

GOVERNANCE

OUR WORKFORCE

STRATEGIC WORKFORCE PLANNING AND PERFORMANCE

The *Strategic Workforce Plan 2021–25* 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.

Following the 2023–24 organisational realignment, the *Strategic Workforce Plan 2021–25* was reviewed and updated to evaluate progress and relevance, and to reflect evolving workforce needs. Key actions that have been and are being undertaken to support and develop the workforce include:

- deepening the commitment to reconciliation through enhancing the cultural capability of the workforce
- delivering the *First Nations Recruitment and Retention Strategy*
- embedding the Leadership competencies for Queensland framework
- 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 development opportunities for all people leaders to enhance their people management skills
- implementing the *Health and Wellbeing Strategy 2022–26*
- implementing the *Work Health and Safety Gap Analysis Plan 2023–25*
- implementing a new annual performance development process that meets staff needs and complies with positive performance management requirements.

Staff participated in the Working for Queensland 2024 survey, achieving a response rate of 70%. 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.

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. The range of flexible working arrangements include 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 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 initiatives to reframe the state's relationship with Aboriginal peoples and Torres Strait Islander peoples, and 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 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.

Policies continue to be reviewed and new systems developed in accordance with the *Work Health and Safety Gap Analysis Plan 2023–25* to safeguard the physical and mental health of employees. This plan was developed to ensure robust incident and risk management strategies are in place, safety management systems meet work health and safety duties, and to cultivate a thriving, resilient and productive workforce.

Health and safety training programs, including standard and mental health first aid certification, peer support training and manual tasks education programs, have enhanced awareness and empowered employees to proactively mitigate risks in their work environments. The Health and Wellbeing Group coordinated events to help staff enhance their mindfulness practices, build essential mental health capabilities, foster use of the employee assistance program and enhance awareness of important health issues.

Providing support for employee mental health remained a priority. The employee assistance program supplied by TELUS Health offered counselling services, webinars, resources 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 continued to provide further support to employees when required.

The Work Health and Safety (WHS) Committee met on a quarterly basis and was involved in consultation and feedback on workplace health and safety priority areas. It provided progress reports on identified safety issues, and consultation on the terms of reference for the committee and the incident management procedure. The senior health, safety and wellbeing officer position continued to play a key role in establishing and maintaining a healthy, safe and supportive work culture. WHS reporting was presented to the ELT and the Workplace Health and Safety Committee on a quarterly basis.

GOVERNANCE, ACCOUNTABILITY AND RISK

PUBLIC SERVICE ETHICS

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 the 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

The internal audit function supports the Audit and Risk Management Committee (ARMC) by delivering independent and objective assurance and advisory services to the State Librarian and CEO and the Library Board of Queensland. During 2024–25, the internal audit function was carried out on behalf of State Library by the Deloitte Risk Advisory internal audit team. Internal audit services are delivered in line with an approved Internal Audit Charter that incorporates professional standards and the Queensland Treasury Audit Committee Guidelines: *Improving Accountability and Performance*. Internal audit services are independent of the activities reviewed, of management and of the Queensland Audit Office (QAO).

The role of the internal audit function is to:

- appraise 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 operations. This responsibility includes advice on measures taken to establish and maintain a reliable and effective system of internal control.

The overarching *Strategic Audit Plan* is shaped by identified strategic and operational risks. The *Strategic Audit Plan* is reviewed 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 2024–25, the internal audit function:

- developed and implemented an annual audit plan aligned with strategic and operational risks and business objectives
- advised management on business improvement opportunities identified through audit reviews
- reported key findings and thematic insights from audits to the ARMC.

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

This disclosure is made in accordance with the *Annual report requirements for Queensland Government agencies* and is separate from the requirements outlined in the *Audit Committee Guidelines: Improving Accountability and Performance*.

EXTERNAL SCRUTINY

Each year, an external audit is conducted on 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 2024–25 on 29 August 2025
- Queensland Library Foundation financial statements for 2024–25 on 29 August 2025.

There were no material issues identified by external audit in 2024–25.

RISK MANAGEMENT

The Board sets the risk appetite for State Library and monitors the identified strategic risks. 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. Risk is identified at the strategic and operational levels. The approach to risk management continues to evolve to ensure it is fit for purpose, meets the demands of the operating environment, and aligns with the expectations of clients, partners, team members and the community.

The Risk Review Committee, comprising executive and senior leadership team members, conducts risk reviews in accordance with a defined risk review schedule. The ARMC and Library Board receive quarterly updates on identified risks, and actions being taken to mitigate and manage these risks. Crisis management is supported by a comprehensive business continuity plan, incorporating the Crisis Management Framework, security and evacuation protocols, and pandemic response measures. The *Business Continuity Plan* is updated annually to reflect changes in organisational needs.

RECORDKEEPING

State Library is required to comply with the provisions of the *Public Records Act 2023* (Qld) and the Queensland Government *Records Governance Policy*. Electronic document and records management systems (eDRMS) provide secure, effective and efficient management of records. Staff receive training and regular refresher sessions on the eDRMS. The Corporate Services portfolio oversees the management and lawful disposal of records across all formats, in accordance with the Queensland State Archives' *General Retention and Disposal Schedule* for administrative records and the *State Library of Queensland Retention and Disposal Schedule*. Recordkeeping practices are consistent with the clarified obligations for the preparation, management and disposal of public records under the *Public Records Act 2023* (Qld), as reflected in the *2024–25 Annual report requirements for Queensland Government agencies*. There have been no reported breaches of information security or loss of records during 2024–25.

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 that 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. It 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 the particular significance of self-determination, as expressed in the *United Nations Declaration on the Rights of Indigenous Peoples* and in the *Human Rights Act 2019*, to Aboriginal and Torres Strait Islander peoples. While one complaint received during the reporting period referenced the *Human Rights Act 2019*, State Library continues to uphold its commitment to protecting and promoting human rights in all aspects of its operations.

DISCLOSURE OF ADDITIONAL INFORMATION

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

- overseas travel
- consultancies
- information required under the *Queensland Language Services Policy*
- Charter of Victims' Rights complaints.

The totals reported on the Open Data website per the *Queensland Language Services Policy* are the number of times interpreter services were engaged from Auslan and Deaf Connect in 2024–25.

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.

ESTABLISHMENT SUPPORT TO OTHER GOVERNMENT AGENCIES

On 13 September 2024, State Library entered into a Memorandum of Understanding (MoU) with the First Nations Treaty Institute (the Treaty Institute) and the former Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (DTATSIPCA) to support the Treaty Institute's establishment during the transition period until its systems were operational.

On 29 November 2024, the *Path to Treaty Act 2023* (Qld) was repealed and the Treaty Institute abolished. The Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (WATSIPM) is the successor in law of the Treaty Institute. Due to the repeal and transitional provisions, the previous MoU remained in place until its term ceased on 31 December 2024.

Following the Treaty Institute's abolishment, State Library and WATSIPM reaffirmed the shared commitment to finalise outstanding matters associated with the Treaty Institute via an agreement to a program of works which was completed by 30 June 2025.

LEADERSHIP

LIBRARY BOARD OF QUEENSLAND

CHAIR

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 (rural and urban), natural resource management, environment management, community engagement and education. Debbie has an extensive background in government boards and committees. She is Chair of the audit and risk committees for the Electoral Commission of Queensland, Queensland Fire Department, and the Department of Trade, Employment and Training. Debbie has also held roles as the Chair of Safe Food Production Queensland, 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 CHAIR

Emeritus Professor Tom Cochrane AM

Tom Cochrane AM was appointed a Member of the Order of Australia 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 (ALIA), Director of the Academy for Interactive Entertainment Institute (an educational provider) 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, former member of Queensland's Truth-telling and Healing Inquiry, and currently Director of the Northern Basin Aboriginal Nations and Queensland Murray–Darling Catchments Limited and an executive member of the Indigenous Peoples Organisation. Cheryl has a Bachelor of Arts and Diploma of Education (UQ) 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

(until August 2024)

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 serves as a Director and the President of the Local Government Association of Queensland (LGAQ) Policy Executive, 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, Department of Trade, Employment and Training Audit and Risk Committee member, Department of Public Works Audit and Risk Committee member, Queensland Family and Child Commission Audit and Risk Committee member 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 UQ, 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 is also a director of a rail construction company. Nicola was previously a manager at KPMG within the Audit and Assurance division and holds a Bachelor of Commerce (Accounting and Finance). She is a Chartered Accountant and a graduate of the Australian Institute of Company Directors.

Cr George Seymour

(from August 2024)

George Seymour is the Mayor of the Fraser Coast Regional Council. In this role he has worked to expand the cultural, recreational and educational opportunities available for all members of the community. He has previously served as the Deputy Chairperson of the Queensland Heritage Council and has a strong interest in the preservation of historical places. George researches and writes about Queensland history and architecture. His most recent books focus on the history of local government in the Maryborough region. Prior to his election, he worked in community services and as a solicitor.

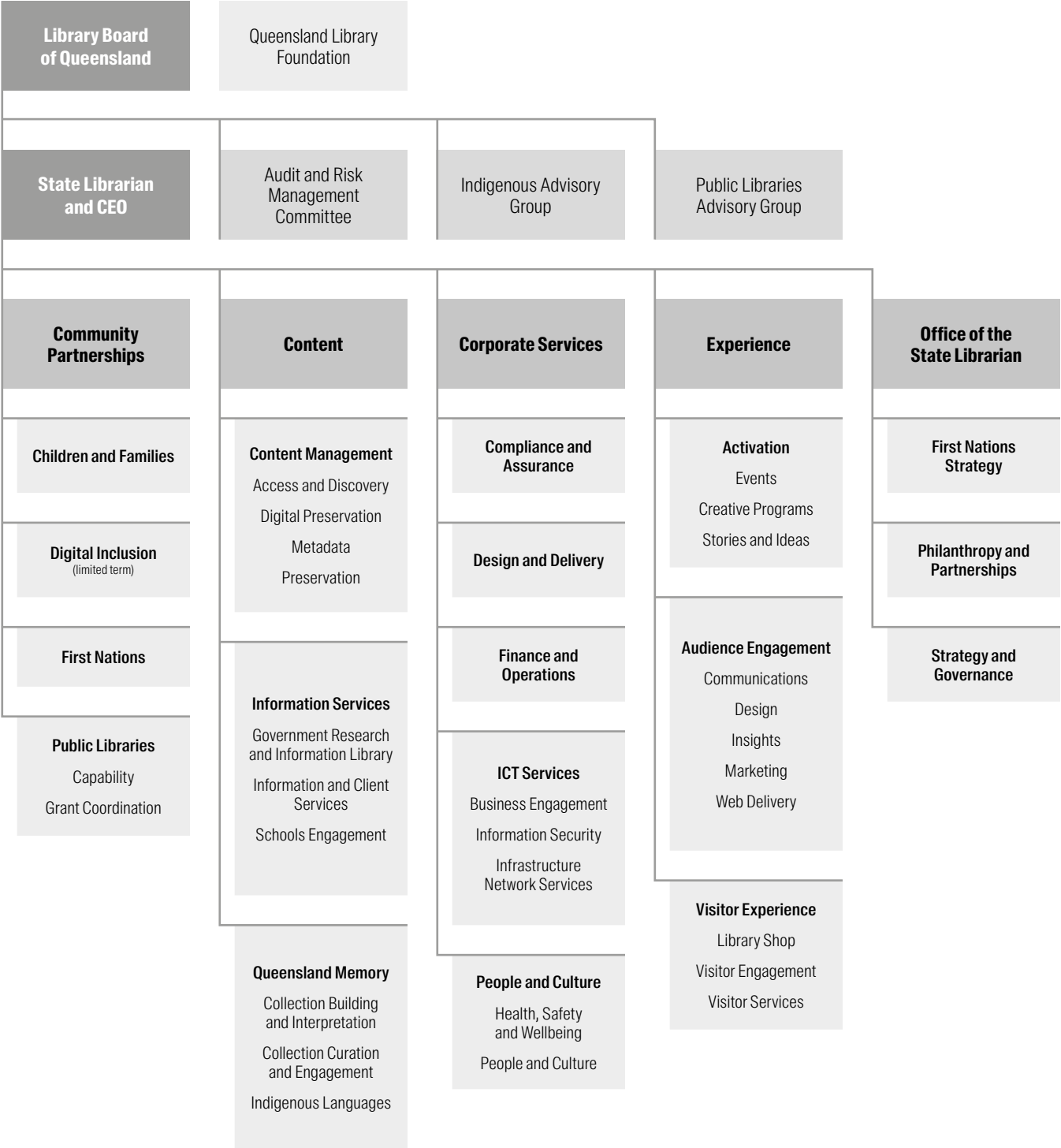
Dr Jodie Siganto

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 the Australian Information Security Association (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.

ORGANISATIONAL STRUCTURE
AS AT 30 JUNE 2025



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. 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 and Information Association (ALIA). 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. In May 2025 Louise convened a national forum, *Now and for their futures: Libraries brain building* in the early years, to leverage and amplify the opportunities libraries offer.

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

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 25 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 UQ and is a Fellow of CPA Australia.

Ms Rebecca Lamoin

Executive Director, Experience

Rebecca Lamoin is responsible for creating safe, memorable and meaningful experiences for the more than 5 million visitors 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 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 QPAC's digital platform, Digital Stage.

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 charter outlines 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 40). For information on remuneration, see the Library Board of Queensland approved sub-committee fees (Appendix A).

Members

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

Observers

Ms Vicki McDonald AM FALIA	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
- culturally informed advice on the implementation of State Library of Queensland's *First Nations Strategy 2024–28: A plan for reframing relationships*.

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	Chair, Library Board of Queensland (until 10 February 2025)
Mr Robert McLellan	Member, Library Board of Queensland
Ms Julie-ann Lambourne	Member, Indigenous Advisory Group
Professor Henrietta Marrie AM	The University of Queensland (until 31 December 2024)
Ms Rhianna Patrick	Freelance journalist
Ms Suzanne Thompson	Member, Indigenous Advisory Group
Mr Dean Daylight	Director, Regional Service Delivery, Aboriginal and Torres Strait Islander Partnerships, Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism

Observers

Ms Vicki McDonald AM FALIA	State Librarian and CEO, State Library of Queensland
Ms Tenneil Murray	Director, First Nations Strategy, State Library of Queensland

Secretariat

Ms Carly Major	Senior Governance Officer, Strategy and Governance, State Library of Queensland
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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) (until 29 August 2024)
Cr George Seymour	Member, Library Board of Queensland (Chairperson) (from 29 August 2024)
Ms Kim Hughes	Member, Library Board of Queensland
Ms Jo Dawson	Lead, Community Development Policy and Projects, Local Government Association of Queensland (from 26 November 2024)
Ms Claudia Di Blasi	Manager, Arts, Heritage and Libraries, Economic and Community Development Group, Sunshine Coast Council (from 29 October 2024)
Ms Nicole Hunt	President, Queensland Public Libraries Association
Mr Michael McKenna	General Manager, Customer Services, Lifestyle and Community Services, Brisbane City Council (from 22 July 2024)
Ms Georgia Stafford	Lead, Intergovernmental Relations, Local Government Association of Queensland (until 26 November 2024)
Mr James William	Chief Executive Officer, Torres Strait Island Regional Council
Mr Mike Lollback	Chief Executive Officer, Barcoo Regional Council
Mr Stephen Foster	Manager, Cultural Services, Cairns Regional Council (until 29 August 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 Carly Major	Senior Governance Officer, Strategy and Governance, State Library of Queensland
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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.

Section 23 of the *Libraries Act 1988* (Qld)

On 19 May, the Minister for Education and the Arts issued a Direction to the Library Board of Queensland pursuant to s.23 of the *Libraries Act 1988* (Qld). The Direction advised an intended recipient of a black&write! Writing Fellowship should not be presented with the award in a publicly funded, state-run venue as previous public comments made by the author were incompatible with the values of respect, unity and inclusion.