7. Visitor satisfaction is the percentage of respondents to a 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?'.
8. 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.

STRATEGIC OBJECTIVE 1

COLLECTING MEMORIES

SHARING KNOWLEDGE AND STORIES THROUGH OUR COLLECTIONS

State Library shares and preserves Queensland's cultural and documentary memory for future generations. This means collecting a record of Queensland history that reflects its diversity – achieved by seeking many voices, including those that have historically been excluded. Through a considered approach, State Library added 43,573 items to a vast collection spanning oral histories, photographs, realia, films, audio recordings, music scores, manuscripts, archives, books, architectural plans, maps, digitised and born digital content.

The *First Nations Strategy 2024–28: A plan for reframing relationships*, launched in May, guides State Library's ongoing work as a memory institution to work with First Nations peoples to provide access to collections in a culturally appropriate, culturally responsive and culturally safe way. State Library collects Aboriginal and Torres Strait Islander history as part of a trusted record of Queensland and is committed to contributing to the Path to Treaty process through truth-telling.

1. Intentionally collect and share a trusted record of Queensland

COLLECTIONS STRATEGY REVIEW

A new *Content Strategy* was developed to align with the *Strategic Plan 2023–27*. The *Content Strategy* provides a decision-making framework for what State Library collects, why it collects and how it ensures these decisions are consistent with its enduring values and strategic objectives. It is fundamental to shaping the Memory (John Oxley Library), Extraordinary, Information and Public Library collections. Surveys of external stakeholders, public libraries and IKCs, and consultation with staff informed the review.

An environmental scan was conducted of collection management practices and strategies across Australian state libraries.

This included researching the use of Indigenous Cultural and Intellectual Property (ICIP) protocols in libraries and with peak bodies such as National and State Libraries Australasia (NSLA) and Aboriginal and Torres Strait Islander Library, Information and Resource Network (ATSILIRN). Finalised in June 2024, the revised *Content Strategy* amplifies State Library's commitment to truth-telling, Path to Treaty and better reflecting shared histories. It incorporates the previously separate *Aboriginal and Torres Strait Islander Collection Commitments*.

NATIONAL EDEPOSIT

Queensland publications are deposited to State Library under the legal deposit requirements of the *Libraries Act*. National eDeposit (NED), a collaboration between national, state and territory libraries, provides a national solution to the legal deposit, management, storage, preservation, discovery and delivery of electronic publications. Over 2,400 Queensland publishers are active in NED, ensuring current Queensland publishing is well represented in the national collection. An average of 1,100 new titles from these publishers were added to NED each month in 2023–24. More than 36,000 NED titles are now available in State Library's catalogue, One Search. Library staff have contributed to NED development projects for improving the service and to strategic planning to ensure NED continues to meet library, publisher and client needs.

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 (QUT) to celebrate, record and retell outstanding stories of Queensland's business leaders. Inductees into the 2023 Hall of Fame were presented with their awards at a gala dinner in September attended by The Honourable Stirling Hinchliffe MP, Minister for Tourism Industry Development and Innovation and Minister for Sport. The 6 inductees recognised for their outstanding business leadership and contribution to Queensland were Dr Terri Irwin AM, Sir Arthur Petfield (1912–74), Lorraine Martin AO, Bundaberg Brewed Drinks, Morgans Financial Ltd and Sullivan Nicolaidis Pathology. Digital stories and oral histories for each inductee have been added to the State Library collection. The 2023 Queensland Business Leaders Hall of Fame Fellowship was awarded to Dr Robin Trotter, for her research project 'T. C. Dixon & Sons: boots: makers of "shoes of distinction"'.

SIGNIFICANT ACQUISITIONS

Memory collections

- **Gunn Family archive** – extensive collection of a Goondiwindi grazing family, which paints a picture of rural industry in Queensland and beyond. It charts the career of wool industry giant Sir William Archer Gunn (1914–2003) and the extensive investments of his family companies across the rural sector.
- **Robin Dods archive** – material collected and compiled by Brisbane heritage architect Robert Riddel. Dods is considered one of the most significant and pioneering Brisbane architects of the late 19th and early 20th centuries. Beginning with domestic architecture, Dods went on to design several prominent Brisbane buildings. The archive contains highly significant original material, including plans, photographs, illustrations and papers.
- **Digital stories and oral histories** were commissioned, including interviews with former Queensland Premier Anna Bligh AC and Queensland authors David Malouf AO, Hugh Lunn, Isobelle Carmody and Susan Johnson. Interviews with Uncle Boomi Hegarty, Uncle William Busch, Uncle Wayne Coolwell, Aunty Ruth Hegarty, Aunty Denise Proud and Uncle Graham Brady were filmed as part of the ongoing Elders interview series, along with Dr Jackie Huggins AM FAHA and Mick Gooda. Jon Cattapan, Dr Elizabeth Gower and Dr Roslynd Piggott were filmed for the James C. Sourris AM Collection of Artist Interviews.
- **Novae Guineae Forma, & Situs, 1593** – beautifully colourised map produced by Antwerp cartographer Gerard De Jode and widely regarded as the first European map of the landform of Australia. An early depiction of the Queensland coastline, this rare map was published in the second edition of the *Speculum Orbis Terrae* atlas.
- **Voyage de Decouvertes aux Terres Australes ... sur les corvettes le Geographe, le Naturaliste, et la goelette le Casuarina, pendant les annees, 1800, 1801, 1802, 1803 et 1804** – rare second edition of the official account of French explorer and cartographer Nicolas Baudin's voyage to Australia and the Pacific, reflecting an abandonment of French territorial ambitions in Australia.
- **Legal letter to Surveyor General John Oxley** about a land dispute in Parramatta, January 1824, written by law court official and ex-convict Joseph Bradley (c. 1789–1828) who would be executed 4 years later in Sydney for forgery. The letter provides insight into Oxley's work as Surveyor General.
- **Geographical memoirs on New South Wales** by various hands, edited by Barron Field, London: John Murray, Albemarle Street, 1825. This publication is the sole appearance of Oxley's expedition in print, and this is attributed as John Oxley's own copy. The presentation inscription reads, 'To John Oxley Esq. From the Editor'.
- **Digital photographs of contemporary Queensland life** including Shehab Uddin's images of the Eid al-Adha celebrations and the Abbey Medieval Festival, Brian Cassey's photographs of Cyclone Jasper's aftermath in Cairns, Cathy Ross's images of the 2018 Gold Coast Commonwealth Games, Tyr Liang's photographs of various Queensland festivals, images of Palm Island by Hamish Cairns and Morgan Roberts' photographs of Beef Week in Rockhampton.
- **John Elliott regional Queensland photographs** – large collection depicting the people and landscapes of regional Queensland between 1985 and 2021.
- **Streets of your town: selected interviews** – 70 interview-based podcast episodes by Walkley Award-winning journalist Nance Haxton. The episodes cover a range of significant Queensland experiences, many relating to circumstances of social or cultural disadvantage.
- **Vida Lahey's writing slope** – an Oriental, black lacquer writing slope that belonged to Queensland artist Vida Lahey MBE (1882–1968) and was believed to have been used as a prop for teaching and painting. Lahey wrote *Art in Queensland 1859–1959*, the first publication dedicated to Queensland art history.

First Nations artworks

- **Mo-iam (Archer River)** – acrylic on linen artwork by Wik Mungkan artist Janet Koongotema, 2023, depicting her Country on the Archer River near Aurukun.
- **Old T.I. My Beautiful Home** – acrylic on canvas diptych by Nola Page Ward, 2023, depicting a year during the pearling days at Thursday Island Harbour.
- **Tharrapatha (Leichhardt River)** – acrylic on canvas artwork by Ricky Emmerton, 2022, taking the form of a map depicting the Rainbow Serpent as the Leichhardt River.

Public libraries

- New statewide collections of manga materials and dedicated dyslexia-friendly content.

2. Enable respectful truth-telling practices by all and support Path to Treaty, centred on culturally safe co-design with First Nations peoples

DELIVERY OF FIRST NATIONS STRATEGY

First Nations Advisory was engaged in May 2023 to co-design a First Nations Reframing Relationships Framework with State Library, reviewing its current state, engagement with stakeholders and co-design of the implementation framework. The resulting *First Nations Strategy 2024-28: A plan for reframing relationships* affirms State Library's commitment to be better – embracing First Nations knowledge, sharing First Nations stories, and making decisions with First Nations peoples and communities. The strategy builds on the significant work underway and puts Aboriginal peoples and Torres Strait Islander peoples at the centre of State Library business.

State Library has invested in the development of a First Nations Strategy branch to provide strategic leadership in implementing, monitoring and evaluating the strategy. An action plan has been developed to generate and coordinate an organisation-wide approach to the strategy, which commits State Library to:

- work closely with the Truth-Telling and Healing Inquiry to ensure Queenslanders have access to materials on the state's complex history
- enhance support to the network of community-led Indigenous Knowledge Centres
- reimagine its kuril dhagun space, which celebrates First Nations cultures and stories
- adapt ways of working and communicating to meet the diverse cultural and community needs
- improve Aboriginal and Torres Strait Islander employee recruitment and retention in a culturally safe environment
- ensure First Nations histories and contemporary stories are respected and made accessible, with a priority to collect content created by First Nations peoples
- honour First Nations truth, stories and knowledge in programs, exhibitions and public spaces
- grow social and economic opportunities for Aboriginal and Torres Strait Islander peoples, communities and businesses.

TRUTH-TELLING AND TREATY THROUGH PUBLIC LIBRARIES WORKSHOP

Over 120 participants joined an in-person and online workshop in February exploring how libraries could support and enable local truth-telling through their spaces, programs and collections. Keynote speakers were from the Interim Truth and Treaty Body and the Jumbunna Institute of Indigenous Education and Research at University of Technology Sydney. State Library staff shared examples of collections processes and projects that are supporting truth-telling, increasing representation in collections and building engagement with First Nations peoples. These activities included reparative content description, First Nations collecting strategies, the Elders oral history project, the Indigenous Languages Project, and Who's Your Mob? training and resources. In-person workshop participants made commitments on how their libraries could support truth-telling through building on local strengths, skills and resources, and working together as a statewide network.

FIRST NATIONS TREATY INSTITUTE ESTABLISHMENT

The Interim Truth and Treaty Body (ITTB) was established on 16 August 2022 as an independent body to maintain the momentum on Queensland's Path to Treaty. The main purpose of the ITTB was 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. State Library hosted the ITTB 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).

The First Nations Treaty Institute (the Treaty Institute) was established after commencement of the *Path to Treaty Act 2023* on 24 April 2024. A new MoU is being negotiated as an agreement between the Treaty Institute, State Library, and Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (DTATSIPCA) for the transition period to allow the Treaty Institute establishment to continue into 2024-25. The MoU will set out the agreed process for the transfer of funds to State Library to provide services to the Treaty Institute. It outlines the services and support provided by State Library to assist the Treaty Institute to fulfil its terms of reference, including accommodation, and administrative, financial and information communications technology services.

3. Preserve the collection for future generations through the development of resilient and robust systems and plans

COLLECTION STORAGE UPGRADE DELIVERED

A new digital collection storage system, implemented in 2023–24, delivered increased storage capacity for State Library's growing digital collections. It also ensures a duplicate copy of the digital collections is maintained in a separate geographic location to enable continuity of service. The Storage Area Network (SAN) upgrade provides an easily expandable system that allows the storage and retrieval of digital collections. Almost 19 million files held in the digital collection were moved to the new system during the critical 3-month migration process. Access to the digital collection was maintained for clients and staff during the migration period, allowing collecting work to continue. The digital preservation system ensures files stored in the SAN are verified and checked on a regular basis, safeguarding this Queensland content for future generations.

CONSERVATION

Conservation of significant physical collections remains a priority in preserving Queensland's documentary heritage. Conservation staff completed 777 activities to prepare collections for storage, assess conservation needs and complete conservation treatments. Three significant and large collections – acquired from the Gunn family, writer Hugh Lunn, and architects Riddel and Dods – were processed through the quarantine area to ensure no pests, mould or other harmful materials were introduced to the repositories.

A fine example of the work of naturalist George French Angas (1822–86) was identified as in need of a book-binding treatment. After significant research, a page repair and rebinding system was developed to mimic the original adhesive binding of the work. The result was a successful and stable conservation rebind without any major adjustments to the integrity of the work, with the technique to be used for future binding repairs of significant works.

DIGITISATION

Online access to collections expanded with the intentional digitisation of content through State Library's *Digital Strategy: Becoming digital by design*. Thousands of collection items were digitised, supporting exhibitions and events. Among the collections made available online were:

- 123 scans of the *Central Queensland Separation League Petition – Women's Scroll*, circa 1892–93
- 3-dimensional scans of 11 items related to World War II, added to the Anzac Square Memorial Galleries interactive screens
- 4,836 images from Queensland's War Memorial photograph albums, late 1990s to early 2000s
- more than 700 scans from the *Australian Home Journal*, including unique dressmaking patterns digitised to scale to enable sewers to use the patterns to make the garments
- 517 images digitised from the Royal Geographical Society of Queensland lantern slide collection, circa 1930s
- 13,491 pages scanned from the *Local Government in Queensland Digest* 1915–1968.

A wide-format scanner and a large-format overhead scanner were purchased to replace aged technologies and enable ongoing specialised digitisation work.

Queensland Library Foundation continued to support the Reel Rescue program with funding to support digitisation of at-risk film and video content on fragile or obsolete carriers, such as 8mm film and VHS tapes. This work is time sensitive and critical to preserve and ensure access to unique historical film content that may soon be too degraded to be digitised. In 2023–24, 374 film or video items were digitised and made available online. Highlights include films from the Alan Baxter motion pictures collection, with footage of sand miners on Stradbroke Island (Minjerribah); *Kinetone: A personal film history* by Queensland filmmaker Wendy Rogers, a documentary about pioneering Brisbane-based filmmaker Al Burne and his company Kinetone Sound Films; and *Southbank Rising*, a documentary made during the construction of the Queensland Performing Arts Centre, showing the development of the Cultural Centre.

4. Reflect and reveal shared histories and new narratives

QUEENSLAND MEMORY AWARDS

Fellowships, awards and residencies through State Library's flagship Queensland Memory Awards program 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 2024 Queensland Memory Awards were:

John Oxley Library Fellowship

Dr John Willstead for 'Dive for your memory – Queensland music stories'

\$25,000 plus 12-month residency funded by QLF

John Oxley Library Honorary Fellowship

Dr Eun-ji Amy Kim and Dr Aaron Teo for 'Culinary crossroads: history of Asian-Australian eateries and migration policies in Queensland'

12-month residency funded by QLF

John Oxley Library Award

Dr Robert Anderson OAM for his distinguished history of community service for Aboriginal peoples and Torres Strait Islander peoples

John Oxley Library Community History Award

Pama Language Centre for their work across Cape York over many years with many language groups and dialect speakers to achieve language revival

\$5,000 funded by QLF

Monica Clare Research Fellowship

Sheridan Teitzel for 'Sacred plants and cultural frameworks: capturing First Nations value systems in Western Cape York'

\$20,000 plus 12-month residency

funded by The Siganto Foundation

Queensland Business Leaders Hall of Fame Fellowship

Dr Robin Trotter for

'T. C. Dixon & Sons: boots: makers of "shoes of distinction"'

\$15,000 plus 12-month residency

funded by the John Allpass Charitable Foundation

Rainbow Research Fellowship

Associate Professor Heather Anderson for 'Radio rebels: highlighting the contributions of women, trans and non-binary people to the history of Queensland community radio'

\$20,000 plus 12-month residency

funded by the Norman H Johns Trust

Christina Boughen OAM Fellowship

Dr Nicole Murphy for 'Exploration, celebration and continuation: the legacy of Christina Boughen OAM'

\$10,000 and 12-month residency funded by the Boughen family

Digital Collections Catalyst

Evelyn Saunders, for 'Min(d)ing the dead'

\$15,000 and 12-month residency funded by State Library

State Library of Queensland Medal

Grant Collins for his valuable contribution and dedication to the preservation and conservation of State Library collections over 45 years

DON BRADY BOOK LAUNCH AND BLAK GLOVES EXPERIENCE

Don Brady (Kawanji), a descendant of the Gu Gu Yalanji people from Cape York Peninsula, was a prominent leader in political campaigns to improve the status and conditions of Aboriginal peoples and Torres Strait Islander peoples in Queensland in the 1960s and 1970s. State Library, working closely with his children, hosted the launch of a biography, *Yalanya – That's the way it is*. His remarkable life was acknowledged and celebrated with a fully booked event.

5. Decolonise our collections and practices to reflect and reveal shared histories and new narratives

INDIGENOUS LANGUAGES REVITALISATION

The Indigenous Languages Project supports communities in the revival, documentation and preservation of traditional languages. It acknowledges language heritage and knowledge remains with Traditional Owners. The project, operating since 2007, is supported by the Australian Government Department of Communication and the Arts – Indigenous Languages and Arts Program. 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. Wik Mungkan language workshops for adults and children were held in association with the launch of a children's picture book written by an Aurukun Elder, Uncle Jonah Yunkaporta. *Jonah a' Gavin Aak Kech Iiy Pul (Jonah and Gavin's Long Walk on Country)* was translated into Wik Mungkan by Auntie Phyllis Yunkaporta.

FIRST NATIONS ELDERS' AND VETERANS' ORAL HISTORIES

Oral histories are one of the ways State Library is preserving Indigenous knowledge and engaging in truth-telling. The First Nations Elders Oral History Project records longform interviews with Elders in collaboration with First Nations staff, families and community representatives. The recordings are stored in the digital archive for long-term preservation. Elders from Far North Queensland, Cherbourg and Brisbane were interviewed for the series in 2023–24.

Veterans' oral histories are an ongoing focus, to record both First Nations experiences and contemporary military service experiences. State Library commissioned oral history interviews of First Nations veterans from regional, remote and Far North Queensland communities, particularly those who served in Vietnam and post-Vietnam conflicts. The interviews document the stories of an under-represented group of Queensland service people and enrich representation of more recent wartime and peacekeeping history. The interviewees include Thursday Island naval veterans Marsat Ketchell and Napau Pedro Stephen AM.

REPARATIVE AND INCLUSIVE DESCRIPTION

State Library's *Content Description Principles* are aligned to the National and State Libraries of Australasia (NSLA) *Guidelines for First Nations Description*, which support developing and implementing new internal cataloguing practices to facilitate a shift in First Nations collections description practices. State Library made progress in reparative and inclusive cataloguing through:

- implementing the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) subject headings in catalogue records to use terms identified by First Nations peoples
- a pilot project to change place names in catalogue records, using K'gari as an example, to develop procedures for recording official name changes
- including and highlighting in catalogue records the names of First Nations people in collection materials to support discovery and access, which incorporates use of AIATSIS name authority guidelines, including when to consider a skin name part of the forename or surname and how to differentiate King and Queen titles with location descriptions
- inclusion of information about the owners and place names/history in catalogue records, when materials reference traditional lands or First Nations communities
- use of specific sensitivity warnings that explain what the user should be notified of in catalogue records, in addition to a standard cultural care statement
- changing derogatory or non-preferred terms in legacy catalogue records
- use of specific thesauri to use preferred descriptive terms for LGBTIQ+ content.

STRATEGIC OBJECTIVE 2

ENRICHING EXPERIENCES

EMPOWERING OUR AUDIENCES TO BE OPEN TO DISCOVERY, PARTICIPATION AND LEARNING

Queensland collections and stories were celebrated in free exhibitions, events, awards and fellowship programs, conversation series and digital workshops. The Queensland Literary Awards program championed emerging and established writers, while the black&write! intern and fellowship program created career pathways for Aboriginal and/or Torres Strait Islander writers and editors. First Nations arts were elevated in culturally informed and respectful ways through showcases and community activities in kuril dhagun. Children's programming for The Corner and Holiday fun was enhanced and expanded. The Live at the Library virtual classroom experience and the growing suite of Curriculum Connect education resources made the collections accessible to students and teachers in rural and regional Queensland.

State Library visitation rose to record levels. In-person visitation increased by 9.6% to 1,735,133, and online visitation increased by 25% to 5.1 million sessions. A total of 43,335 new members joined State Library. An optional survey showed the primary reason for becoming a member was to access resources such as online books, journals, databases, LinkedIn Learning for Library and Ancestry Library Edition.

1. Grow literacy, storytelling and lifelong learning through physical and digital experiences that enable and inspire

QUEENSLAND LITERARY AWARDS

The Queensland Literary Awards (QLAs) celebrate and promote Australian writers and writing. State Library manages the Queensland Literary Awards in collaboration with industry partners and the writing community. The awards are made possible by the Queensland Government through Arts Queensland, sponsors, grantors and philanthropists. The 2023 awards ceremony was held in September, awarding \$238,500 in prize money in recognition of outstanding literary talent.

The 2023 Queensland Literary Awards winners were:

Queensland Premier's Award for a Work of State Significance
The Jaguar by Sarah Holland-Batt (University of Queensland Press)
Prize: \$25,000

Queensland Writers Fellowships

Al Campbell, 'Door 64'
B. R. Dionysius, 'The Eromanga Sea'
Melanie Saward, 'The Next Chapter'
Prize: 3 Fellowships of \$15,000 each and professional development support to the value of \$4,500

Queensland Premier's Young Publishers and Writers Awards

Jasmin McGaughey
Jonathan O'Brien
Prize: 2 awards of \$10,000 plus career development support to the value of \$2,500

The University of Queensland Fiction Book Award

Praiseworthy by Alexis Wright (Giramondo Publishing)
Prize: \$15,000

The University of Queensland Non-Fiction Book Award

We Come with This Place by Debra Dank (Echo Publishing)
Prize: \$15,000

Children's Book Award

Waiting for the Storks by Katrina Nannestad
(ABC Books: An imprint of HarperCollins Publishers)
Prize: \$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

Completely Normal (and Other Lies) by Biffy James
(Hardie Grant Children's Publishing)
Prize: \$15,000

University of Southern Queensland Steele Rudd Award for a Short Story Collection

Women I Know by Katerina Gibson (Scribner Australia)
Prize: \$15,000

Judith Wright Calanthe Award for a Poetry Collection

Harvest Lingo by Lionel Fogarty (Giramondo Publishing)
Prize: \$15,000
Award supported by the Copyright Agency's Cultural Fund

David Unaipon Award for an Emerging Aboriginal and/or Torres Strait Islander Writer

'To Give Them a Voice' by Maria van Neerven
Prize: \$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

'First Name Second Name' by Steve MinOn
Prize: \$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
The God of No Good by Sita Walker (Ultimo Press)
Prize: \$10,000

BLACK&WRITE!

black&write! is a nationally recognised writing and editing program that strengthens the publishing sector's ability to nurture Indigenous writing that has distinct literary and cultural merit. Managed by State Library since 2011, the program provides an industry-leading pathway to publication with sustained investment through Creative Australia (formerly 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.

The 2024 fellowship winners, Meleika Gesa-Fatafehi (Brisbane) and Lulu Houdini (Shoalhaven, New South Wales), each receive \$15,000 in prize money, editorial manuscript development with State Library and a publication opportunity with Hachette Australia.

black&write! has grown a community of writers across the literary landscape who have achieved immense individual success, from recognition through literary awards to titles sold into international markets, adapted for television or included in state education and university curricula. Ten First Nations people have completed editing internships. Seventeen books have been published, with more scheduled for release in 2024–25.

YOUNG WRITERS AWARD

The Young Writers Award is an annual competition for Queensland residents aged 18 to 25 for stories up to 2,500 words. The 2023 winner was Grace Hammond for her short story 'Dog House'. Grace was awarded \$2,000 and the winning story was published in *Griffith Review*. Three runners-up were each awarded \$500: Ash Shirvington for 'Feed it to the dog', Svetlana Sterlin for 'Candles' and Constance Allen for 'Propagation'.

PARTNERSHIPS WITH THE WRITING COMMUNITY

State Library collaborates with partners to foster a thriving literary community and support authors.

The 62nd **Brisbane Writers Festival** (BWF) connected writers and readers with a diverse program of talks designed to delight, inspire, entertain and challenge. Over 135 events were delivered at State Library from 30 May to 2 June, drawing 30,520 visitors. The authors featured included Michael Connelly, Melissa Lucashenko, Naomi Novik, Katy Hessel, Nam Le, Julia Baird, Bryan Brown, Kate Ceberano, Trent Dalton and Charlotte Wood. Word Play, BWF's program for school-aged audiences, featured workshops and discussions with leading children's authors including Katrina Nannestad and Tristan Bancks.

Queensland Writers Centre (QWC) connects with writers and poets throughout Queensland from its base at State Library, delivering online workshops and regional programs in partnership with local government and communities. QWC hosted over 290 genre authors at GenreCon: Brave. Bold. Genre. at State Library in February. QWC programs for young people include Youth Writing Saturday, a monthly creative writing workshop, and the Brisbane Children's Writers Festival, which engaged 100 writers aged 10 to 16 in workshops and competitions in October.

THE CORNER

The Corner's dynamic daily program for children and families attracted 57,698 visitors during term time and 23,018 during Holiday fun, the total of 80,716 representing a 31% increase on last year. The Corner reached new audiences through the development of programs using First 5 Forever Play in Libraries resources, monthly community story time events drawing on diverse perspectives, and Holiday fun programs providing an engaging offer for school-age children every day of the school holidays. Initiatives such as a First Nations artist in residence program and a weekly rhyme time in kuril dhagun centred First Nations arts and cultures, inviting and building meaningful engagement with Aboriginal and Torres Strait Islander communities.

HOLIDAY FUN

Holiday fun expanded from an annual event to programs held across all 4 school holidays. A total of 90 days of high-quality programs fostering self-expression, exploration and learning were delivered, drawing 38,672 visitors. Programs were delivered in collaboration with partners including Studio Flux, a collective supporting the creative development of artists with a disability; Circa Academy; World Science Festival; Queensland Writers Centre; and artists reflecting diverse Queensland communities. Holiday fun programs connected audiences to exhibitions across State Library, with a key focus on the *Working Country* and *Deaf in dance* showcases in kuril dhagun.

CURRICULUM CONNECT

Curriculum Connect offers an expansive collection of educational materials aligned with the Australian Curriculum (F–10) and the Queensland Curriculum and Assessment Authority (QCAA) Senior Syllabus, including classroom-ready units of work, lesson plans, activities and teacher professional development. There were 31,900 page views and 2,832 downloads across more than 150 available education resources; 15 new student resources and 4 professional development sessions with supporting materials were published. Over 250 student study support resources were added to the Discover Teachers and Students web pages.

LIVE AT THE LIBRARY

The Live at the Library virtual classroom further expanded State Library's reach to students in regional and remote communities. The interactive, live-streamed workshops provided curriculum-aligned opportunities to engage with State Library collections, online resources and experts. The 191 workshops engaged with 7,957 students and 221 schools; 70% of the workshops were with regional schools. Workshop audiences were spread between primary school (41%), junior secondary (31%) and senior secondary (28%). Live at the Library, which was launched in October 2022, introduced its first event-style workshops, commemorating Anzac Day and Queensland Day. A total of 430 participants joined the Anzac Day session and 2,032 joined the Queensland Day broadcast. Other event-style workshops will be developed to allow more schools and families to connect with State Library. Live at the Library is supported by Tim Fairfax AC and Gina Fairfax AC through Queensland Library Foundation.

STUDENT HISTORIANS

Ten rural high school students and 2 teacher chaperones participated in the first Young researchers program at State Library in September. The week-long research and cultural experience was the culmination of Live at the Library skills-building workshops. Students delved into State Library's online resources and physical collections to research their chosen topics. The group toured the Queensland Cultural Centre, Anzac Square Memorial Galleries and The University of Queensland, and visited Brisbane Festival. The Young researchers program is funded by Caroline and Keith Hamilton, in memory of Mr Hamilton's mother, Gloria, through Queensland Library Foundation.

State Library hosted the 2024 Premier's Anzac Prize Young Historians' Workshop in January before the students toured World War I and World War II sites in Europe. The 8 prize recipients explored the Anzac legacy through research sessions, a presentation on Aboriginal and Torres Strait Islander soldiers' war service, a white gloves collections experience and a tour of Anzac Square Memorial Galleries.

FIRST NATIONS SCHOOLS ENGAGEMENT

A First Nations schools engagement program enabled State Library to reach more children in rural and remote communities, particularly those with a high proportion of First Nations students. A First Nations program officer with a background in teaching in regional high schools was recruited to build relationships with schools, deliver remote Live at the Library workshops and contribute to a range of new educational resources centring First Nations peoples' perspectives and supporting the Australian Curriculum in Queensland schools. Regional school visits in partnership with Who's Your Mob? workshop delivery promoted State Library resources and opportunities available to teachers and students. A pilot student enrichment program was developed and delivered for Bremer State High School (Ipswich), whose enrolment comprises 12% Aboriginal and/or Torres Strait Islander students. The First Nations schools engagement program is supported by The Ash Barty Foundation through Queensland Library Foundation.

2. Attract new audiences by celebrating and communicating compelling, innovative visitor experiences and programs

EXHIBITIONS AND SHOWCASES

Exhibitions and showcases help State Library tell the story of Queensland. They make collections accessible in engaging ways. The 2023-24 schedule highlighted architecture, photography, and contemporary and historical First Nations stories.

Extraordinary stories (ongoing), a showcase in the Philip Bacon Heritage Gallery, presents extraordinary stories drawn from State Library's collection to reveal more about Queensland and the lives lived here. There were 18,340 onsite and 1,641 online visits.

Deaf in dance (25 May 2024 - ongoing) presents the 27-year history of the Deaf Indigenous Dance Group (DIDG), who communicate through a range of Indigenous sign languages. It features artworks, performances, digital stories, and a collection of narrative portraits from award-winning photojournalist Sean Davey. The showcase was created with a focus on accessible design, with Australian Sign Language (Auslan) video content, Braille elements, audio descriptions and tactile artworks. Complementary programming includes monthly Auslan tours. There were 5,711 onsite and 5,271 online visits in 2023-24.

National Photographic Portrait Prize 2023 (11 May - 7 July 2024), a touring exhibition of the 47 finalists' works, celebrated the power of photographic portraiture. Opening weekend events included a tour by the curator, Joanna Gilmour, from the National Portrait Gallery. There were 7,173 onsite and 20,807 online visits.

Nikon-Walkley 2023 Press Photography (21 March - 14 June 2024), a digital showcase at The Edge, displayed a selection of the 2023 finalists' images, ranging from news and sports to portraiture and visual essays.

Purpose built (2 September 2023 - 14 April 2024) explored the transformative potential of architectural design in shaping communities. The exhibition - developed in partnership with The University of Queensland School of Architecture, Design and Planning - was supported by a program of talks and panels. It drew 20,654 visitors onsite and 28,092 online.

Working Country (24 June 2023 - 14 May 2024), a showcase in kuril dhagun, explored the stories of Aboriginal stockmen and stockwomen, and the role of Aboriginal trade routes in establishing Queensland's pastoral industry. Tours were in high demand from the public as well as government agencies seeking to engage in truth-telling and understand First Nations cultural heritage. There were 35,771 onsite and 14,960 online visits.

THE EDGE

The Edge is State Library's open-access community space for creativity, ideas and experimentation. The program of facilitated, paid and free workshops drew a significant increase in participation: 14,081 in 490 events in 2023–24 compared to 3,878 in 297 events in 2022–23. Public program releases continued to sell out within days of release. New workshops were developed with a sharpened focus on digital skills, inclusion and creativity. The Digital Media Lab was upgraded, and new workshop laptops and iPads incorporated into the Open lab program. The Edge was a hub for the International Symposium of Electronic Art (ISEA) in June. State Library was a presenting partner for ISEA, a forum for scholars, artists and scientists from around the world to explore the intersection of art, science and technology.

GAME CHANGERS

Game changers presents influential talks from Queensland business and creative industry leaders, as part of the Queensland Business Leaders Hall of Fame initiative.

This year's Game changers were:

- Kevin O'Brien (architect, BVN Architecture) in conversation with Rhianna Patrick
- Lucas Patchett and Nic Marchesi (Orange Sky Australia) in conversation with Dr Ruth Knight
- Ben Williamson and Tyron Simon (AnyDay) in conversation with Professor Gary Mortimer.

The 3 free events drew a total of 406 attendees and 406 livestream and recording views.

PORTRAIT OF AN ARTIST

The Portrait of an artist conversation series allows audiences to connect more deeply with the artists featured in the James C. Sourris AM Collection of Artist Interviews in the State Library collection. These free events provide an opportunity to update the artist's story, adding to the original interview and creating a fuller picture of the person and their work. This year, 3 artists spoke about their lives and work, at events that drew a total of 512 visitors. The artists were:

- renowned environmental and feminist artist Bonita Ely, in conversation with Griffith University Art Museum director Angela Goddard in July 2023
- First Nations artist and activist Richard Bell, in conversation with First Nations photographer and arts leader Michael Aird in August 2023
- rising First Nations contemporary art star D Harding in conversation with First Nations writer and activist Cheryl Leavy in May 2024.

The series has developed a supportive audience, including the artists and interviewers from the James C. Sourris AM Collection of Artist Interviews, curators, gallerists, art academics and art enthusiasts. Portrait of an artist is supported by James C. Sourris AM through Queensland Library Foundation.

ANZAC SQUARE MEMORIAL GALLERIES

Trusteeship of the heritage-listed Anzac Square Memorial Galleries transferred from Brisbane City Council to the Queensland Veterans' Council (QVC) in November. State Library continues to work closely with QVC and City Parkland Services (CPS) to safeguard Queensland's pre-eminent war memorial for future generations. Replacement of end-of-life computers is in progress as part of a longer-term plan for asset replacement led by QVC and CPS.

Anzac Square Memorial Galleries onsite visitation was 136,923. April was the busiest month, with onsite visits peaking on Anzac Day. The National Service Nominal Roll and Queensland War Memorials databases were added to the Anzac Square Memorial Galleries website, contributing to increased online visitation. There were 78,059 online visits, 51% more than the previous year. Anzac Square Memorial Galleries and State Library hosted over 400 visitors to the 2023 Brisbane Open House in July for behind-the-scenes and architect tours.

A 3D virtual tour of Anzac Square Memorial Galleries was completed in May and added to the Anzac Square website to enhance regional knowledge of and access to the space and its resources. There were 49 school visits to the galleries by 1,349 students and teachers, providing an opportunity to connect visiting teachers with State Library's Curriculum Connect resources and contributing to the 800 downloads of Anzac Square-related resources. Four professional development sessions were delivered to 90 educators on topics including 'Women's voices in the WWI conscription debate'.

3. Build inclusive digital experiences that are secure, rich and intuitive

MAKING MEANING SYMPOSIUM

The Making meaning symposium brought together digital innovators, creatives and researchers working with collections-as-data to explore the future of this area of practice and to progress State Library's *Digital Strategy: Becoming digital by design*. The March event featured influential speakers from the research, government and digital humanities sectors and the galleries, libraries, archives and museums (GLAM) sector. Collecting institutions have been increasingly invested in developing, providing access to, and supporting responsible computational use of collections-as-data to provide insights at scale using transformative technologies, such as text-mining, machine learning and data relationship mapping. Speakers included Mia Ridge, digital curator for Western Heritage Collections at the British Library; Robert McLellan from the Language Data Commons of Australia and The University of Queensland; and Andrea Lau, co-founder and director of Small Multiples data visualisation studio. Presentations are available on State Library's website.

VIRTUAL VETERANS

State Library created a Virtual Veterans chatbot called Charlie to enhance the discoverability of trusted content related to World War I in the lead-up to Anzac Day 2024. The artificial intelligence-driven chatbot was trained on letters and diaries from State Library's collection, CEW Bean's *Official History of Australia in the War of 1914-1918* and digitised Queensland newspapers (1914-18). It is accessed via the Anzac Square Memorial Galleries website. Early stakeholder testing included teachers and representatives from the Returned and Services League of Australia (RSL), who were supportive of the initiative.

Jailbreaks, attempts to manipulate an application into performing actions that go against its policies or usage restrictions, were reported via social media on 24 April. The issue was resolved by the developer within 2 hours of notification. Chatbot usage has been strong with 26,000 sessions averaging 5 minutes, and over 1,100 collections explored in response to the answers provided. Opportunities to continue building on the resource have been identified in response to user feedback, including the addition of photographs. State Library continues to enhance Virtual Veterans through ongoing testing and incorporation of suggestions. This initiative will be supplemented by teacher learning resources to support use in the classroom. Virtual Veterans is supported by Tim Fairfax AC and Gina Fairfax AC through Queensland Library Foundation.

4. Prioritise easy to find and use information however people access collections, services and programs

EXTERNAL PLATFORMS

Flickr Commons, YouTube and Vimeo provided opportunities to showcase collections, reach new audiences and enable community contributions. Over 3.9 million views of collections took place through external online platforms.

WHO'S YOUR MOB?

Who's Your Mob? First Nations Family History video guides were developed with the support of Telstra and the Deadly Digital Communities initiative. The first 7 videos, covering aspects of researching First Nations ancestry, were launched in July 2023. An eighth video, covering military records, was launched in May 2024. Who's Your Mob? workshops, delivered through the Public Library Funding – Building Capability program, were delivered in partnership with public libraries in April, May and June to support Aboriginal and Torres Strait Islander communities and public library staff to build the digital literacy skills needed to uncover First Nations family history. Workshops were delivered in Logan, Cherbourg, St George, Gladstone and Mareeba.

STRATEGIC OBJECTIVE 3

PEOPLE AND COMMUNITIES

BUILDING ENDURING, COLLABORATIVE ENGAGEMENTS AND PARTNERSHIPS

Queensland tennis champion Ash Barty AO became the First 5 Forever play-based learning program's first ambassador as key partnerships were forged to advance State Library's ambitions for Queensland children and families. The partnership with local government nurtured library service innovation across the state through programs tailored to individual community needs. Public library program participation and visitation continued to increase. Queensland Government funding means every Indigenous shire council in Queensland will have their own IKC delivering digital skills and technology. Research and storytelling opportunities deepened understanding of the diverse facets of Queensland's unique cultural identity.

1. Advocate the value of libraries to achieve deeply local outcomes

LOCAL GOVERNMENT PARTNERSHIPS

State Library's enduring partnership with local government supports more than 325 public library and IKC services throughout Queensland. Partnerships are active with 74 councils and one town authority. In 2023–24, State Library managed approximately \$31.8 million on behalf of the Queensland Government through public library and First 5 Forever funding. This includes direct subsidies provided to local government, managed through Service Level Agreements. The investment supports deeply local outcomes through eligible expenditure flexibility that enables local government to best support the unique priorities of library services in their communities. In addition to direct funding, State Library provides access to collections, professional development opportunities for library staff, and support and advisory services.

As part of their agreements with State Library, councils provide reporting at the end of August each year, capturing the outcomes, outputs and impacts of State Government investment in public library services. The 2022–23* annual reporting showed improvements in key service delivery areas. While community engagement with library spaces, programs and services has not yet returned to pre-pandemic levels in many areas, the reporting indicates positive trends across the state. The number of public programs delivered increased by 18% and program participants increased by 67%. An overall physical library visitation increase of 20% was recorded. The increases demonstrate that libraries continue to be valued as safe spaces and trusted services. A total of 39% of Queenslanders are members of public libraries.

State Library continues to work with public library staff to support progress towards reaching Queensland Public Library Standards in the key areas of membership, physical visits, collections usage, program attendance and staffing. The 2022–23 annual reporting disclosed a total of \$153,210 in unspent public library and First 5 Forever funding (0.5% of total provided). State Library manages underspends through an addendum to councils' agreements.

An annual local government survey requests feedback on the services provided and overall local government satisfaction with State Library's service delivery. This valuable feedback supports operational planning and informs priorities for continuous improvement. In 2023–24, State Library received an overall satisfaction score of 97%, an increase of 1% on the previous year.

(*Public libraries figures reported are for 2022–23 as 2023–24 data are not available until September 2024.)

ROADMAP FOR PUBLIC LIBRARIES AND IKCS

Since 2018, the work of Queensland public libraries and IKCs has been guided by a shared vision, articulated in *Realising our potential: A vision for Queensland public libraries*. Work began in 2023–24 to revise the vision and reshape it into the 10-year Roadmap for public libraries and IKCs. The roadmap responds to current data, research and evaluation, and changes to the social, cultural, economic, political and environmental contexts in which public libraries and IKCs operate. It is a strategic foundation to guide the partnership with local governments and drive local ambitions for the collective impact of Queensland public libraries and IKCs. Wide consultation was undertaken with library, council, industry and government partners. A final version of the roadmap is intended for release in September 2024.

LOVE YOUR LIBRARY

In 2023, in response to declining membership and visitation to public libraries, State Library undertook the Love Your Library market research project to better understand community attitudes towards and engagement with their local public libraries and ways this could be enhanced. Queensland design agency Carbon Creative was engaged to use this research to inform the development of a marketing campaign aimed at growing community participation and deepening engagement with public libraries across the state. The 'How do you library?' campaign will be delivered in partnership with public libraries and IKCs. A statewide campaign of library engagement events is being planned, starting February 2025.

STRENGTHENING AND ADVOCATING FOR PUBLIC LIBRARIES AND IKCS

Regional visits and workshops provided opportunities to build local relationships and give first-hand planning and programming support to rural council library staff. A major review of the Public Libraries Connect website was undertaken to update resources and training modules for the day-to-day operation of libraries. State Library and its training partners provided in-person and online professional development for local government staff in public libraries and IKCs. Training included:

- small libraries workshops delivered in Cunnamulla, Cooktown and Winton for 30 staff from 13 councils
- activating library spaces webinars, delivered to 84 staff from 34 councils, providing scalable ideas for libraries to activate or renew their spaces
- cultural competency training, in partnership with Your Mob Learning – 30 staff from 3 councils have completed the self-paced training since it was introduced in February
- digital trends training, delivered in partnership with ALIA to 38 staff from 18 councils
- Librarian's Guide to Homelessness training, completed by 738 staff from 31 councils
- cultural sensitivity and disability awareness webinars, delivered in partnership with Diversity Australia to 51 public library staff from 22 councils.

State Library advocacy at local government and library industry events elevated current campaigns and raised awareness of the value of libraries and IKCs. Representatives attended the LGAQ Annual Conference in Gladstone, LGAQ Bush Council in Goondiwindi, QPLA Conference in Noosa and the LGx Local Government Marketing Conference on the Gold Coast. The events were an opportunity to promote First 5 Forever, the Love Your Library project, the 10-year roadmap development and the Rural Libraries Queensland Tourist Membership available in local government areas with small populations.

The Library Board of Queensland visited the Gladstone region in September on its annual tour to keep up to date with local issues affecting councils and library service delivery, celebrate success stories, and strengthen relationships with councils and their staff. The 2-day tour of 4 diverse libraries and other arts institutions included the Calliope Seed Library, the First 5 Forever grant-funded 'sharing stories under the trees' installation, Gladstone's Out & About Library, and the new Philip Street Communities and Families Precinct.

INDIGENOUS KNOWLEDGE CENTRE NETWORK EXPANDED

IKCs are hubs for community connection and sharing local knowledge, language and history. They support digital inclusion and access to information, ideas and works of imagination in some of the state's most remote communities. Through investment provided by the Queensland Government, State Library contributes to staffing, collection materials, programming and development of IKCs in partnership with Aboriginal and Torres Strait Island local governments.

A review of State Library management of IKC partnerships resulted in significant changes to Service Level Agreements, including obligations and reporting requirements and a move towards co-designed place-based partnership agreements which will be implemented from 1 July 2024. Funding has been provided to support the establishment of 3 new IKCs, in Mornington, Doomadgee and Kowanyama. When these open, there will be 29 IKCs, operating in partnership with all Queensland Aboriginal and Torres Strait Island councils.

Kowanyama Aboriginal Shire Council and Doomadgee Aboriginal Shire Council were each awarded \$60,000 in June to establish their IKCs. Wujal Wujal Aboriginal Shire Council received \$30,000 to relocate and refurbish its IKC after the community suffered catastrophic damage during Cyclone Jasper in December. Torres Strait Island Regional Council (TSIRC) received \$29,920 to refurbish the 22-year-old Mabuag IKC. State Library has continued to support Mornington Shire Council with the establishment of its first IKC, which received funding in 2022-23 and is due to open in 2025.

CHILDREN AND FAMILIES STRATEGY

The *Children and Families Strategy 2024–28*, approved in April, articulates State Library’s commitment to Queensland children and families through its onsite programs and support for public libraries. The partnership with local government supports the delivery of First 5 Forever statewide, promoting children’s wellbeing and championing childhood. The strategy provides a framework to review the work being delivered, build on strengths and identify areas for innovation. The strategy is grounded in the United Nations Convention on the Rights of the Child, including the right to play, create, learn and participate. The strategy outlines a commitment to:

- offer rich and dynamic engagement that values diversity, equity and inclusion by attracting new audiences and maintaining relationships through an offering of programs that acknowledge different ways of being, knowing and learning
- build trust and empower children, families, carers and educators through spaces, collections and programs that are easy to access, and to deliver high-quality, relevant and age-appropriate experiences
- intentionally collect, listen to, and share children’s voices through collections, programs and policies that recognise the important perspectives of children and respect their rights to contribute and participate in cultural life
- research, evaluate and partner to increase impact and reach by strengthening the delivery of programs for children and advocating for their rights.

FIRST 5 FOREVER

More than 780,000 participants attended First 5 Forever in local public libraries and through outreach activities in 2022–23*, a 72% increase on the previous fiscal year. First 5 Forever accounted for 56% of attendees of the 1,377,959 total program attendees in public libraries. The number of sessions delivered increased 10.7% to 2,496, demonstrating the slow but consistent return to engagement since the COVID-19 pandemic. Outreach and offsite sessions increased by 68.5% to 151,202.

Three-time Grand Slam champion Ash Barty AO was announced as the First 5 Forever Ambassador in April. The proud Ngarigo woman will work with State Library over 3 years to raise awareness of First 5 Forever and share the importance of talking, reading, singing and playing with babies and children in the first 5 years. Barty’s support for State Library has included initiatives in early literacy, digital inclusion and community engagement. A suite of ambassador resources was provided to the network of libraries and IKCs to promote First 5 Forever online and at in-library and outreach events.

First 5 Forever reach grew in 2023–24 with the addition of 11,515 subscribers to the monthly tips email, which gives 29,065 subscribers age-appropriate advice on ways to talk, read, sing and play with their child. This represents an increase of 66% on the previous year. The split of subscribers is 54% regional and 41% metropolitan, reflecting significant reach across Queensland. Leveraging the investment in Nyurramba Garran First Nations graphic design assets, State Library provided public libraries with branded outreach resources to amplify engagement with Aboriginal and Torres Strait Islander families at community events.

Families with babies born in Queensland in 2024 receive a copy of *One Remarkable Reef*, written by Kellie Byrnes and illustrated by Rachel Tribout. The board book, from the Stories for Little Queenslanders series, is distributed through Bounty Bags for new parents as part of the A Book for Every Little Queensland campaign. Illustrations in the Stories for Little Queenslanders books were animated in YouTube videos for the First 5 Forever website.

State Library provided 55 in-person and online First 5 Forever professional development programs for a total of 870 public library and IKC staff from 52 councils. Opportunities included:

- regional and small libraries workshops in Cloncurry, Gayndah, Charleville and Hughenden between March and June, enabling staff from neighbouring regions to form First 5 Forever communities of practice, with participants travelling from as far as Karumba, Hammond Island, Moranbah, Quilpie and Mount Isa
- 10 webinars on topics including Using the Australian Early Development Census to inform First 5 Forever programming, Aboriginal storytelling in early childhood and Rethinking risk in programming
- self-paced online modules completed by over 650 public library and IKC staff members.

(*First 5 Forever attendance figures reported are for 2022–23 as 2023–24 data are not available until September 2024.)

2. Embrace Brisbane 2032 by enhancing and accelerating services and programs

THE CORNER RELOCATION

Architects Donovan Hill Peddle Thorp designed the award-winning State Library building for the Millennium Library Project in 2006. In 2020, Partners Hill Architects were commissioned to develop a *Space Optimisation Strategy* to transform and adapt existing spaces to meet the evolving needs of State Library visitors. 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 Studio area is one of those priorities. In 2021 Partners Hill Architects contributed a visionary concept to reshape The Corner. Architectus Conrad Gargett was engaged through Arts Queensland (AQ) in October to lead the design, with the design and documentation stage completed in mid-2024. The architecture is playful by design, proposing distinct internal and external zones to support more participants and improve accessibility. There will also be an adjacent parents and carers room and direct connection to outdoor courtyards. The Corner will offer a central plaza for gathering and socialising, surrounded by purpose-built spaces. A special feature is a messy play, creating and artmaking space that can be opened or closed for different programming and settings. The new space is expected to be open to the public in 2025.

UNIQUELY QUEENSLAND STORIES

Podcasts bring the stories preserved in the collections to a wider audience and encourage new insights. *Cake the podcast*, released in November, was State Library's third and most successful podcast with 41,515 downloads by 30 June. The Australian Broadcasting Corporation (ABC) broadcast *Cake the podcast* nationally on radio and promoted it on the ABC listen app and website. The 7-episode series, hosted by award-winning podcaster Kaitlyn Sawrey, uncovers the history of cake by connecting with memories, community and family.

Events such as the Queensland architecture in miniature workshops series celebrate quintessential Queensland design. Over 4 workshops, participants took inspiration from house and furniture designs featured in State Library's collections to create and customise mid-century modern bungalow book nooks and design miniature furniture. The workshops taught digital fabrication techniques, such as laser cutting and engraving, while drawing on the collections as a deep source of inspiration.

Several State Library exhibitions travelled to other parts of Queensland in 2023-24. *Big voices*, featuring the Dr Barbara Piscitelli AM Children's Art Archive, was shown at the Living Museum of Logan at Kingston Butter Factory, Logan. *Queensland to a T*, displaying tea towels from the Glenn R. Cooke Souvenir Textile Collection, started a regional tour at Queensland Museum Cobb+Co in Toowoomba. A selection of the *Purpose built* exhibition travelled to the Hervey Bay Regional Gallery.

3. Initiate and collaborate on diverse and culturally informed research to deepen knowledge

DEEP AND DIVERSE RESEARCH INSIGHTS

The diverse, culturally informed research and storytelling incubated at State Library supports the Queensland Government's *Creative Together 2020–2030* priorities to showcase Queensland's unique cultural identities and nurture creative talent. Queensland Memory Awards fellows spend a year exploring State Library's collections, unearthing new historical insights about the people, places and events that have shaped the state. Their research adds to the collections, making them more discoverable and engaging. The 6 fellowship opportunities awarded in October included the fourth offering of the Monica Clare Research Fellowship for First Nations researchers, the Rainbow Research Fellowship to enhance visibility of Queensland's LGBTQIA+ history and incorporation of the Digital Collections Catalyst. The 2024 fellows' projects range from Evelyn Saunders's digital narrative about the gold mining 'ghost' town of Ravenswood, to a conceptualisation of plant medicine in a First Nations context by Cape York researcher Sheridan Teitzel, and an examination by Dr Eun-ji Amy Kim and Dr Aaron Teo of how changes in Australia's contemporary migration policies influenced Asian-Australian eateries.

Each year, research fellows share their project outcomes with the community at Research Reveals. Fellows recognised at the 2022 Queensland Memory Awards brought the collection stories to life at Research Reveals in February. The full-day experience culminated in a jazz performance by Letty Katts Fellow Leah Cotterell in honour of The Primitif Café, with the café's founder and Brisbane hospitality identity, Peter Hackworth, in the audience.

Seven fellows presented their findings: Dr Mimi Tsai (John Oxley Library Fellow, 'Garden stories in a time of pandemic'); Professor Anna Johnston (John Oxley Library Honorary Fellow, 'History and fiction: mapping frontier violence in colonial Queensland writing'); Greer Townshend (Mittelheuser Scholar-in-Residence, 'I feel you: discovering collections through emotion'); Mary Howells (Queensland Business Leaders Hall of Fame Fellow, 'Trittons Furniture'); Juanita Simmonds (Christina Boughen OAM Fellow, 'Christina Boughen: a Queensland musical artist and woman'); Bianca Martin (Rainbow Research Fellow, 'LGBTQIA+ zines in contemporary Queensland'); and Leah Cotterell (Letty Katts Fellow, 'Sunday nights at The Primitif'). The event, compered by ABC journalist Jenny Woodward OAM, drew 206 attendees.

Heritage talks share expertise and perspectives on Queensland history and enable visitors to interact with the collections at white gloves experiences. At a Heritage talk in September, former Queensland Business Leaders Hall of Fame Fellow Julie Hornibrook and Luciano Cardelicchio spoke about the contribution of Julie's grandfather Manuel Hornibrook to the construction of the Sydney Opera House. The event was attended by 82 people. State Library commissioned First Nations poet Samuel Wagan Watson in 2023 to create a response to John Oxley's arrival in Maiwar (Brisbane River) in December 1823. Wagan Watson was one of the speakers at *Landing Echo*, a Heritage talk marking 200 years since Oxley's arrival to explore the suitability of Moreton Bay for a secondary penal colony. Historian Dr Jennifer Harrison and State Library First Nations curator and researcher Serene Fernando also provided perspectives at the May event, attended by 277 visitors. Heritage talk recordings are available on the website.

4. Attract partnerships and investment to enhance service to Queenslanders

COLLECTIVE IMPACT FOR CHILDREN

Queensland Library Foundation launched a campaign for philanthropic contributions to complement State Government investment in the multimillion-dollar transformation of The Corner. The relocated children's space will be 3 times larger than the current size and will benefit Queensland families into the future. The design is informed by neuroscience and early childhood development research.

Several key partnerships have been developed to strengthen First 5 Forever program delivery, innovate and enhance impact. State Library entered into a Statement of Cooperation with the Thriving Queensland Kids Partnership (TQKP)/Australian Research Alliance for Children and Youth (ARACY) and the Queensland Brain Institute (QBI). The partnership will adapt Tasmania's B4 Early Years Coalition resources for the Queensland library context.

State Library has been working to integrate the Core Story for Early Childhood into First 5 Forever. Developed by the Frameworks Institute and Telethon Kids, the Core Story is a scientifically validated communications framework to advance public understanding of early childhood in Australia. The Core Story recognises choices made in communications affect how people think, feel and are willing to act. Staff are working with partners including Emerging Minds, B4 Early Years Coalition (Department for Education, Children and Young People, Tasmania), Centre for Children's Health and Wellbeing, and University of the Sunshine Coast.

State Library has engaged Play Matters (formerly Playgroups Australia) to deliver a pilot program that could build on the playgroups model for First 5 Forever program delivery. Evaluation of this pilot will identify opportunities to expand the program to additional locations.

UNLOCKING QUEENSLAND HISTORY

The Foundation launched a campaign in 2023-24 for investment in the Colonial Secretary's Correspondence project, to help deliver an integrated online platform for discovery and access to over 16,000 letters outlining the establishment of the Moreton Bay penal colony. The collection sheds detailed light on the expansion of the colony of New South Wales, up until the establishment of Queensland as a separate colony. It provides the context leading up to and after John Oxley's voyages. The website will enable researchers, historians and students to contextualise the collection and will support truth-telling.

A team of more than 100 volunteers has edited machine-created transcriptions of the collection letters. More than 1,500 letters have been reviewed and corrected, and just under half of the correspondence can be viewed online. The new integrated search platform will analyse and manage the correspondence, ensuring the ability to search by author, date, topic, theme, phrase or individual word. A digital viewer will show transcriptions alongside the handwritten correspondence images.

SECURING INVESTMENT FOR DIGITAL INCLUSION

State Library is advocating for libraries to be strengthened as digital hubs in their communities and has partnered to deliver 3 initiatives as part of *Our Thriving Digital Future: Queensland Digital Economy Strategy 2023-2026*.

- **Growing Indigenous Knowledge Centres** initiative will support and enhance the sustainability of digital program delivery in the existing IKCs across 13 Indigenous councils and support the 3 Indigenous councils that have received funding to establish IKCs: Kowanyama, Doomadgee and Mornington.
- **Regional Digital Development** initiative will employ 4 regional digital development officers (RDDO) to work with selected regional and remote clusters of councils to build and strengthen local digital economy and digital capability.
- **Deadly Digital Communities** (DDC) initiative will build on learnings from the past DDC program and have a deeper focus on developing place-based, co-designed digital programs that meet community needs and interests. State Library will engage 4 local government library services to deliver DDC with communities.

Digital and You (DAY) is the overarching digital inclusion program campaign that encourages community members to take part in local programs that will build their digital technology skills.

The investment in the Deepening Digital Through Libraries initiative will enhance services to Queenslanders, including projects, tools and resources that build on the recommendations from the Digital Inclusion Programs (2016-22) Evaluation. Since March 2024, public library and IKC staff across the state have had access to 2 new digital tools: My digital skills, an online digital skills self-assessment tool; and the Digital inclusion planning toolkit, a resource for public library and IKC staff to develop a place-based approach to support their council to improve digital inclusion in their community. State Library and QUT hosted 4 webinars in May for 91 public library and IKC staff from 30 councils to give insights into how they could tailor the toolkit resources to meet the unique needs of their communities. Participants provided valuable feedback on how they plan to use the tool.

STRATEGIC OBJECTIVE 4 RESPONSIVE INNOVATION

PURSUING INNOVATIVE, SUSTAINABLE AND CULTURALLY RESPONSIVE WAYS TO WORK

State Library prioritises a respectful and culturally responsive workplace that reflects the diversity of the community it serves. Significant infrastructure projects were completed in 2023–24 to provide the robust and reliable network required for a library that is digital by design. The collections storage and wi-fi network upgrades delivered more resilient and responsive solutions that meet the commitment to free and equitable access to services. An organisational realignment was implemented to put in place a structure that better positions State Library to deliver on its strategic intent.

1. Champion an enriching workplace which is healthy, diverse and culturally responsive

DIVERSITY AND INCLUSION

State Library advanced its diversity and inclusion goals in 2023–24. It exceeded sector-wide targets with a majority of women in leadership roles and enhanced representation of Aboriginal and Torres Strait Islander employees, which is underpinned by the *First Nations Recruitment and Retention Strategy*. A focus was improving career pathways for employees with disabilities who are represented at lower classification levels. State Library is working to align the representation of culturally and linguistically diverse (CALD) employees with sector targets.

WORKFORCE PROFILE

Figure 1: Gender

GENDER	HEADCOUNT	PERCENTAGE OF TOTAL WORKFORCE
Woman	266	71.12%
Man	106	28.34%
Non-binary	2	0.53%

Figure 2: Diversity target group data*

DIVERSITY GROUP	HEADCOUNT	PERCENTAGE OF TOTAL WORKFORCE
Women	266	71.12%
Aboriginal Peoples and Torres Strait Islander Peoples	19	5.08%
People with disability	20	5.35%
Culturally and Linguistically Diverse – Speak a language at home other than English [^]	10	2.67%

* 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 2024.

[^] This includes Aboriginal and Torres Strait Islander languages or Australian South Sea Islander languages spoken at home.

Figure 3: Target group data for women in leadership roles

GROUP	HEADCOUNT	PERCENTAGE OF TOTAL
Senior Officers (classified and s122 equivalent combined)	7	63.64%
Senior Executive Service and Chief Executives (classified and s122 equivalent combined)	6	100%

CULTURALLY SAFE PLACES

Staff completed Culturally safe libraries training developed in collaboration with the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) and National and State Libraries Australasia (NSLA). This program aims to create supportive and respectful environments for First Nations peoples and staff, fostering a library where cultural identities are celebrated and emotional safety is prioritised. It underscores State Library’s commitment to serving as a responsible custodian of culturally significant materials and promoting an atmosphere of mutual respect and dignity.

LEADERSHIP DEVELOPMENT

The People matters program continued, with 16 participants focusing on mentoring and cultivating emerging leaders. People leaders also participated in training on strategic thinking, decision-making and people management, aligned with the Leadership competencies for Queensland. Online sessions covered topics such as recruitment and selection, and approaches to workplace harassment, bullying and violence. The focus on leadership excellence boosts staff professional growth and ensures their teams are equipped to deliver innovative and effective programs that resonate with the community State Library serves.

FIRST NATIONS RECRUITMENT AND RETENTION

Building on groundwork done in 2022–23, State Library advanced the *First Nations Recruitment and Retention Strategy*, integral to the *Strategic Workforce Plan 2021–25*. Efforts were intensified through the *First Nations Recruitment and Retention Action Plan* by:

- **Refining recruitment and retention** – continuously improving practices to ensure culturally safe experiences for Aboriginal and Torres Strait Islander peoples, enhancing inclusivity and support
- **Leadership and wellbeing** – embedding cultural safety in leadership, promoting inclusivity and supporting the professional growth of all staff, particularly nurturing First Nations leaders.

These initiatives reflect the commitment to increasing Aboriginal and Torres Strait Islander participation in the cultural sector, aligning with Queensland Government economic goals and fostering respectful engagement.

2. Invest in our people to embrace the opportunities and challenges in the digital age

KNOWLEDGE SHARING

Staff shared their achievements and expertise with the GLAM sector and beyond, presenting at local, interstate and international conferences.

Katie Edmiston (Manager, Public Libraries)

'How do you library?', LGx, Gold Coast, May 2024

'State Library partnership: the year in review and what's next?', Queensland Public Libraries Association Professional Development Conference, Noosa, October 2023

Artlands National Leaders Think Tank, Regional Arts Australia, Canberra, September 2023

Megan Brodribb (Coordinator, Information and Client Services)

'Who's Your Mob? – developing a program for demystifying Australian First Nations family history', RootsTech Conference, Salt Lake City, United States (virtual presentation), March 2024

Vicki McDonald (State Librarian and CEO)

'Libraries and artificial intelligence', Forum on Future of World Academic Libraries, Beijing, China (virtual presentation), June 2024

'Leave no-one behind: creating opportunities for hope, healing and prosperity', 12th International Summit of the Book, Bihac, Bosnia (virtual presentation), December 2023

'Leave no-one behind: championing equality, inclusion, diversity', SWITCH Annual Conference of the New South Wales Public Libraries Association, Sydney, November 2023

'Inspiring new small business', Small Business and Public Libraries Conference, Tehran, Iran (virtual presentation), October 2023

Natasha Ratajczek (Coordinator, Schools Engagement)

'Live at the Library – forging geographic gaps and advancing community engagement', Australian Library and Information Association (ALIA) National Conference, Adelaide, May 2024

Stephanie Ryan (Research Librarian, Information and Client Services)

'Special at State Library: online and offline family history resources at State Library', Logan City Council Family History Mini Fair, August 2023

Kaley Schelks (Senior Program Officer, Public Libraries)

'Life changing library programs', ALIA National Conference, Adelaide, May 2024

Rachel Spano (Senior Conservator, Preservation) attended an

intensive 3-week Japanese paper conservation course with the Tokyo National Research Institute for Cultural Properties (TOBUNKEN) and the International Centre for the Study of Preservation and Restoration of Cultural Property (ICCR), in August–September 2023. The course is offered annually to 10 international conservation professionals involved in preserving and enhancing access to cultural heritage.

Margaret Warren (Director, Content Management)

'Generative AI case studies from State Library of Queensland', AU & NZ AI4LAM (Australia and New Zealand AI for Libraries, Archives and Museums) webinar, April 2024

STAFF DIGITAL CATALYST

The staff Digital Collections Catalyst initiative supports innovative and creative uses of digital collections and collections data. Funding of \$15,000 is provided to support backfilling arrangements to enable a staff member to deliver a digital experience. State Library's first staff Digital Collections Catalyst, Andrei Maberley, explored the potential for large language learning models to create a distinctively Queensland voice for text-to-voice applications. Artificial intelligence datasets and language models were created using State Library's unique oral history collection items. The Voices from the collection project was showcased at the Making meaning symposium with an overview of how to identify and evaluate free and open-source machine learning software and leverage large language models (LLM) to create a pipeline from collection items to generative speech models. The text-to-speech synthesiser was made available on the website.

3. Pursue sustainable, resilient and innovative environments and systems across all our work

WI-FI AND COLLECTION STORAGE UPGRADES

Wireless internet access is an essential public service provided to State Library visitors, especially those without access to digital technologies. A wi-fi upgrade delivered a contemporary, fit-for-purpose solution that meets current and foreseeable network and wi-fi access requirements, as well as delivering a secure solution that fulfils business needs. The density of wireless network access points was tripled to meet current and future demands of staff and clients. The addition of access control to State Library private networks using machine and user identity provides increased security for corporate information and digital collections. This has been balanced with continuing to offer open public networks for visitors and events.

The Storage Area Network (SAN) upgrade protected the long-term future of the digital collections, which include photographs, audio recordings, books, documents, websites, and video and motion picture films that were either born digital or digitised from physical copies. The contemporary storage solution meets State Library's commitment under the *Libraries Act 1988* to collect, preserve and make accessible Queensland content.

4. Deepen our agility to ensure flexibility and responsiveness to our changing world

ORGANISATIONAL REALIGNMENT

Organisational change was undertaken to optimise State Library's structure to meet the objectives of the new *Strategic Plan 2023-27*, which started 1 July 2023. Jane Banney Consulting Services was engaged in March 2023 to conduct a review of the organisational structure and to report recommendations for a new structure that would deliver on State Library's strategic intent. The report provided a 3-stage roadmap for consultation, transition and implementation of the new structure.

The State Librarian and CEO announced the proposed organisational structure and consultation plans on 12 July 2023. The proposed new structure included the creation of a new Experience portfolio to provide a more reasonable distribution of accountability and workload across portfolios. The new portfolio structure required the movement of some teams and branches across portfolios to align purpose, function and activities. Two phases of consultation were undertaken with employees, the Agency Consultative Committee (ACC) and the Together Union. The final realignment plan was released to staff on 12 December 2023. The realignment plan provided details on the agreed structure, the implementation plan and opportunities for staff to collaborate to inform new ways of working. The staged implementation of the organisational change started on 5 February 2024 and concluded on 30 June 2024.

INFORMATION SECURITY

A review and update of the *Information Security Policy* has set the foundation for wider security initiatives. State Library obtains updates from the Queensland Government Cyber Security Unit of new and emerging threats and acts on all advice relevant to State Library systems. A monthly vulnerability scan is undertaken using an external organisation to identify, understand and rectify any points of weakness in systems. State Library subscribes to the Australian Signals Directorate's (ASD) Australian Cyber Security Centre (ACSC) Cyber Hygiene Improvement Program and receives a quarterly report providing insights on visible services and key systems. State Library also employs and measures information security maturity against the ASD Essential 8 mitigation strategies. The external reports, threat updates and best-practice governance guide continuous improvement of State Library's security posture. They ensure services are securely delivered, and collections and corporate data are protected.

FLEXIBILITY

State Library has embraced agile working practices that enhance collaboration for a workforce distributed between South Bank, Cannon Hill and Cairns. Microsoft 365 platform tools provide efficient information management, support staff in working from home where appropriate and assist outreach efforts.

SUSTAINABILITY

State Library has made significant progress in integrating environmental sustainability into its day-to-day operations. It participates in the Queensland Cultural Centre (QCC) South Bank Sustainability Action Group, which operates with a shared vision and collective responsibility to create an environmentally sustainable destination at South Bank.

State Library has increased the rate of waste diversion from landfill from 28% in 2022-23 to 39% in 2023-24. It has recycled 1.6 tonnes of e-waste and reduced energy consumption. The QCC South Bank Sustainability Action Group, through Arts Queensland, has sought to increase alternative renewable energy sources. Currently, 20% of QCC site energy comes from renewable sources. The objective is to increase this to 50% by the end of 2025.

The regular review of digitisation specifications identified an opportunity to make a contribution to improving sustainability of digital collections storage. Digital video files consume significant storage space because of their size. However, the new specifications for digital video files enable exceptional quality with a much smaller file size, reducing the storage space required.

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):

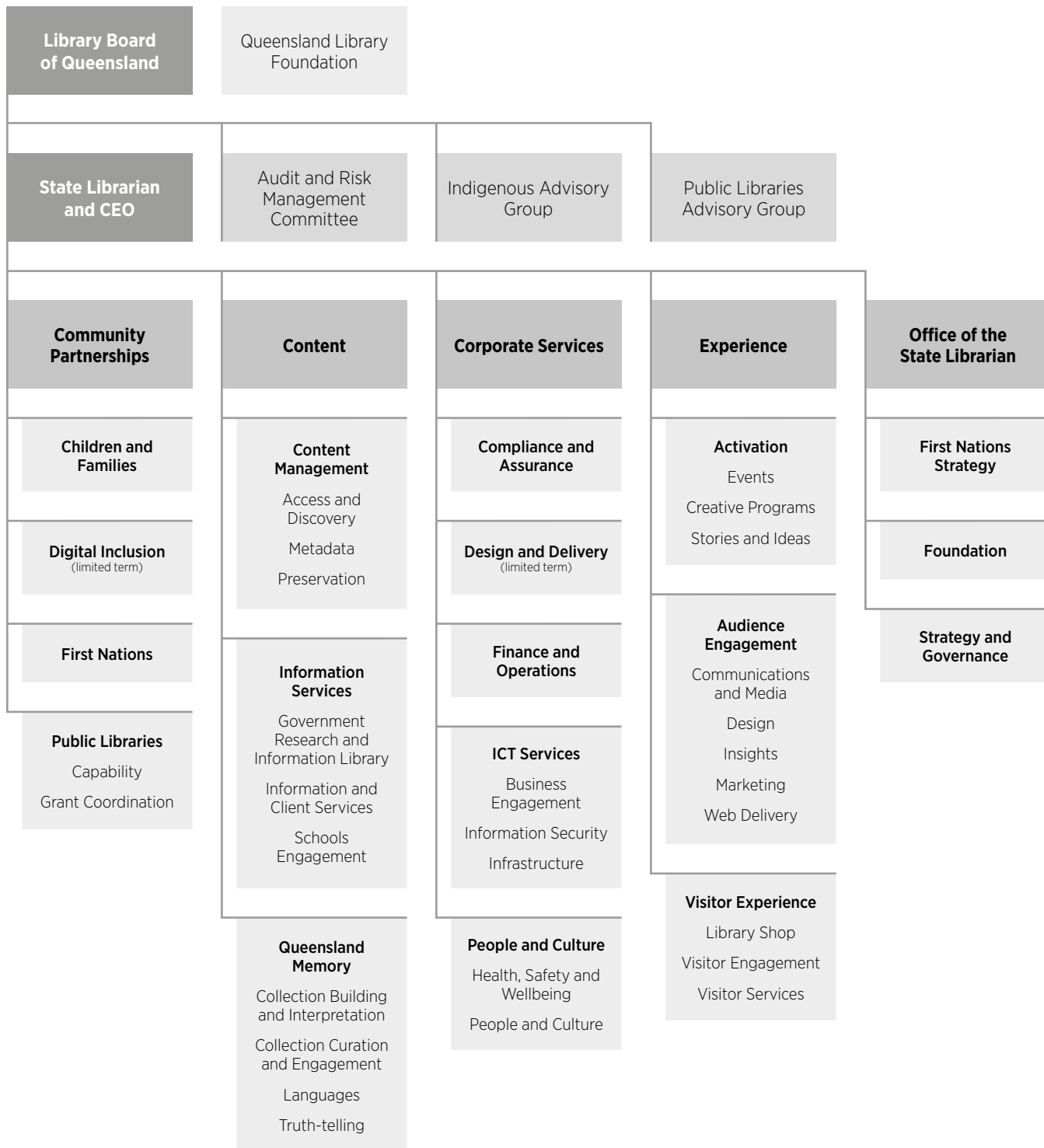
- overseas travel
- consultancies
- information required under the *Queensland Language Services Policy*.

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

FINANCE

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FINANCIAL SUMMARY

This summary provides an overview of the financial performance during 2023-24 and position as at 30 June 2024 for the Library Board. The Library Board's performance is reported as the Parent Entity and the Library Board and Queensland Library Foundation is reported as the Economic Entity. The Foundation is a Controlled Entity of the Library Board.

STATEMENT OF COMPREHENSIVE INCOME

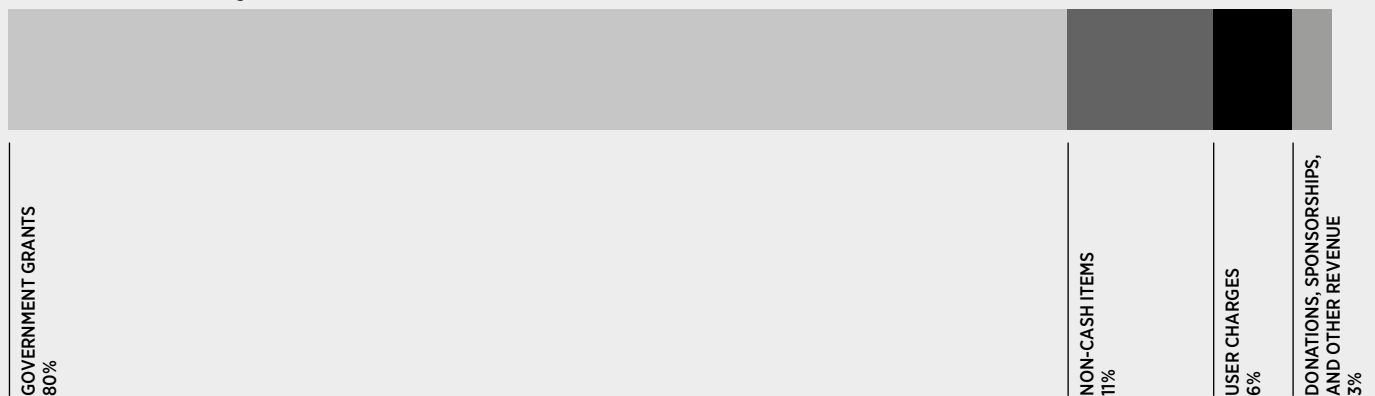
The Statement of Comprehensive Income for the Economic Entity is set out below.

STATEMENT OF COMPREHENSIVE INCOME	2024 \$'000	2023 \$'000
Total income from continuing operations	96,067	91,867
Total expenses from continuing operations	93,786	87,096
Operating result from continuing operations	2,281	4,771
Increase/(decrease) in asset revaluation reserve	(355)	(3,178)
Total comprehensive income	1,926	1,593

INCOME

In 2023-24, the Library Board was predominantly funded for the outputs it delivers by an administered grant (\$76.580 million), with user charges (\$5.825 million), donations and sponsorships (\$1.734 million), interest on funds invested (\$1.313 million) comprising the total cash income. Other non-cash items recognised as income include the funding for operating building lease expense (\$8.425 million), sponsorships, partnerships and legal deposit collection items (\$1.420 million), investment distributions (\$0.315 million) and net fair value gain on investments (\$0.439 million).

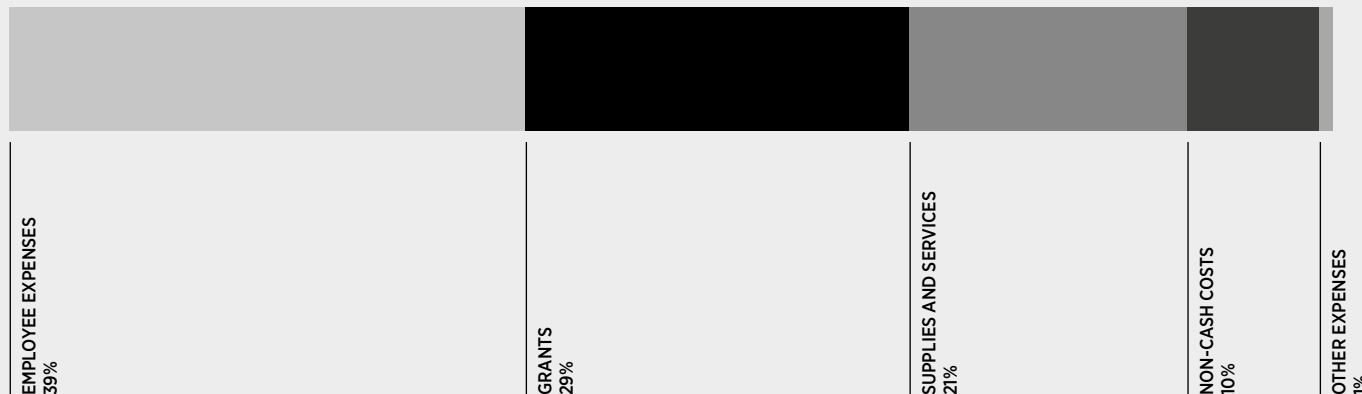
Economic Entity income 2024



EXPENSES

Expenses for the Library Board were \$93.786 million in 2023–24. The largest component is employee expenses (39%), with grants (29%), supplies and services (21%), non-cash costs (building lease, in-kind services and depreciation) (10%) and other expenses (1%) completing the total.

Economic Entity expenses 2024



OPERATING RESULT FROM CONTINUING OPERATIONS

The Statement of Comprehensive Income from continuing operations shows a \$1.926 million surplus for the Economic Entity; of this, \$0.819 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 2024, the net assets of the Library Board Economic Entity were \$165.987 million which is an increase of \$1.926 million from 2022–23.

FINANCIAL GOVERNANCE

Financial performance is reviewed internally on a monthly basis and reported to the Library Board during their regular meetings. Externally, the Queensland Audit Office oversees the Library Board’s financial performance. For the 2023–24 financial year, the Queensland Audit Office engaged BDO Australia to conduct 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 the financial statements, the control environment relevant to the financial transactions, information systems and management override of controls.

**LIBRARY BOARD OF QUEENSLAND
AND CONTROLLED ENTITY**

**FINANCIAL
STATEMENTS**

FOR THE YEAR ENDED 30 JUNE 2024

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LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

STATEMENTS OF COMPREHENSIVE INCOME

for the year ended 30 June 2024

	NOTE	ECONOMIC ENTITY		PARENT ENTITY	
		2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Income from continuing operations					
<i>Revenue</i>					
User charges	B1-1	5,825	5,169	5,796	5,138
Grants and contributions	B1-2	88,159	82,537	87,792	82,650
Other revenue	B1-3	1,329	3,953	1,150	3,847
Investment income	B1-4	315	245	193	123
Total revenue		95,628	91,904	94,931	91,758
Net fair value gain/(loss) on other financial assets	B1-5	439	(37)	277	(19)
Total Income from continuing operations		96,067	91,867	95,208	91,739
Expenses from continuing operations					
Employee expenses	B2-1	36,528	32,600	36,528	32,600
Supplies and services	B2-2	28,675	26,913	28,692	26,907
Grants and subsidies	B2-3	27,449	26,643	27,699	26,893
Depreciation and amortisation	C6-4	504	329	504	329
Other expenses	B2-4	630	611	611	585
Total expenses from continuing operations		93,786	87,096	94,034	87,314
Operating result from continuing operations		2,281	4,771	1,174	4,425
Other comprehensive income					
Items that will not be reclassified to operating result:					
Decrease in asset revaluation surplus	C10-2	(355)	(3,178)	(355)	(3,178)
Total other comprehensive income		(355)	(3,178)	(355)	(3,178)
Total comprehensive income		1,926	1,593	819	1,247

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 2024

	NOTE	ECONOMIC ENTITY		PARENT ENTITY	
		2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Current assets					
Cash and cash equivalents	C1	13,203	16,133	8,698	12,602
Receivables	C2	2,525	715	2,555	872
Inventories		215	231	215	231
Other current assets	C3	1,099	639	1,099	639
Other financial assets	C4	6,519	8,046	2,203	4,023
Total current assets		23,561	25,764	14,770	18,367
Non-current assets					
Intangible assets	C5	16,725	15,841	16,725	15,841
Property, plant and equipment	C6	129,878	127,709	129,878	127,709
Other financial assets	C4	2,203	-	2,203	-
Total non-current assets		148,806	143,550	148,806	143,550
Total assets		172,367	169,314	163,576	161,917
Current liabilities					
Payables	C7	843	1,204	843	1,429
Accrued employee benefits	C8	2,858	2,817	2,858	2,817
Contract liabilities	C9	2,679	1,232	2,519	1,135
Total current liabilities		6,380	5,253	6,220	5,381
Total liabilities		6,380	5,253	6,220	5,381
Net assets		165,987	164,061	157,355	156,536
Equity					
Contributed equity		1,465	1,465	1,465	1,465
Accumulated surplus		61,004	58,723	52,372	51,198
Asset revaluation surplus	C10-2	103,518	103,873	103,518	103,873
Total equity		165,987	164,061	157,355	156,536

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 2024

	ECONOMIC ENTITY \$'000	PARENT ENTITY \$'000
ACCUMULATED SURPLUS		
Balance 1 July 2022	53,952	46,773
Operating result from continuing operations	4,771	4,425
Balance 30 June 2023	58,723	51,198
Operating result from continuing operations	2,281	1,174
Balance 30 June 2024	61,004	52,372
ASSET REVALUATION SURPLUS (NOTE C10)		
Balance 1 July 2022	107,051	107,051
Decrease in asset revaluation surplus	(3,178)	(3,178)
Balance 30 June 2023	103,873	103,873
Decrease in asset revaluation surplus	(355)	(355)
Balance 30 June 2024	103,518	103,518
CONTRIBUTED EQUITY		
Balance 1 July 2022	1,465	1,465
Balance 30 June 2023	1,465	1,465
Balance 30 June 2024	1,465	1,465
TOTAL		
Balance 1 July 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
Operating result from continuing operations	2,281	1,174
Decrease in asset revaluation surplus	(355)	(355)
Balance 30 June 2024	165,987	157,355

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 2024

	NOTE	ECONOMIC ENTITY		PARENT ENTITY	
		2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Cash flows from operating activities					
<i>Inflows:</i>					
User charges		6,454	5,996	6,381	5,892
Grants and contributions		77,366	73,767	77,129	73,880
GST collected from customers		696	549	671	517
GST input tax credits from ATO		2,190	1,920	2,189	1,919
Interest receipts		1,248	1,021	1,069	914
Other inflows		16	2,932	16	2,932
<i>Outflows:</i>					
Employee expenses		(36,447)	(32,556)	(36,447)	(32,556)
Supplies and services		(20,055)	(18,256)	(20,298)	(18,025)
Grants and subsidies		(27,449)	(26,643)	(27,699)	(27,057)
GST paid to suppliers		(2,149)	(1,984)	(2,148)	(1,982)
GST remitted to ATO		(649)	(549)	(623)	(524)
Other outflows		(568)	(625)	(562)	(572)
Net cash provided/(used) by operating activities	CF-1	653	5,572	(322)	5,338
Cash flows from investing activities					
<i>Outflows:</i>					
Payments for heritage and cultural assets		(401)	(557)	(401)	(557)
Payments for library collections		(167)	(153)	(167)	(153)
Payments for property, plant and equipment		(2,315)	(2,200)	(2,315)	(2,200)
Payments for intangibles		(699)	(994)	(699)	(994)
Net cash used in investing activities		(3,583)	(3,904)	(3,582)	(3,904)
Net increase/(decrease) in cash and cash equivalents		(2,930)	1,668	(3,904)	1,434
Cash and cash equivalents – opening balance		16,133	14,465	12,602	11,168
Cash and cash equivalents – closing balance	C1	13,203	16,133	8,698	12,602

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	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Operating result	2,281	4,771	1,174	4,425
<i>Adjustments for non-cash items included in operating result:</i>				
Depreciation and amortisation expense	504	329	504	329
Donation of intangibles	(193)	(35)	(193)	(35)
Donation of heritage and cultural assets	(169)	(183)	(169)	(183)
Loss on disposal of assets	32	1	32	1
Net fair value (gain)/loss on QIC investments	(439)	38	(277)	19
QIC trust distributions	(315)	(245)	(193)	(123)
QIC management fee	30	24	17	12
<i>Changes in assets and liabilities:</i>				
(Increase)/decrease in GST input tax credits receivable	41	(63)	41	(63)
(Increase)/decrease in LSL reimbursement receivable	40	(95)	40	(94)
(Increase)/decrease in trade and other receivables	(1,890)	74	(1,742)	(90)
(Increase)/decrease in inventories	16	(80)	16	(80)
(Increase)/decrease in prepayments	(460)	37	(460)	37
Increase/(decrease) in accounts payable	(361)	147	(586)	373
Increase in contract liabilities	1,447	713	1,385	678
Increase in accrued employee benefits	41	139	41	139
Increase/(decrease) in GST payable	48	-	48	(7)
Net cash provided by operating activities	653	5,572	(321)	5,338

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.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2024

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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 the State Library of Queensland (State Library).

The Library Board is predominantly funded for the outputs it delivers by an administered grant which is provided in cash from Arts Queensland via the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts.

In 2023-24 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) 3842 9833, 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 2023.

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. Due to rounding, totals may not add exactly.

Comparatives

Comparative information reflects the audited 2022–23 financial statements.

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 2023-24 financial statements are estimated to be \$6,750 (2023: \$6,600). 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	
	2024	2023	2024	2023	2024	2023	2024	2023
Queensland Library Foundation	8,894	7,656	264	115	2,307	1,730	1,089	365

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
Sale of goods – Library Shop and Library Café	Revenue from sale of goods comprising stock within the Library Shop and the Library Café is recognised on transfer of the goods to the customer, which is the sole performance obligation.	Library Shop and Library Café revenue is recognised on transfer of the goods to the customer, as the performance obligation is met under AASB 15.
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 <i>Revenue from Contracts with Customers</i> (AASB 15). Where there is an enforceable contract with specific performance obligations, revenue is recognised under AASB 15.	User charges are recognised upon receipt as per AASB 1058 <i>Income of Not-for-Profit Entities</i> (AASB 1058) unless an enforceable contract with specific performance obligations is in place in which case it is 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 operates Anzac Square Memorial Galleries. From 1 July 2023 to 2 November 2023, the services were provided under an operating deed between Brisbane City Council (trustee) and the Department of the Premier and Cabinet (DPC). Funding was provided to State Library by DPC. From the 3 November 2023, the services are provided under a new operating agreement between Queensland Veteran's Council and State Library. 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	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
The Library Shop	611	582	611	582
Library Café	1,150	952	1,150	952
Building rentals	186	59	186	59
Research services	1,575	1,519	1,575	1,519
Network and internet services	260	256	260	256
Anzac Square Memorial Galleries	909	884	909	884
Venue hire	806	644	806	644
Other user charges	328	273	299	242
Total	5,825	5,169	5,796	5,138

B1-1 User charges CONT'D

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 Revenue from Contracts with Customers. 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 *Income of Not-for-Profit Entities*, 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.

¹Funding was received by State Library in 2023-24 for:

- Interim Truth and Treaty Body (ITTb). \$2.500M was received (2023: \$2.500M) with \$2.260M recognised as Grants and contributions revenue (2023: \$1.978M) and \$0.760M recognised as a Contract liability (2023: \$0.521M) (refer to Note C9). ITTB expenditure is recognised as part of the total expense in the relevant expense categories within these financial statements.
- State Library Digital Inclusion Initiatives received funding for the first year, of a 3-year agreement through the *Our Thriving Digital Future: Queensland's Digital Economy Strategy*. \$1.850M was received with \$0.520M recognised as Grants and contributions revenue and \$1.329M recognised as a contract liability (refer to Note C9).

State government grants	74,124	70,284	74,124	70,284
State government grants – ITTB	2,262	1,978	2,262	1,978
Commonwealth grants	194	202	194	202
Queensland Library Foundation projects	–	–	1,362	1,333
Donations and industry contributions	1,734	1,267	5	47
Goods and services received below fair value	1,420	1,218	1,420	1,218
Lease rental – received below fair value	8,425	7,588	8,425	7,588
Total	88,159	82,537	87,792	82,650

ECONOMIC ENTITY		PARENT ENTITY	
2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000

B1 REVENUE CONT'D

B1-2 Grants and contributions CONT'D

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.

B1-3 Other revenue

Disclosure – payroll tax refund

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 submitted three claims for insurance compensation from the Queensland Government Insurance Fund (QGIF) for replacement of lost physical assets. The first claim was finalised in 2022-23, the second and third claims have not yet been finalised, and any remaining recovery revenue will be received and recognised in the 2024-25 financial year. Plant and equipment lost in the flood have been written off in prior financial years.

Interest received	1,313	1,021	1,134	915
Payroll tax refund	-	2,718	-	2,718
Insurance compensation – QGIF	-	214	-	214
Miscellaneous revenue	16	-	16	-
Total	1,329	3,953	1,150	3,847

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 the distributions is established.

QIC distributions	315	245	193	123
Total	315	245	193	123

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

Accounting policy – net fair value 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 gain/(loss) on other financial assets	439	(37)	277	(19)
Total	439	(37)	277	(19)

B2 EXPENSES

B2-1 Employee expenses

Accounting policy – wages, salaries and annual leave

Wages, salaries and annual 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.

ECONOMIC ENTITY		PARENT ENTITY	
2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000

B2-1 Employee benefits and expenses CONT'D

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, which are now administered by the Government Division of the Australian Retirement Trust) as determined by the employee's conditions of employment.

Defined Contribution Plan – 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.

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.

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

Employee benefits

Wages and salaries	27,443	24,915	27,443	24,915
Employer superannuation contributions	4,189	3,491	4,189	3,491
Long service leave levy	729	676	729	676
Annual leave expenses	2,766	2,533	2,766	2,533

Employee Related Expenses

Other employee expenses	1,401	985	1,401	985
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Total

36,528	32,600	36,528	32,600
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2024 no.	2023 no.
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Full-Time Equivalent (FTE) employees *	307	301
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* FTE data as at 30 June 2024 (based upon the fortnight ending 28 June 2024).

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 and services provided below fair value

Contribution of goods and services is 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. Refer to Note B1-2 for the goods and services received below fair value.

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 Housing, Local Government, Planning and Public Works, which 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 Bank. 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	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
B2 EXPENSES <small>CONT'D</small>				
B2-2 Supplies and services <small>CONT'D</small>				
Advertising and graphic design	281	226	281	226
Bookshop and merchandising expenses	1,037	834	1,037	834
Communications	214	191	214	191
Professional services	1,736	2,386	1,736	2,386
Corporate service charges	948	875	948	875
Library subscriptions and memberships	1,716	1,506	1,716	1,506
Travel and vehicle costs	454	500	454	500
Materials, equipment and repairs	832	1,339	832	1,339
Freight and postage	367	385	367	385
Furniture and equipment	389	980	389	980
Goods provided below fair value expenses	1,000	965	1,000	965
Lease rental – provided below fair value	8,425	7,588	8,425	7,588
Office accommodation	631	603	631	603
Information technology	1,553	525	1,553	525
Library collections	3,352	3,190	3,352	3,190
Printing, stationery and office supplies	209	283	209	283
Property services	3,132	2,838	3,132	2,838
Sundries supplies and services	2,399	1,699	2,416	1,693
Total	28,675	26,913	28,692	26,907

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 expenses and B2-2 Supplies and services.

Public Library Grants	22,952	22,582	22,952	22,582
First 5 Forever grants	3,897	4,061	3,897	4,061
Vision Australia grant	350	-	350	-
Braille House grant	250	-	250	-
Queensland Library Foundation subsidy	-	-	250	250
Total	27,449	26,643	27,699	26,893

B2-4 Other expenses

Disclosure – other expenses

The Library Board maintains insurance for Directors and Officers, property, general liability, professional indemnity and personal accident and illness, where appropriate.

Total external audit fees for the economic entity relating to the 2023-24 financial year are estimated to be \$65,750 (2023: \$64,600). These fees, paid to the Queensland Audit Office, relate to the audit of the financial statements only.

External audit fees	66	64	66	57
Internal audit fees	124	70	124	70
Insurance premiums	104	104	104	104
Bad and doubtful debts	1	2	1	2
Board fees and expenses	41	44	41	44
ITT Board fees and expenses	168	235	168	235
Loss on disposal of assets	32	1	32	1
Management fees – QIC	30	24	17	12
Other expenses	64	67	58	60
Total	630	611	611	585

ECONOMIC ENTITY		PARENT ENTITY	
2024	2023	2024	2023
\$'000	\$'000	\$'000	\$'000

C1 CASH AND CASH EQUIVALENTS

Accounting policy – cash and cash equivalents

For the purposes of the Statement of Financial Position and the Statement of Cash Flows, cash assets include all cash, and cheques received but not banked at 30 June as well as deposits at call with the Queensland Treasury Corporation.

Imprest accounts	2	3	2	3
Cash at bank and on hand	395	239	101	200
Cash deposit accounts	12,806	15,891	8,595	12,399
Total	13,203	16,133	8,698	12,602

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 2024 is \$1.538M (2023: \$Nil), including \$0.509M for Anzac Square Memorial Galleries and \$1.030M related to grants.

Trade debtors	400	93	377	88
	400	93	377	88
GST receivable	241	282	241	282
GST payable	(73)	(26)	(62)	(15)
	168	256	179	267
Long service leave reimbursements	178	217	178	217
Queensland Library Foundation receivables	20	42	-	-
Queensland Library Foundation payable to State Library	-	-	94	247
Distributions receivable	154	107	122	53
Sundry debtors	67	-	67	-
Anzac Square Memorial Galleries	508	-	508	-
Grants receivable	1,030	-	1,030	-
	1,957	367	1,999	517
Total	2,525	715	2,555	872

C2-1 Impairment of receivables

Accounting policy – impairment of receivables

Where 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.

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	
2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'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.

Prepayment subscription services	1,099	639	1,099	639
Total	1,099	639	1,099	639

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. The QIC Short Term Investment Fund is held with the intention of short term profit being realised in the form of distributions, the QIC Long Term Diversified Fund is held with the intention of a long term increase in value of the investment.

Current				
QIC Short Term Investment Fund	6,519	8,046	2,203	4,023
Total	6,519	8,046	2,203	4,023
Non – Current				
QIC Long Term Diversified Fund	2,203	-	2,203	-
Total	2,203	-	2,203	-

C5 INTANGIBLES

C5-1 Recognition and measurement

Accounting policy

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.

Computer software

Software with a 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.

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 amortisation rate used for the Library Board's 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	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
C5-4 Intangible Assets – Balances and Reconciliations of Carrying Amount				
Intangible assets				
Heritage digital collections				
At cost	16,206	15,423	16,206	15,423
Work in progress	509	19	509	19
Computer software				
At cost	10	2	10	2
Work in progress	-	397	-	397
Total	16,725	15,841	16,725	15,841
Intangible reconciliation				
Heritage digital collections				
Carrying amount at 1 July 2023	15,423	14,408	15,423	14,408
Acquisitions/internally developed items	590	980	590	980
Donations	193	35	193	35
Heritage digital collections carrying amount as at 30 June 2024	16,206	15,423	16,206	15,423
Heritage digital collections work in progress				
Carrying amount at 1 July 2023	19	19	19	19
Movement in work in progress	490	-	490	-
Heritage digital collections work in progress carrying amount as at 30 June 2024*	509	19	509	19
Heritage digital collections total carrying amount as at 30 June 2024	16,715	15,442	16,715	15,442
Computer software				
Carrying amount computer software at 1 July 2023	2	2	2	2
Acquisitions	8	-	8	-
Computer software carrying amount as at 30 June 2024	10	2	10	2
Computer software work in progress				
Carrying amount at 1 July 2023	397	383	397	383
Movement in work in progress	(397)	14	(397)	14
Computer software work in progress carrying amount as at 30 June 2024	-	397	-	397
Computer software total carrying amount as at 30 June 2024	10	399	10	399
Total intangibles carrying amount as at 30 June 2024	16,725	15,841	16,725	15,841

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

State Library has software with an original cost of \$0.555M (2023: \$0.555M) that has been written down to a residual value of \$2,000 (2023: \$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 is 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, please refer to Note D1.

The Memory Collections measured at fair value are comprehensively revalued at least once every 5 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 examines management's 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. For financial reporting purposes, the revaluation process is managed by the Library Board's finance team, who determines the specific revaluation practices and procedures. The Library Board's ARMC oversees the revaluation processes implemented by management. The ARMC examines management's annual review 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 5 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).

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 2023-24 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.

ECONOMIC ENTITY		PARENT ENTITY	
2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000

C6 PROPERTY, PLANT AND EQUIPMENT CONT'D

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.

C6-6 Property, plant and equipment

Heritage and cultural assets:

Memory collections	91,540	90,715	91,540	90,715
Artworks at fair value	31	31	31	31

Total heritage and cultural assets at fair value

91,571	90,746	91,571	90,746
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Total library collections at fair value

33,242	33,684	33,242	33,684
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Plant and equipment:

Plant and equipment	7,615	7,010	7,615	7,010
Less: accumulated depreciation	(2,550)	(3,731)	(2,550)	(3,731)

Total plant and equipment carrying amount – at cost

5,065	3,279	5,065	3,279
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Total

129,878	127,709	129,878	127,709
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The Library Board has property, plant and equipment with an original cost of \$1.363M (2023: \$2.634M) that has been written down to a residual value of \$36,966 (2023: \$50,383) and still being used in the provision of services.

ECONOMIC ENTITY		PARENT ENTITY	
2024	2023	2024	2023
\$'000	\$'000	\$'000	\$'000

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

Fair value measurement

Heritage and cultural assets

Carrying amount at 1 July – at cost	578	-	578	-
Carrying amount at 1 July – at valuation	90,168	89,985	90,168	89,985
Acquisitions	401	557	401	557
Donations received	169	183	169	183
Transfers	255	21	255	21
Carrying amount at end of financial year	91,571	90,746	91,571	90,746

Library collections

Carrying amount at 1 July – at cost	153	147	153	147
Carrying amount at 1 July – at valuation	33,531	36,584	33,531	36,584
Acquisitions	167	153	167	153
Transfers	-	(98)	-	(98)
Net revaluation increments/(decrements)	(610)	(3,102)	(610)	(3,102)
Carrying amount at end of financial year	33,241	33,684	33,241	33,684

Plant and equipment

Carrying amount at 1 July – at cost	3,279	1,408	3,279	1,408
Acquisitions	2,315	2,201	2,315	2,201
Disposals	(32)	(1)	(32)	(1)
Transfers	8	-	8	-
Depreciation expense	(504)	(329)	(504)	(329)
Carrying amount at end of financial year	5,066	3,279	5,066	3,279

Total

Carrying amount at 1 July – at cost	4,010	1,556	4,010	1,556
Carrying amount at 1 July – at valuation	123,700	126,569	123,700	126,569
Acquisitions	2,883	2,910	2,883	2,910
Donations received	169	183	169	183
Disposals	(32)	(1)	(32)	(1)
Transfers	263	(77)	263	(77)
Net revaluation increments/(decrements)	(610)	(3,102)	(610)	(3,102)
Depreciation expense	(504)	(329)	(504)	(329)
Carrying amount at end of financial year	129,879	127,709	129,879	127,709

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 2024.

Current

Trade creditors	526	766	526	766
Accrued expenses	317	438	317	663
Total	843	1,204	843	1,429

ECONOMIC ENTITY		PARENT ENTITY	
2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000

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 expenses are disclosed in Note B2-1.

Annual leave	2,588	2,535	2,588	2,535
Long service leave levy payable	213	193	213	193
Wages outstanding	57	89	57	89
Total	2,858	2,817	2,858	2,817

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 30 June 2023, \$0.988M has been recognised as revenue in 2023–24. (2023: \$0.392M).

Contract liabilities at 30 June 2024 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	95	110	95	110
Digital Inclusion initiatives	1,330	–	1,330	–
Anzac Square Memorial Galleries	169	373	169	373
Indigenous Languages Project	165	110	165	110
Research fees	–	20	–	20
ITT ¹	760	522	760	522
Other grants	160	97	–	–
Total	2,679	1,232	2,519	1,135

¹ State Library hosted the ITTB until 30 June 2024, its program of work ceased during 2023–24, as the First Nations Treaty Institute (Treaty Institute) was established, under the Path to Treaty Act 2023 on 24 April 2024. The contract liability between State Library and ITTB will transfer to The Treaty Institute during 2024–25.

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.

C10-2 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.

	ECONOMIC ENTITY		
	LIBRARY COLLECTIONS \$'000	HERITAGE AND CULTURAL ASSETS \$'000	TOTAL \$'000
Balance 1 July 2022	31,622	75,429	107,051
Revaluation decrement	(3,178)	–	(3,178)
Balance 30 June 2023	28,444	75,429	103,873
Balance 1 July 2023	28,444	75,429	103,873
Revaluation decrement	(355)	–	(355)
Balance 30 June 2024	28,089	75,429	103,518

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.

The Library Board assets are categorised as follows:

	LEVEL 1		LEVEL 2		LEVEL 3		AT COST		TOTAL CARRYING AMOUNT	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Heritage and cultural Library Collections	-	-	-	-	91,571	90,746	-	-	91,571	90,746
Plant and equipment Investments	-	-	-	-	-	-	5,065	3,279	5,065	3,279
	-	-	8,721	8,046	-	-	-	-	6,519	8,046
Total	-	-	8,721	8,046	124,813	124,430	5,065	3,279	136,397	135,755

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.

ECONOMIC ENTITY		PARENT ENTITY	
2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000

D1 FAIR VALUE MEASUREMENT CONT'D

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 dealer's catalogues, book seller's price-lists, and offerings on the internet. Pickles Valuation Services has subscription services to American Book Price Current (ABPC), Rare Book Hub, Australian Art Sales Digest (AASD), 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 5 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:

30/6/2024

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.

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	13,203	16,133	8,698	12,602
Receivables	C2	2,525	715	2,555	872
Other financial assets	C4	6,519	8,046	2,203	4,023
Total financial assets		22,247	24,894	13,456	17,497
Financial liabilities					
Payables	C7	843	1,204	843	1,429
Total financial liabilities		843	1,204	843	1,429

No financial assets and financial liabilities have been offset, these are presented as gross figures in the Statement 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).

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.

Credit risk

Credit risk exposure relating to receivables is disclosed in Note C2-1.

ECONOMIC ENTITY		PARENT ENTITY	
2024	2023	2024	2023
\$'000	\$'000	\$'000	\$'000

D2 FINANCIAL RISK DISCLOSURES CONT'D

D2-5 Liquidity risk disclosure

Liquidity risk

The Library Board aims to reduce the exposure to liquidity risk (primarily through payables) by ensuring sufficient funds are available in cash and cash equivalent accounts to meet employee and supplier obligations as they fall due.

The liquidity risk of non-derivative financial liabilities relate to payables of \$0.843M (2023: \$1.204M) due in less than one year.

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	7,542	8,664	7,542	8,664
Later than one year and not later than five years	4,239	5,560	4,239	5,560
	11,781	14,224	11,781	14,224

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

	2024 ACTUAL \$'000	2024 ORIGINAL BUDGET \$'000	BUDGET VARIANCE \$'000
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E1 BUDGETARY REPORTING DISCLOSURES – ECONOMIC ENTITY

This section contains explanations of major variances between the Library Board's actual 2023–24 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	5,825	4,838	987
Grants and contributions	88,159	83,380	4,779
Other	1,329	-	1,329
Investment income	315	893	(578)
Total revenue	95,628	89,111	6,517
Net fair value gain on other financial assets	439	-	439
Total income from continuing operations	96,067	89,111	6,956

Expenses from continuing operations

Employee benefits and expenses	36,528	33,925	2,603
Supplies and services	28,675	27,633	1,042
Grants and subsidies	27,449	26,788	661
Depreciation and amortisation	504	545	(41)
Other expenses	630	220	410
Total expenses from continuing operations	93,786	89,111	4,675
Operating result from continuing operations	2,281	-	2,281

Other comprehensive income

Items that will not be reclassified to operating result:

Decrease in asset revaluation	(355)	-	(355)
Total other comprehensive income	(355)	-	(355)
Total comprehensive income	1,926	-	1,926

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

User charges: The actual figure is higher than the budgeted figure primarily due to better-than-anticipated performance for the Library Café and Venue Hire functions in addition to a carry over of Anzac Square Memorial Galleries user charges from a prior year.

Grants and contributions: The actual figure is higher than the budgeted figure primarily due to grant funding confirmed throughout the year, including for the Digital Inclusion Initiatives (\$1.850M), for the carry over of unspent funds from 2022-23 for ITTB (\$0.521M), funding for Vision Australia and Braille House (\$0.600M) 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 (\$1.297M).

Other revenue: Other revenue is higher than the budget due to better-than-expected returns from increases in the QIC cash rate and recognised as interest income under the 'Other' category in the actuals, compared to the budget where it is included in the investment income category which is also more favourable than anticipated.

Net fair value gain on other financial assets: Gains on other financial assets are higher than budget due to favourable movements in QIC investments.

Employee benefits and expenses: The actual results exceed budget primarily due to an Enterprise Agreement (EB) increase, including \$0.834M for a one-time Cost of Living Allowance (COLA) payment, \$0.450M due to a variance between budgeted and actual EB increases, \$0.158M for a superannuation top-up for staff in defined benefit superannuation plans, and an additional \$0.440M in salaries for the funded Digital Inclusion Initiatives program.

Supplies and services: Expenditure is higher than budget, primarily related to ITTB expenditure and Digital Inclusion Initiatives which were not included in the original budget, there is also some unbudgeted expenditure for ICT capital projects which did not meet the capitalisation criteria and were expensed through the Statement of Comprehensive Income with no corresponding budget.

Grants and subsidies: Expenditure is higher than budget due to administered grants for Vision Australia and Braille House where State Library received and recognised funding after the original budget was finalised.

Other expenses: The actual spending exceeded the budget primarily related to the ITTB Board Fees and minor asset write-offs.

Items that will not be reclassified to operating result – decrease in asset revaluation: The asset revaluation relates primarily to a revaluation decrement for Library Collections.

ECONOMIC ENTITY

	2024 ACTUAL \$'000	2024 ORIGINAL BUDGET \$'000	BUDGET VARIANCE \$'000
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E1 BUDGETARY REPORTING DISCLOSURES – ECONOMIC ENTITY CONT'D**E1-3 Budget to actual comparison – Statement of Financial Position****Current assets**

Cash and cash equivalents	13,203	12,690	513
Receivables	2,525	749	1,776
Inventories	215	151	64
Other current assets	1,099	676	423
Other financial assets	6,519	7,768	(1,249)

Total current assets	23,561	22,034	1,527
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Non-current assets

Intangible assets	16,725	15,999	726
Property, plant and equipment	129,878	130,307	(429)
Other financial assets	2,203	-	2,203

Total non-current assets	148,806	146,306	2,500
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Total assets	172,367	168,340	4,027
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Current liabilities

Payables	843	1,082	(239)
Accrued employee benefits	2,858	2,676	182
Contract liabilities	2,679	518	2,161

Total current liabilities	6,380	4,276	2,104
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Total liabilities	6,380	4,276	2,104
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Net assets	165,987	164,064	1,923
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E1-4 Explanation of major variances – Statement of Financial Position

Cash and cash equivalents: The closing cash and cash equivalents are higher than budgeted, mainly due to a higher than anticipated opening balance from the unbudgeted Payroll Tax Refund received in 2022-23.

Receivables: Receivables are higher at year end than budgeted, primarily due to outstanding Quarter 4 milestones for funded programs, including \$0.967M for Digital Inclusion Initiatives, \$0.508M for the management of Anzac Square Memorial and the June QTC interest on investment.

Other current assets: The variance in prepayments from the original budget is due to the completion of ICT capital projects with increased operational expenses for hardware maintenance and software licensing which were prepaid as part of the project.

Other financial assets – current/non-current: Other financial assets relate to QIC's investments, with the non-current portion reclassified during the year.

Intangible assets: The increase in intangible assets reflects State Library's increased focus on both purchasing digital assets, such as digital stories and oral histories, and digitising the unique collections.

Payables: The closing balance of payables is lower than budgeted due to last supplier payment for the year taking place on 28 June 2024. There was a lower number and value of invoices remaining for payment at balance date than budgeted.

Contract liabilities: The closing balance of contract liabilities at reporting date was higher than budgeted due to unearned revenue recognised for contracts with outstanding performance obligations, primarily \$1.321M for Digital Inclusion Initiatives and \$0.760M for ITTB.

ECONOMIC ENTITY

	2024 ACTUAL \$'000	2024 ORIGINAL BUDGET \$'000	BUDGET VARIANCE \$'000
E1-5 Budget to actual comparison – Statement of Cash Flows			
Cash flows from operating activities			
<i>Inflows:</i>			
User charges	6,454	5,241	1,213
Grants and contributions	77,366	76,202	1,164
GST collected from customers	696	-	696
GST input tax credits from ATO	2,190	-	2,190
Interest receipts	1,248	893	355
Other	16	311	(295)
<i>Outflows:</i>			
Employee expenses	(36,447)	(33,925)	(2,522)
Supplies and services	(20,055)	(20,455)	400
Grants and subsidies	(27,449)	(26,788)	(661)
GST paid to suppliers	(2,149)	-	(2,149)
GST remitted to ATO	(649)	-	(649)
Other	(568)	(914)	346
Net cash provided by operating activities	653	565	88
Cash flows from investing activities			
<i>Inflows:</i>			
Sales of non-financial assets	-	695	(695)
<i>Outflows:</i>			
Payments for heritage and cultural assets	(401)	-	(401)
Payments for Library Collections	(167)	-	(167)
Payments for property, plant and equipment	(2,315)	-	(2,315)
Payments for intangibles	(700)	-	(700)
Payments for non-financial assets	-	(2,247)	2,247
Net cash used in investing activities	(3,583)	(1,552)	(2,031)
Net increase/(decrease) in cash held	(2,930)	(987)	(1,943)
Cash and cash equivalents – opening balance	16,133	13,677	2,456
Cash and cash equivalents – closing balance	13,203	12,690	513

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

User Charges: Cash inflows for user charges are higher than the budgeted figure primarily due to better than anticipated performance for the Library Café and Venue Hire.

Interest: Cash inflows for interest income are higher than budget due to better-than-expected returns from increases in the QIC cash rate and higher than budgeted opening balance for cash equivalents.

Employee expenses: Cash outflows exceed budget due to unbudgeted Enterprise Agreement (EB) increase and associated payments, including \$0.834M for a one-time Cost of Living Allowance (COLA) payment, \$0.450M due to a variance between budgeted and actual EB increases, \$0.158M for a superannuation top-up for staff in defined benefit superannuation plans, and unbudgeted cash outflows for \$0.440M in salaries for the funded Digital Inclusion Initiatives program.

Sales of non-financial assets: The budget included an estimate for sale of non-financial assets which did not take place during 2023–24.

Payments for property, plant and equipment: Increased cash outflows for property, plant and equipment relate to the investment in ICT capital projects which were funded from State Library cash reserves.

Payments for non-financial assets: The budgeted amount reflects the budget for all other payments under cash flows from investing activities, with the actuals split by asset class.

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 (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 2022-23 and 2023-24 as part of the Executive Leadership Team. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Leadership.

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 Services ¹	The Executive Director, Corporate Services (formerly Executive Director, Corporate Governance and Operations) is responsible for providing a range of organisational wide services that underpin and support State Library's activities.
Executive Director, Content ¹	The Executive Director, Content (formerly 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, Community Partnerships ¹	The Executive Director, Community Partnerships (formerly Executive Director, Public Libraries and Engagement) is responsible for providing support for local government and communities to deliver library services in over 325 library and Indigenous Knowledge Centre (IKC) service points in Queensland.
Executive Director, Experience ¹	The Executive Director, Experience is responsible for the overarching delivery of enriching experiences at State Library.

¹ An organisational realignment was implemented, effective 5 February 2024, to put in place a structure that better positions State Library to deliver on its strategic intent. Changes to the Executive Director roles include:

- Executive Director, Corporate Governance and Operations became Executive Director, Corporate Services
- Executive Director, Content and Client Services became Executive Director, Content
- Executive Director, Public Libraries and Engagement became Executive Director, Community Partnerships
- Executive Director, Experience: Newly created role

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 officers 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.

The 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.

F1-3 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 \$'000	POST- EMPLOYMENT EXPENSES \$'000	TERMINATION BENEFITS \$'000	TOTAL EXPENSES \$'000
	MONETARY EXPENSES \$'000	NON-MONETARY BENEFITS \$'000				
1 July 2023 – 30 June 2024						
State Librarian and CEO	300	5	8	38	–	351
Executive Director, Corporate Services ¹	62	2	2	15	3	84
Executive Director, Corporate Services ²	133	2	3	15	–	153
Executive Director, Content	200	6	5	29	–	240
Executive Director, Community Partnerships	202	5	5	29	–	241
Executive Director, Experience ³	47	–	1	6	–	54
Total Remuneration	944	20	25	132	3	1,123
1 July 2022 – 30 June 2023						
State Librarian and CEO	296	4	7	38	–	345
Executive Director, Corporate Governance and Operations ⁴	155	2	4	18	–	179
Executive Director, Content and Client Services ⁵	188	5	4	20	–	217
A/Executive Director, Content and Client Services ⁶	63	–	2	7	–	72
Executive Director, Public Libraries and Engagement	195	5	5	21	–	226
Total Remuneration	897	16	22	104	–	1,039

¹ Executive Director, Corporate Services resignation date 22 December 2023.

² Executive Director, Corporate Services commencement date 27 November 2023

³ Executive Director Experience commencement date 1 April 2024

⁴ The Executive Director, Corporate Governance and Operations was on leave for the period 1 September 2022 to 16 January 2023 (inclusive).

⁵ 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).

⁶ Acting Executive Director, Content and Client Services for the period 5 September 2022 to 10 January 2023 (inclusive).

F1 KEY MANAGEMENT PERSONNEL (KMP) DISCLOSURES CONT'D**F1-4 Library Board remuneration**

Library Board Fees, including both sitting fees and special assignment fees totalled \$41,659 (2023: \$43,530). Other fees such as fringe benefits tax, superannuation, insurance, travel, catering and printing totalled \$52,560 (2023: \$58,086). The total cost of Library Board operations was therefore \$94,219 (2023: \$101,616).

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.

Remuneration of board members was as follows:

NAME	MEMBER FROM	MEMBER TO	2024 \$'000	2023 \$'000
Mrs Debbie Best (Chairperson) ¹	March 2022	February 2026	13	7
Professor Andrew Griffiths (Chairperson)	March 2014	February 2023	-	8
Emeritus Professor Tom Cochrane AM (Deputy Chairperson)	March 2017	February 2026	4	5
Ms Cheryl Buchanan	August 2021	August 2024	4	4
Cr Matt Burnett ²	June 2023	February 2026	-	-
Ms Kim Hughes	March 2023	February 2026	5	2
Professor Marek Kowalkiewicz	March 2017	February 2023	-	3
Ms Julia Leu	August 2016	February 2023	-	3
Mr Robert dhurwain McLellan	May 2024	May 2027	1	-
Ms Nicola Padget	March 2020	February 2026	6	6
Mr Dean Parkin ³	March 2022	January 2024	-	-
Dr Jodie Siganto	March 2020	February 2026	5	5
Ms Courtney Talbot	March 2023	February 2026	4	1
Total			42	44

¹ Mrs Debbie Best was appointed Chairperson from 1 March 2023.

² Cr Matt Burnett is a local government mayor and does not receive remuneration as a Library Board member.

³ Mr Dean Parkin did not accept board fees for 2022-23 and 2023-24, was granted a leave of absence from 21 April 2023 to 30 November 2023, and resigned as a board member effective from 12 January 2024.

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 councils¹.

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 2023-24 included sitting and meeting fees, 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.

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.

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 2023-24 financial year the Library Board received grant funding for the Interim Truth and Treaty Body, provided in cash, from the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts.

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 are leased via the Department of Housing, Local Government, Planning and Public Works and motor vehicles are leased via QFleet 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).

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 2023-24, 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.

¹ Under the *Libraries Act 1988* (Qld), the Library 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.

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 2023-24 had any material impact on the financial statements.

Accounting standards early adopted

No Australian Accounting Standards have been early adopted for 2023-24.

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

Whole-of-Government climate-related reporting

The State of Queensland, as the ultimate parent of the Library Board, has published a wide range of information and resources on climate related risks, strategies and actions accessible via www.energyandclimate.qld.gov.au/climate

The Queensland Sustainability Report (QSR) outlines how the Queensland Government measures, monitors and manages sustainability risks and opportunities, including governance structures supporting policy oversight and implementation.

To demonstrate progress, the QSR also provides time series data on key sustainability policy responses. The QSR is available via Queensland Treasury's website at www.treasury.qld.gov.au/programs-and-policies/esg/

Library Board accounting estimates and judgements – climate related risks

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.

F6 IMPACT FROM NATURAL DISASTERS

There were no natural disaster impacts during the financial year.

There are outstanding insurance claims related to the loss of physical assets as a result of the 2022 flood; no insurance revenue was received in 2023-24 as the claim has not yet been finalised, any associated revenue will be received and recognised in the 2024-25 financial year (2023: \$0.214M).

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 2024, 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
29 August 2024



Vicki McDonald AM FALIA
State Librarian and CEO
State Library of Queensland
29 August 2024

INDEPENDENT AUDITOR'S REPORT



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).

The financial report comprises the statements of financial position as at 30 June 2024, 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.

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 2024, and their financial performance and cashflows for the year then ended;

and

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

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 (including Independence Standards)* (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 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 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of my responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/auditors_responsibilities/ar3.pdf

This description forms part of my auditor's report.

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 2024:

- 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

30 August 2024

Queensland Audit Office
Brisbane

APPENDICES

Appendix A:

LIBRARY BOARD MEMBERS, ATTENDANCE, REMUNERATION AND EXPENSES

	MEMBER		MEETINGS 2023-24		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	28 Feb 2023	7	6	\$12,000 pa	\$1,000 pa	\$13,000
	1 Mar 2023	28 Feb 2026					
Emeritus Professor Tom Cochrane AM (Deputy Chairperson)	1 Mar 2017	28 Feb 2026	7	5	\$4,000 pa	N/A	\$4,000
Ms Cheryl Buchanan	26 Aug 2021	25 Aug 2024	7	7	\$4,000 pa	N/A	\$4,000
Cr Matt Burnett	22 Jun 2023	28 Feb 2026	7	6	N/A	N/A	N/A
Ms Kim Hughes	1 Mar 2023	28 Feb 2026	7	7	\$4,000 pa	\$1,000 pa	\$5,000
Mr Robert McLellan	2 May 2024	1 May 2027	2	1	\$4,000 pa	N/A	\$659
Ms Nicola Padget	1 Mar 2020	28 Feb 2026	7	6	\$4,000 pa	\$2,000 pa	\$6,000
Mr Dean Parkin	31 Mar 2022	11 Jan 2024	3	0	N/A	N/A	N/A
Dr Jodie Siganto	1 Mar 2020	28 Feb 2026	7	7	\$4,000 pa	\$1,000 pa	\$5,000
Ms Courtney Talbot	1 Mar 2023	28 Feb 2026	7	7	\$4,000 pa	N/A	\$4,000

Total out of pocket expenses: \$15,571

Note: Dean Parkin did not accept board fees for 2023-24, was granted a leave of absence from 21 April to 30 November 2023, and resigned effective from 12 January 2024.

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	1	1	Company Director
	6 Sep 2021	5 Sep 2023			President (from 15/05/2018 to 5/9/2023)
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 to 5/9/2023) President (from 5/9/2023)
Ms Helen Barnard	14 Oct 2019	13 Oct 2022	4	4	Company Director
	01 Feb 2023	31 Jan 2026			
Mr Ken MacDonald AM	14 Oct 2019	13 Oct 2022	4	4	Company Director
	01 Feb 2023	31 Jan 2026			
Mr Tony Kinivan	14 Oct 2019	13 Oct 2022	4	4	Company Director
	01 Feb 2023	31 Jan 2026			
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	4	3	Company Director
Mrs Debbie Best	01 Mar 2023	28 Feb 2026	4	3	Ex-officio Company Director and Chairperson, Library Board of Queensland
Mr Jim Briscoe	06 Sept 2023	5 Sept 2026	3	3	Company Director
Mr Michael Hogan	06 Sept 2023	5 Sept 2026	3	2	Company Director

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
Ms Helen Barnard
Mr Jim Briscoe
Mr Michael Hogan
Mr Ken MacDonald AM
Mr Tony Kinivan
Ms Susan Hocking
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	3
Accessibility	Table of contents		5
	Glossary	ARRs – section 9.1	94
	Public availability	ARRs – section 9.2	95
	Interpreter service statement	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	95
	Copyright notice	Copyright Act 1968 ARRs – section 9.4	95
	Information licensing	QGEA – <i>Information Licensing</i> ARRs – section 9.5	95
General information	Introductory information	ARRs – section 10	8
Non-financial performance	Government’s objectives for the community and whole-of-government plans/specific initiatives	ARRs – section 11.1	9
	Agency objectives and performance indicators	ARRs – section 11.2	17
	Agency service areas and service standards	ARRs – section 11.3	17
Financial performance	Summary of financial performance	ARRs – section 12.1	51
Governance – management and structure	Organisational structure	ARRs – section 13.1	43
	Executive management	ARRs – section 13.2	46
	Government bodies (statutory bodies and other entities)	ARRs – section 13.3	47
	Public sector ethics	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	41
	Human rights	<i>Human Rights Act 2019</i> ARRs – section 13.5	42
	Queensland public service values	ARRs – section 13.6	n/a
Governance – risk management and accountability	Risk management	ARRs – section 14.1	41, 47, Appendix A
	Audit committee	ARRs – section 14.2	41, 47, Appendix A
	Internal audit	ARRs – section 14.3	41
	External scrutiny	ARRs – section 14.4	41
	Information systems and recordkeeping	ARRs – section 14.5	41
	Information security attestation	ARRs – section 14.6	n/a
Governance – human resources	Strategic workforce planning and performance	ARRs – section 15.1	39
	Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	n/a
Open Data	Statement advising publication of information	ARRs – section 16	42
	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	87
	Independent Auditor’s Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	88

FAA *Financial Accountability Act 2009* (Qld)

FPMS *Financial and Performance Management Standard 2019* (Qld)

ARRs Annual report requirements for Queensland Government agencies

GLOSSARY

AIATSI	Australian Institute of Aboriginal and Torres Strait Islander Studies	NSLA	National and State Libraries Australasia Australia's and New Zealand's national and state libraries working together
AISA	Australian Information Security Association A not-for-profit organisation and charity that champions the development of a robust information security sector	PLAG	Public Libraries Advisory Group
ALIA	Australian Library and Information Association	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
ARMC	Audit and Risk Management Committee	QAO	Queensland Audit Office
ARRs	<i>Annual report requirements for Queensland Government agencies</i>	QGEA	Queensland Government Enterprise Architecture
ATO	Australian Taxation Office	QUT	Queensland University of Technology
BDO	An accountancy and advisory organisation	QVC	Queensland Veterans' Council
COVID-19	Novel coronavirus disease	QWC	Queensland Writers Centre
DPC	Department of the Premier and Cabinet	QLF / the Foundation	Queensland Library Foundation
EBA	Enterprise bargaining agreement	VALA	An independent, Australian-based not-for-profit organisation that supports the use and understanding of information technology in libraries and the GLAM sector
eDRMS	Electronic document and record management system		
FAA	<i>Financial Accountability Act 2009 (Qld)</i>		
FBT	Fringe benefits tax		
FPMS	<i>Financial and Performance Management Standard 2019 (Qld)</i>		
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		
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		
NED	National edeposit		

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The Annual Report documents State Library of Queensland's activities, initiatives and achievements during 2023–24 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 governance@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 2024
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