

**LIBRARY BOARD
OF QUEENSLAND
ANNUAL
REPORT
2024-25**

29 August 2025

The Honourable John-Paul Langbroek MP
Minister for Education 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 2024–25 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
Chair
Library Board of Queensland

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The Queensland Government acknowledges the Traditional Custodians of this land. We extend our respect to Elders, past and present, and Aboriginal and Torres Strait Islander peoples. We acknowledge the continuation of diverse cultural practices and knowledge systems of Aboriginal and Torres Strait Islander peoples.

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 (IKCs).

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.

The leading reference and research library in Queensland, State Library is also a cultural destination with engaging exhibitions, events and programs. Through collecting and preserving Queensland's cultural, intellectual and social life in historic and contemporary collections, it is building a trusted record for the people of Queensland. The collections — and the people and communities they represent — inform programming, public engagement and partnerships. We embrace diversity and free and equitable access to information so people can thrive through connection, learning, storytelling and innovation.

We partner with local governments to support library services statewide. There are more than 325 public libraries and IKCs.

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

State Library provides exhibition content, learning materials, visitor services and marketing for Anzac Square Memorial Galleries. The services are provided under an operating agreement with Queensland Veterans' Council (QVC). City Parklands Services provides facilities maintenance for the galleries and Anzac Square parklands.

Our 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
- delivering statewide digital inclusion initiatives
- 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 contributes to the Queensland Government's objectives for the community:

A better lifestyle through a stronger economy

- Relieving cost of living pressures through free access to library spaces, collections and services.
- Creating better lifestyles through local government partnerships for libraries and IKCs which contribute to the liveability of local communities.
- Delivering digital inclusion programs to ensure a stronger economy by expanding opportunities to participate in the digital economy.

A plan for Queensland's future

- Preparing young Queenslanders for the future by creating safe, meaningful and memorable experiences onsite, online, and in libraries and IKCs.
- Building world-class cultural experiences for Queenslanders and visitors, contributing to the Olympic and Paralympic Games legacy.

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 working with the Australian Library and Information Association (ALIA) and International Federation of Library Associations and Institutions (IFLA) to advocate for library services.

MESSAGE FROM THE CHAIR, LIBRARY BOARD OF QUEENSLAND

State Library of Queensland is a place of possibility and opportunity. This strategic focus was reinforced in February with the launch of a new brand – a bold, progressive identity that reflects our future direction.

The chevron in the top-right corner of the new design points forward to new knowledge, ideas and opportunities. It is also echoed in the brutalist architecture of our award-winning South Bank building, which embodies the architects' vision of a place grounded in strength and designed to connect people and communities throughout the state.

One of the many ways we connect with the community is through the popular Indigenous Languages Symposium. The August 2024 event focused on Indigenous literacy and cultural protocols and the second symposium, held in April 2025, explored how technology can be used in the respectful service of language preservation and revitalisation.

In November, State Library launched the *Digital and You* campaign in Cairns as part of our digital inclusion program. Timed to coincide with the Indigenous Knowledge Centre coordinators workshop, the campaign aims to unlock the digital world for all Queenslanders. Digital inclusion is essential to ensure every Queenslanders can benefit from the digital economy – through access to learning, entertainment, business opportunities, employment and essential services. State Library plays a vital role in supporting this goal by providing meaningful pathways for local communities to engage, connect and thrive in a digital world.

Technology also enables us to connect with younger generations in meaningful ways. Virtual Veterans, an AI-driven chatbot developed in partnership with TalkVia AI, was recognised at the inaugural Queensland AI Awards in September and the 2025 VALA Awards. The innovative platform adopts the persona of a World War I soldier, helping students engage with Queensland's wartime history in a personal and interactive way.

The Queensland Literary Awards (QLAs) continue to celebrate exceptional writing talent from across Australia, recognising both emerging and established authors across a broad range of genres. In 2024, Melissa Lucashenko was awarded the Queensland Premier's Award for a Work of State Significance for her novel *Edenglassie*. Managed by State Library in collaboration with sponsors, industry partners and the writing community, the QLAs awarded a total of \$276,000 in prize money across 12 categories.

The 2024 the Queensland Memory Awards (QMAs) recognised outstanding contributions to preserving and celebrating the state's history. Dr Zhila Gholami received the prestigious \$25,000 John Oxley Library Fellowship for her project 'Voices of diversity: collecting and preserving the refugee experience in Queensland'.

Both the QLAs and QMAs highlight the importance of our generous donors, whose passion and ongoing support help safeguard Queensland's rich literary and historical heritage for future generations.

I would like to acknowledge the Minister for Education and the Arts John-Paul Langbroek and the former Minister for the Arts Leeanne Enoch.

I extend my deepest gratitude to my fellow board members, the Queensland Library Foundation Councillors, and all those who serve on State Library's committees and advisory groups. I would also like to thank Vicki McDonald AM for her continued leadership and dedication to the library sector, as well as the executive team and all staff whose expertise and passion make an important contribution to the lives of Queenslanders across the state.



Mrs Debbie Best
Chair
Library Board of Queensland

MESSAGE FROM THE STATE LIBRARIAN AND CEO

The challenges and opportunities of the digital world have centred and shaped our work and partnerships this year.

In October, State Library welcomed over 770 delegates from 70 countries to Brisbane for the Information Futures Summit. The International Federation of Library Associations and Institutions (IFLA) event brought global attention to the critical role libraries play in building strong, inclusive and sustainable communities. As IFLA President, I share the sector's concerns around the rise of misinformation and disinformation and their impact on education, public trust and the health of democratic societies. Building cross-sector coalitions that encourage active citizenry and respectful debate is one of the many ways State Library is responding to these concerns.

Educators at this year's Curriculum Connect Symposium are also monitoring the digital landscape to ensure students are equipped with the necessary critical-thinking skills to thoughtfully respond to the rise of artificial intelligence and fake news. Keynote presentations from internationally recognised thought leaders and inspiring sessional speakers helped expand professional practice, with attendees provided with strategies and tools to cultivate critical thinking in their students.

The needs of our youngest Queenslanders are a continuing priority with plans to expand and transform The Corner, our creative space for children under 8 years old and their families. A public fundraising campaign for the popular space was launched in April, with thousands of families enjoying a day of performances and activities at The Corner Big Day Out. Donations will support The Corner's move into a new architecturally designed space focused on encouraging parents and caregivers to talk, sing, read and play with their children.

We also hosted the Now and for their futures: Libraries brain building in the early years national forum, bringing together industry, research and library leaders to discuss the latest research on child development. Experiences and environments in the early years are the foundation for lifelong health and wellbeing, and libraries play a crucial role in this space.

Our *How do you library?* campaign launch in February underscored the value of libraries for all age groups. The statewide campaign, launched at Cooroy Library, aims to expand visitation and encourage deeper engagement and participation at libraries across Queensland by highlighting the diversity of services, programs, resources and surprising things people can do at their local library.

Our exhibitions and kuril dhagun showcases provide opportunities to explore and contextualise our extensive collections. *The unbroken spirit of the Kalkadoons* exhibition, a tribute to survival and the enduring power of culture to heal the land and its people, shares Colleen Sam's family story through paintings, digital stories and archival materials. The exhibition received a 2025 Queensland Reconciliation Award that recognised the respectful engagement and consultation with the Sam family to share an important story.

The *Neon* exhibition explored the history of neon across the state from the 1940s to today, including the artists who transformed glass bending into an art form. We also partnered with the Brisbane Portrait Prize to celebrate the city of Brisbane through contemporary portraiture.

These exhibitions, alongside our popular programs and events, bolstered our onsite and online visitation to more than 6.7 million visits in 2024–25.

I would like to acknowledge the valued support of Library Board of Queensland Chair Debbie Best, board members and the Queensland Library Foundation Council. And a final 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 48. Biographies of Library Board members are detailed on pages 42–43.

In addition to regular meetings of the Library Board, members represented State Library at official functions throughout 2024–25. 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 46–47.

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.

There were 7 Library Board meetings in 2024–25. The table in Appendix A outlines all board members, appointment terms, meeting attendance in 2024–25, 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 Education (until August 2024)

Ms Kirsten Herring, Deputy Director-General,
Arts Queensland, Department of Education (from October 2024)

Secretariat

Ms Jennifer Genrich, Manager, Strategy and Governance,
State Library of Queensland

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 2024–25 supported Queensland learning and heritage, helping to conserve historical and culturally significant items and increasing access to collections.

Donor engagement

The Foundation hosted a variety of engagement events designed to deepen donor connections with collections, programs and impact. Donors were welcomed to exclusive morning teas as part of the popular Heritage Talks series, which offered a unique opportunity for donors to explore Queensland's rich history and share stories with fellow enthusiasts.

In February, the Foundation hosted the President's Circle event, *A taste of the Australian Dream?*, featuring architecture and design enthusiast and comedian Tim Ross. The event attracted a full house and celebrated State Library's remarkable architectural collections.

In May, the annual Crowd Giving event introduced new audiences to a variety of projects that pitched for collective funding raised from attendees. The event allocated \$30,000 in support of *Fact or Fiction*, a project that will enable State Library to develop an interactive online program to help students build essential critical-thinking skills and equip them to recognise bias, identify fake news, and distinguish fact from opinion.

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 (UQ); University of Queensland Press (UQP); Copyright Agency's Cultural Fund; *The Courier-Mail*; Jenny Summerson; Susan Hocking and Ian Mackie and their family; and the Talbot Foundation.

Queensland Memory Awards

The Queensland Memory Awards recognise significant contributions to investigating, preserving and celebrating Queensland history. Fellowships are awarded to support researchers, creatives, historians and writers to interpret the collections of John Oxley Library at State Library, revealing new knowledge and stories. The Foundation's President's Circle donors funded the premier prize, the John Oxley Library Fellowship, valued at \$25,000. The Foundation funded the Rainbow Research Fellowship, valued at \$20,000, and the John Oxley Library Community History Award, valued at \$5,000. The Foundation acknowledges the generosity of fellowship donors The Siganto Foundation; the John Allpass Charitable Foundation; the Mellick family; the Heritage Branch, Department of Environment, Science and Innovation; and the Royal National Agricultural and Industrial Association of Queensland.

Saving Queensland history

The Colonial Secretary's Correspondence is a treasure trove of 19th-century documents that reveal the untold stories of Queensland's early days. This project is a bridge to our past, enriching our understanding of who we are and where we have come from. These records are vital for understanding our history, offering insights into the lives of individuals, communities and the decisions that shaped the state. Ken MacDonald ^{AM} and Terry White ^{AO} provided leadership gifts to kickstart the project, now supported by multiple donors to the Foundation. The Reel Rescue project continues the race against time to preserve and digitise thousands of moving images and audio items. As funding priorities for the Foundation, both projects featured in the 2024 and 2025 end-of-financial-year appeals.

Supporting schools

Support through the Foundation has enabled innovation, increased resourcing and extended reach of the schools engagement program, supporting student success and wellbeing. Donors generously enabling projects include the Ash Barty Foundation (First Nations regional schools engagement project) and Keith and Caroline Hamilton (Young researchers program). Engagement with online research workshops that remotely connect students to collections continues to grow, thanks to foundational support from Gina Fairfax ^{AC} and Tim Fairfax ^{AC}.

STRATEGY

STRATEGIC PLAN 2024–28

The *Strategic Plan 2024–28* outlines objectives for State Library to deliver its vision.

Collecting memories

Sharing knowledge and stories through our collections.

- Intentionally collect and share a trusted record of Queensland
- Enable respectful truth-telling practices which centre culturally safe co-design with First Nations peoples
- Preserve the collection for future generations through the development of resilient and robust systems and plans
- Reflect and reveal shared histories and new narratives throughout our collections and practices

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

1. Connection

We create opportunities to reach and connect Queenslanders through engagement online and onsite, innovative digital experiences, responsive services and through partnerships with local government. We will partner to build inclusive communities which are digitally empowered and offer sustainable service delivery.

2. Children and families

We are positioned to achieve statewide impact for children and families through a coordinated and strategic approach to The Corner transformation and First 5 Forever.

3. Digital futures

We can build digital inclusion by combining the physical, technological and skills resources which exist in libraries and Indigenous Knowledge Centres with programs to improve digital access.

4. Truth and trust

We have the opportunity to share the diverse lives and experiences of people in Queensland in trusted and respectful ways through collections, community engagement and partnerships.

5. Strengthen democracy

We have the opportunity to strengthen democracy by sparking courageous conversations and citizen engagement. We will continue to champion intellectual freedom and media literacies.

STRATEGIC RISKS

1. Changing community needs

We must continually adapt to meet the diverse and evolving needs of people in Queensland by delivering innovative, relevant and accessible services.

2. Safety and security

We must manage the impacts of cyber threats, extreme weather events, natural disasters and prepare to respond to emerging risks. We must provide a safe and welcoming place for staff and visitors free from racism, discrimination, bullying and violence.

3. Workforce resilience

We must attract and retain skilled staff and pursue new ways of working. We will prioritise the health, safety and wellbeing of our people by building the capability, diversity and cultural responsiveness of our workforce.

4. Funding

We must advocate to secure funding, generate own-source revenue, and attract new partnerships and investment.

5. Protecting our assets

We must invest in and protect State Library's collections, ICT and physical infrastructure to retain the high level of community trust.

The *Strategic Plan 2024–28* was modified following the repeal of the *Path to Treaty Act 2023* (Qld) on 28 November 2024 and the announcement of the new Queensland Government objectives for the community which were tabled in parliament on 14 March 2025.

OPERATIONAL PLAN 2024–25

The *Operational Plan 2024–25* outlines the operational strategies:

- 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 Indigenous Knowledge Centres 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.

There were no modifications to the *Operational Plan 2024–25*.

PLANS AND PRIORITIES FOR NEXT REPORTING PERIOD

In 2025–26, State Library will:

- increase engagement with regional Queenslanders to provide free access to information, knowledge and learning
- build cultural experiences that celebrate Queensland's unique cultures and identities
- develop new funding models to deliver transformational change for all regions in Queensland, driving economic opportunities, improved social outcomes and greater digital inclusion
- transform The Corner and optimise building spaces to meet demand and deliver positive experiences for visitors.

OUTCOMES

REPORT ON PERFORMANCE

	NOTE	2024-25 TARGET	2024-25 ACTUAL
Objective: Collecting memories			
Use of collections	1	15,000,000	13,644,958
Additions to Queensland Memory Collection	2	41,000	39,512
Objective: Enriching experiences			
Visits onsite and online (Service Delivery Statement service standard)	3	5,500,000	6,752,650
New members	4	40,000	46,033
Objective: People and communities			
Local government satisfaction with State Library service delivery	5	80%	97%
Increased online regional reach	6	20%	11%
Objective: Responsive innovation			
Overall visitor satisfaction with State Library services and programs (Service Delivery Statement service standard)	7	95%	96%
Average cost per visit (Service Delivery Statement service standard)	8	≤\$7.50	\$5.64

Notes

1. This measure reports on the use of physical, digital and eresources (licensed content). The result was 8.8% below target. Ongoing decreases in use of Queensland newspapers through Trove (national platform) is the major contributing factor to not meeting the target in 2024-25. This highly aggregated measure indicates ongoing strong use of born- and turned-digital collections and subscribed eresources. There was exceptional use of digitised film and video on social media platforms, with high levels of user engagement.
2. This measure reports on growth of content in the Queensland Memory Collection. The result was 3.6% below target due to the increasing complexity of digital collections and the staffing requirements for processing this content. A total of 75% of new content was in digital formats, an increase of 18% on 2023-24.
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. The target was exceeded due to growth in online visitation, driven by an increase in the volume and relevance of available content and improved accuracy of counting.
4. State Library membership 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 2024-25 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 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.
7. Visitor satisfaction is the percentage of respondents to a year-long exit survey of onsite 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 builds and preserves a documentary record of Queensland for future generations. A total of 39,512 items were added to the collections, which celebrate Queensland's unique cultures and identities. A strategic program of digitisation made collection items available to all Queenslanders online, supporting research, schools engagement initiatives and exhibition storytelling. Fellowships and residencies offered through the flagship Queensland Memory Awards added knowledge and perspectives through deep engagement with the collections. The commitments to elevate First Nations arts and enable respectful truth-telling practices were reflected in collecting activity, Traditional Language preservation and the award-winning exhibition *The unbroken spirit of the Kalkadoons*.

1. Intentionally collect and share a trusted record of Queensland

SIGNIFICANT ACQUISITIONS

The *Content Strategy* provides a decision-making framework for collections and outlines what and why State Library collects and how it ensures these decisions are consistent with its enduring values. State Library acquired several notable collections that mark the institution as a leader in sharing and retaining Queensland's story:

- *After the Flood IV*, a significant decolonial cartography work by Quandamooka artist Megan Cope
- a collection relating to Assistant-Surveyor of New South Wales Edmund Kennedy (1818–48), comprising a manuscript journal of the 1847 Barcoo expedition, sketches, correspondence and artefacts, including telescopes, a map and family items
- Rohingya United photographs, commissioned from Shehab Uddin to complement another acquisition, a digital story by journalism student Sameen Arshad about a football club made up of refugees from Myanmar
- photographer Cheri Desailly's collection of over 500 images documenting street art and murals across South East Queensland over the past decade
- the Home to Bilo! campaign collection, featuring objects related to the Biloela community's campaign to support the wishes of Sri Lankan Tamil refugee family Nades Murugappan, Priya Nadesalingam and daughters Kopika and Tharnicaa to continue to live in Biloela
- The Cameron McTavish map collection, a large collection of significant maps spanning the 16th to 20th centuries and including a focus on Far North Queensland
- *Voyage de decouvertes autour du monde et la recherche de La Perouse par M. J. Dumont D'Urville, capitaine de vaisseau, execute sous son commandement et par ordre du gouvernement, sur la corvette l'Astrolabe, pendant les annees 1826, 1827, 1828 et 1829: histoire du voyage*; this collection documents the important scientific voyage of the Astrolabe to the Pacific.

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 2,700 Queensland publishers are active in NED, ensuring current Queensland publishing is well represented in the national collection. An average of 248 new titles from these publishers were added to NED each month in 2024–25. More than 39,000 NED titles are now available in State Library's catalogue, One Search. 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 a partnership with Queensland University of Technology (QUT) to celebrate, record and retell outstanding stories of Queensland's business leaders. Inductees into the 2024 Hall of Fame were presented with their awards at a gala dinner in July 2024, attended by the Honourable Grace Grace MP, then Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing. The 5 inductees recognised for their outstanding business leadership and contribution to Queensland were the Longhurst Family, Shelley Reys AO, Stefan Ackerie OAM, Data#3 Limited and Piñata Farms Pty Ltd. Digital stories and oral histories for each inductee have been added to the collection. The 2024 Queensland Business Leaders Hall of Fame Fellowship was awarded to Dr Joanne Dolley for her research project 'Businesswomen of Queensland: the histories and successes of Queensland businesswomen pre-1970'. Almost 100 business leaders and organisations have been inducted into the Hall of Fame since its inception in 2009. A repository of digital stories provides a permanent public record of inductees' contributions to Queensland's economic and social development.

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

FIRST NATIONS STRATEGY AND ACTION PLAN

The *First Nations Strategy 2024–28* continues to guide State Library's commitment to fostering genuine partnerships with Aboriginal and Torres Strait Islander peoples. Its 8 strategic objectives cover:

- truth-telling and healing
- Indigenous Knowledge Centres (IKCs)
- kuril dhagun, State Library's First Nations cultural space
- First Nations community engagement
- First Nations recruitment and retention
- collections (including data sovereignty)
- events, partnerships and public programming
- economic participation.

The *First Nations Strategy Action Plan* has 28 priorities and deliverables; 68% were delivered or on track in 2024–25. The First Nations Strategy Steering Group was established in 2024–25 to lead the implementation and integration of the strategy commitments across the organisation. The group provides strong, consistent governance across the lifecycle of the strategy. It monitors, mentors, challenges and supports staff on the strategy and action plan's progress. The work reflects the commitment to embedding First Nations perspectives across all operations, strengthening partnerships with First Nations communities, and supporting the aspirations of Aboriginal peoples and Torres Strait Islander peoples through inclusive and collaborative initiatives.

REPARATIVE AND INCLUSIVE COLLECTION DESCRIPTION

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

- auditing existing catalogue records and collection guides for Indigenous Cultural and Intellectual Property (ICIP) and for harmful language concerning First Nations peoples
- changing racial slurs, blood quantum references, outdated terms and incorrect capitalisation in over 1,080 legacy catalogue descriptions
- flagging for review over 2,170 descriptions with harmful language applied by creators (for example, appearing in a title or quoted caption)
- applying an ICIP acknowledgement on over 490 catalogue records for collections containing material culture, traditional dance and oral histories with First Nations Elders
- ongoing activities to support discovery and access, including using terms identified by First Nations peoples in catalogue records through Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) vocabularies for language, people, place and subject, and applying warnings to catalogue records identifying which materials in a collection are inappropriate, offensive or culturally sensitive.

ARCHIVING OF ITTB AND TRUTH-TELLING AND HEALING INQUIRY WEBSITES AND COLLECTIONS

Discussions with key staff from the First Nations Treaty Institute led to the deposit and archive of both the ITTB's website and records, and the Truth-telling and Healing Inquiry website and testimonial content. Both websites are now available on the national web archive, Pandora, for future generations. ITTB publications and promotional materials have been archived and are available via the State Library One Search catalogue. The testimonies, transcripts and other documents of the Truth-Telling and Healing Inquiry will also be archived and made available once access conditions are confirmed by community members.

COLLECTIONS, PROGRAMMING AND ENGAGEMENT

Aboriginal and Torres Strait Islander cultures, knowledge and stories are recognised in First Nations collections, programs, exhibitions and public spaces. Collection and exhibition curation takes a culturally informed approach that prioritises consultation, co-design and content created by First Nations peoples.

A number of new First Nations collections were commissioned and made accessible in 2024–25. These included *All Shades: First Nations Portraiture* by Kamilaroi documentary photographer Dean Saffron, exploring conceptions of Indigeneity and demonstrating the diversity of expressions of First Nations identity. He interviewed and photographed people from as far north as Mer (Murray Island) in the Torres Strait, west to Mount Isa and east to Bundaberg. Each participant chose the context in which they were documented, based on their individual experiences and identities. A selection of photographs from the collection was displayed at the Brisbane Convention and Exhibition Centre from May to July 2025.

In the 2025 truth-telling exhibition *The unbroken spirit of the Kalkadoons* visual artist Colleen Sam and her mother, Auntie Ena Sam, Kalkadon (Kalkadunga) knowledge holders, share the stories of their people's survival and the continuation of culture through 4 generations. Oral histories, artworks and archival materials from the collection told of the Sam family's resistance during the Frontier Wars of the late 1800s in North West Queensland.

The exhibition collaboration produced a 360-degree digital animation featuring a Sam family totem, the black cockatoo, on a cylindrical canvas suspended at the centre of the slq Gallery. Sam family oral histories, created for the exhibition, were added to the collection. The exhibition aims to give visitors a greater understanding of First Nations perspectives, and enable conversations on reconciliation and healing. This has been achieved through curator and artist tours, a virtual tour, a Curriculum Connect learning module, and events such as a live-streamed art and storytelling workshop for students, and a Holiday fun painting workshop for children. The exhibition features a dedicated learning and healing space, including a yarnning circle for community discussions, and family-friendly labels to support young people's exploration and learning. *The unbroken spirit of the Kalkadoons* won the 2025 Queensland Reconciliation Award for Education.

Deaf in dance: feeling the beat, a showcase displayed in kuril dhagun throughout 2024–25, shared the stories of First Nations Queenslanders with a disability who express themselves through Indigenous sign languages and traditional cultural dance practice. Created with a focus on accessible design, the showcase highlighted the history, accomplishments and impact of the Cairns-based Deaf Indigenous Dance Group (DIDG). Since forming in 1997, the group of Deaf and hard of hearing dancers from across Cape York Peninsula and the Torres Strait Islands has performed at cultural events around the nation. Dancers collaborated with Pacific Centre for Photographic Arts founders Sean Davey and Aishah Kenton in 2021 to create a series of narrative portrait artworks. These were acquired for the collection along with digital stories and photographs of the group rehearsing and performing in Cairns and at Laura Quinkan Dance Festival. *Deaf in dance* incorporated Auslan tours and video content, Braille elements, audio descriptions, and tactile artworks.

Members of the Queensland Police Service First Nations Division received a briefing on State Library's *First Nations Strategy* and accessing collections onsite and online in December. The purpose of the tour was to highlight State Library's collections and services with a view to continued engagement and stronger relationships.

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

CONSERVATION

Conservation of significant physical collections remains a priority for preserving Queensland's documentary heritage. Conservation staff undertook 573 activities to prepare collections for exhibition display and repository storage, assess items for conservation requirements, and complete conservation treatments.

Two paintings from the collection underwent significant conservation treatment and are now accessible for research and exhibition. *The Railway Hotel Pimpama* returned to State Library after a long-term loan to the Grimwade Centre at the University of Melbourne for treatment and conservation. Specialist art conservators completed material analysis and a complex conservation treatment of the painting. This treatment would not have been possible without the generosity of the university faculty's staff and students. The painting has been digitised and made accessible online. A smaller but significant painting, *Portrait of a Horse* by Violet Johnson, underwent conservation treatment to stabilise water damage and flaking paint. The painting can now be safely stored and displayed without risk of further damage.

A review of collection disaster preparedness and planning was conducted before the significant weather events in South East Queensland over the 2024–25 summer. This ensured collections were safe and State Library was well prepared for Tropical Cyclone Alfred.

DIGITISATION

Digitisation of Queensland content was prioritised, ensuring greater access to unique and significant content. Digitisation also supported a range of engagement activities including exhibitions, events and student workshops. Content digitised included photographs, photograph albums, maps, original diaries, manuscripts and publications from key Queensland historical figures Robert Logan Jack and Alfred Meston. Acquisition of a new A1 overhead scanner enhanced in-house digitisation to enable greater access to content. A 3D scanner was used to create 32 scans of objects and artist books. Other titles digitised in the past year included:

- 1,406 pages of *Vigilance*, the official publication of the Queensland branch of the Returned Soldiers and Sailors Imperial League of Australia
- 15,512 pages (22 volumes) of *The Architectural & Building Journal of Queensland* 1922–44
- 3,181 pages of the *Yarrabah News*
- 2,926 pages of *Queensland RSL News* (1989–2012)
- 6,894 pages of the *Palm Island News*
- 668 pages from 6 bibles in First Nations languages.

Funding of \$3,000 from the Foundation for the Reel Rescue program supported digitisation of film, video and audio content on fragile or obsolete carriers, such as 16mm and 8mm film and magnetic tapes. This work is time sensitive and critical to preserve and ensure access to unique historical content captured on these at-risk formats. Approximately 150 items were made accessible in the library catalogue.

DIGITAL COLLECTION PRESERVATION

Maintaining the integrity and availability of the digital collection is a fundamental requirement of caring for the collection. Previous investment in the Storage Area Network (SAN) upgrade delivered primary and secondary repositories of the digital collection. An independent copy of the digital collection has been delivered and stored at the Cannon Hill facility. The digital collection is now in 3 geographic locations, each addressing a different disaster threat mitigation strategy. Implementation of the independent third copy allows State Library to attain the highest level of the National Digital Stewardship Alliance (NDSA) Levels of Digital Preservation in digital storage, and to ensure preservation of the digital collection for future generations. Digital collection management includes a regular schedule of file verification and validation checks that ensures the integrity of this repository for business continuity and disaster recovery.

4. Reflect and reveal shared histories and new narratives

QUEENSLAND MEMORY AWARDS

The annual Queensland Memory Awards (QMAs) recognise contributions to the documentation, preservation and celebration of Queensland's memory, past and present. The awards offered a total of \$145,000 in stipends and prize money across 9 fellowships and 2 award categories to support future research into diverse aspects of Queensland's history. Two new fellowships were offered for 2025: Queensland Heritage Register Fellowship and Royal Queensland Show (Ekka) Fellowship.

The awards ceremony featured the inaugural John Oxley Library Award alumni address from 2013 winner Matthew Condon ^{OAM}. It was attended by 220 people onsite and viewed live by 46 people online. The QMAs are made possible by the support of donors and the Foundation.

The 2025 QMAs winners were announced in November 2024.

John Oxley Library Fellowship

(\$25,000 supported by the Foundation's President's Circle patrons plus a 12-month residency)

Dr Zhila Gholami for 'Voices of diversity: collecting and preserving the refugee experience in Queensland'

John Oxley Library Honorary Fellowship

(12-month residency)

Dr Indigo Willing for her project 'Queensland skate of mind: subcultural game changers to Olympian "roll" models'

John Oxley Library Award

Marianne Taylor, *The House Detective*, for passionately researching and sharing the hidden histories of houses, and generously contributing to the Queensland heritage community through free talks, social media and volunteer work

John Oxley Library Community History Award

(\$5,000 supported by the Foundation)

Cairns and District Chinese Association Inc. Heritage Team for its work to make the Lit Sung Goong collection of religious artifacts accessible to the public in 2025, marking 23 years of dedicated conservation and cataloguing efforts led by Heritage Coordinator Mary Low and volunteer conservator Jacky Tam

Monica Clare Research Fellowship

(\$20,000 funded by The Siganto Foundation plus a 12-month residency)

Ms Nerelle Nicol for 'Lugger Bort', her social history research on the working lives of Aboriginal and Torres Strait Islanders in the pearling, beche-de-mer and trochus industries in northern Queensland

Queensland Business Leaders Hall of Fame Fellowship

(\$15,000 funded by the John Allpass Charitable Foundation plus a 12-month residency)

Dr Joanne Dolley for 'Businesswomen of Queensland: the histories and successes of Queensland businesswomen pre-1970'

Queensland Heritage Register Fellowship

(\$20,000 supported by the Heritage Branch, Department of Environment, Science and Innovation plus a 12-month residency)

Dr Kate Kirby for 'Patterns of Queensland's sport and recreation heritage: enhancing community access to sport history knowledge via the Queensland Heritage Register'

Rainbow Research Fellowship

(\$20,000 supported by the Foundation plus a 12-month residency)

Dr Marion Stell and Professor Celmara Pocock for 'Queering the lens: cross-dressing in family photograph albums'

Digital Collections Catalyst

(\$15,000 stipend plus a 12-month residency)

Anna Rowe for 'Wallflowers: reimagining historical interiors'

Royal Queensland Show (Ekka) Fellowship

(\$20,000 supported by the Royal National Agricultural and Industrial Association of Queensland plus a 12-month residency)

Bronwyn Bridgewater for 'Historic Ekka – the relationship between country, town and the travelling show community'

Letty Katts Fellowship

(\$5,000 stipend supported through the Foundation endowed fund established by the late Dr Stanton Mellick ^{OAM} ED and his daughter, the late Professor Jill Mellick, plus a 6-month residency)

Dr Carl Anacin for 'Migration, musical practices and belonging among Filipino migrants in Queensland: festivals, music industry participation and everyday lives'

FIRST NATIONS LANGUAGES REVITALISATION

Yuuingan Dhillia Yari, the Indigenous Languages Symposium, is a cornerstone initiative of the Indigenous Languages Project. The symposium profiles First Nations achievement in language-related endeavours and gives participants the opportunity to interact in workshops and panels to increase their capacity to help Queensland languages thrive.

The 2024 symposium, in August, focused on how revitalising Indigenous languages could enhance education and literacy in Queensland's Indigenous communities. Indigenous Literacy Foundation CEO Ben Bowen delivered the keynote address. The event attracted a crowd of 150.

The 2025 symposium, in April, focused on the revitalisation, transmission and contemporary adaptation of First Nations languages, exploring the intersection of language preservation and innovation in the digital age. It featured keynote presentations by Northern Cheyenne and Lakota AI ethicist Michael Running Wolf and Birri and Guugu Yimidhirr woman Tanya Denning-Orman, Director of Indigenous Content at SBS. The symposium attracted 225 participants.

The Indigenous languages creative arts residency program was launched at the 2025 Yuuingan Dhillia Yari symposium. The residencies offer time, space and resources to develop a project inspired by State Library's Indigenous language resources, while contributing to the revival and preservation of Queensland's First Nations languages. The program is funded through the Commonwealth Indigenous Languages and Arts program. The first 3 successful applicants were Boneta-Marie Mabo ('Weaving Language Back to Country'), Georgia Corowa ('Revitalising Iningai Language Through Song') and Dean Tyson ('Goori Signposts'). The outcomes will be shared in 2025–26.

Language and legacy: Mabo Day 2025 creative workshop in June used visual storytelling and language-based artmaking to support Aboriginal and Torres Strait Islander language revitalisation. Artist and activist Boneta-Marie Mabo, granddaughter of the late Eddie Koiki Mabo, facilitated the workshop. Participants used words, phrases and stories from their ancestral languages to create artworks and reflected on Eddie Koiki Mabo's legacy using his First Language, Meriam Mer, and archival images.

Words to Sing the World Alive: A Celebration of First Nations Languages, edited by Jasmin McGaughey and The Poet's Voice, and published by UQP, was launched at State Library in November. Contributing authors Anita Heiss, Cheryl Leavy and Yasmin Smith took part in a panel discussion about the book.

FIRST NATIONS ELDERS ORAL HISTORY PROJECT

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 Eidsvold and Coen were interviewed for the series in 2024–25.

STRATEGIC OBJECTIVE 2

ENRICHING EXPERIENCES

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

State Library provides safe, meaningful and memorable experiences through exhibitions, showcases and events, both onsite and online. Curated public programs and purposeful partnerships leverage collections, spaces and staff expertise to build and engage audiences across Queensland. Programming highlights included the record-breaking *Neon* exhibition and a new partnership with the Brisbane Portrait Prize. Live-streamed statewide workshops deepened engagement with regional primary and secondary school students, supporting lifelong learning and empowering them to navigate the AI age. Writing awards, internships and fellowships created career pathways and opportunities to nurture homegrown storytelling.

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

QUEENSLAND LITERARY AWARDS

The Queensland Literary Awards (QLAs) showcase outstanding works by Australian authors, champion new writing and further the careers of Queensland writers. They are supported by the Queensland Government through Arts Queensland and State Library, and by sponsors, grants and philanthropic donations through the Foundation. The 2024 awards ceremony was held in September, with \$276,000 in prize money awarded in recognition of outstanding talent.

Queensland Premier's Award for a Work of State Significance
(\$30,000 supported by the Queensland Government through Arts Queensland):

Edenglassie by Melissa Lucashenko (UQP)

Queensland Writers Fellowships
(3 fellowships of \$20,000 each, plus professional development support to the value of \$4,500. Supported by the Queensland Government through Arts Queensland and State Library of Queensland):

Jarad Bruinstroop, 'For the Duration'

Sarah Kanake, 'Lazarus; Or, the Whale'

Cheryl Leavy, 'Mudhunda – Song Country'

Queensland Premier's Young Publishers and Writers Awards
(2 awards of \$12,000 each, plus career development support to the value of \$3,000. Supported by the Queensland Government through Arts Queensland):

Gavin Yuan Gao

Myles McGuire

The University of Queensland Fiction Book Award
(\$15,000 sponsored by UQ):

The Great Undoing by Sharlene Allsopp (Ultimo Press)

The University of Queensland Non-Fiction Book Award
(\$15,000 sponsored by UQ):

Bullet, Paper, Rock: A Memoir of Words and Wars by Abbas El-Zein (Upswell Publishing)

Children's Book Award

(\$15,000 supported by the Talbot Foundation):

Sunshine on Vinegar Street by Karen Comer (Allen & Unwin)

Young Adult Book Award

(\$15,000 supported by Susan Hocking and Ian Mackie, and their family):

The Spider and Her Demons by sydney khoo

(Penguin Random House Australia)

Steele Rudd Award for a Short Story Collection

(\$15,000 supported by the Foundation):

Firelight by John Morrissey (Text Publishing)

Judith Wright Calanthe Award for a Poetry Collection

(\$17,500 supported by the Copyright Agency's Cultural Fund):

Three Books by LK Holt (Vagabond Press)

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

(\$20,000, plus manuscript development and publication with UQP.

Award supported by the Copyright Agency's Cultural Fund):

'Native Rage' by Dominic Guerrera

Glendower Award for an Emerging Queensland Writer

(\$15,000, plus manuscript development and publication with UQP.

Award supported by Jenny Summerson through the Foundation):

'Life Drawing' by Emily Lighezzolo

The Courier-Mail People's Choice Queensland Book of the Year Award

(\$10,000 sponsored by The Courier-Mail):

Breath by Carly-Jay Metcalfe (UQP)

BLACK&WRITE! PROGRAM

black&write! is a nationally recognised writing and editing program that has strengthened First Nations participation in the literary and publishing sector in the 11 years since its inception. The program provides industry-leading pathways to publication for writers, with sustained investment through Creative Australia and the Copyright Agency's Cultural Fund. The black&write! Fellowships give 2 outstanding Aboriginal and/or Torres Strait Islander writers the opportunity to have an unpublished fiction or poetry manuscript edited and developed for publication. Winners receive \$15,000 prize money, editorial development with the black&write! team and a publication opportunity with UQP. Only one fellowship was awarded in 2025. (More detail on page 48.)

YOUNG WRITERS AWARD

The Young Writers Award is an annual competition for Queensland writers aged 18 to 25. The award invites entries of unpublished short stories up to 2,500 words. The 2024 winner was Ash Shirvington, who was awarded \$2,000 prize money and had his winning story, 'Birdbone', published by literary journal *Kill Your Darlings*. Three runners-up were each awarded \$500: Sara Allan Park, AJ Pope and Quinn Stennett. All 4 writers received membership with award partner Queensland Writers Centre (QWC).

QUEENSLAND WRITERS CENTRE PARTNERSHIP

Through workshops and regional programs, QWC connects with writers throughout Queensland from its home at State Library. QWC hosted over 240 genre authors at GenreCon: Alchemy, and delivered the QPoetry! festival and the Queensland Poetry Awards. Programs for young people include Youth Writing Saturday and the Brisbane Children's Writers Festival. QWC's Writing Friday program provides time, support and space to write in 40 locations across Queensland.

THE EDGE

State Library's open-access make and design hub, The Edge, assists Queensland creatives with the tools and knowledge to develop economic opportunities in the arts. Over the past 15 years, The Edge has evolved into a multi-functional cultural space that hosts innovative programming and digital access. Along with The Brink Café and Auditorium, The Edge offers a free and accessible space for creativity, ideas and experimentation. It hosts meetups, talks, community projects and collaborative projects. The Edge hosted 283 public programs, 55 inductions and 92,408 visitors in 2024–25. Programming focus is a mixture of equipment activation, contemporary technology and fabrication workshops, collaborative meetups, and innovative exhibitions and experiences. The Edge continues to adapt to the contemporary needs of the community, fostering a merging of technology, arts and learning.

The creative spaces at The Edge include a recording studio, digital media lab, innovation lab, and print and sew space. These spaces enable access to specialised computers and cameras, portable audio equipment, virtual reality headsets, recording studio, laser cutters, 3D printers, electronics equipment, and sewing and embroidery machines. The Digital Media Lab underwent a significant technology upgrade in September. A new suite of 11 Mac Studios, 2 new production PCs, 10 iPad Pros and 10 PC laptops replaced a set of 20 PCs. The technology mix will ensure programs and client access to technology remain leading-edge.

Creative workshops such as the Queensland architecture in miniature series draw on the collections as a source of inspiration. Recycled vinyl workshops showcase the commitment to sustainable practices of recycling and reuse, while activating the sewing and repair resources available at The Edge. Introductory sessions are offered on a range of creative apps and fabrication techniques, from Adobe Creative Cloud to the basics of electronics and 3D printing.

In early 2025, The Edge entered a creative space hire arrangement with Griffith Film School. This collaboration means students and educators can use The Edge's high-end equipment outside of public opening hours, providing more access to creative computing opportunities.

PORTRAIT OF AN ARTIST

Portrait of an artist is a free conversation series that enables deep connections with the stories of the artists featured in the James C Sourris AM Collection of Artist Interviews. This year, 2 artists spoke about their lives and work, at events that drew a total of 198 audience members:

- contemporary visual artist Judith Wright, in conversation with Angela Goddard, Director of Griffith University Art Museum, in July
- conceptual artist Peter Kennedy, in conversation with Dr Bob Lingard, Emeritus Professor at UQ, in September.

The James C Sourris AM Collection of Artist Interviews is generously supported by James C Sourris AM through the Foundation.

STUDENTS AND EDUCATORS

Reach in remote, rural and regional Queensland continues to grow with an expanded suite of free, live-streamed learning experiences and online resources for educators and students, along with professional development for educators.

Live at the Library's interactive, live-streamed workshops provide curriculum-aligned opportunities for students to engage with collections, online resources and experts. Multi-school workshops focus on the significance of events such as Anzac Day, Queensland Day and NAIDOC Week. The 129 workshops engaged with 5,785 students and 122 schools; 69% of the workshops were with regional schools. Live at the Library was developed with foundational support from Gina Fairfax AC and Tim Fairfax AC through the Foundation.

The **First Nations regional schools engagement project** enriches learning for students at rural and remote schools, particularly those with a high proportion of First Nations students. The project leverages the collections to deliver curriculum-aligned educational experiences and create new resources. These resources build student and educator skills, centre First Nations perspectives and help foster a lifelong love of learning. The project produced classroom resources, holding 30 workshops that engaged with 2,624 students and 84 schools as far north as Mossman and west to Mount Isa. The First Nations regional schools engagement project is supported by the Ash Barty Foundation through the Foundation.

Curriculum Connect Symposium gave educators insights to help students build critical-thinking skills in an age of misinformation and AI-generated content. Expert presenters offered strategies and tools to equip students to discern credible sources, question information, and navigate challenges such as misinformation, fake news, and the influence of AI. Keynote speakers were Dr Hassan Khosravi (Associate Professor in Data Science and Learning Analytics at UQ), Professor Deborah Brown (Professor of Philosophy and Director of the UQ Critical Thinking Project) and Kellie Britnell (Manager, Awareness and Capability, eSafety Commissioner). The June event drew 190 in-person and 108 online participants.

Curriculum Connect offers a wide-ranging collection of educational materials aligned with the Australian Curriculum (P–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 39,865 page views and 2,775 downloads across more than 150 available education resources. Three new interactive learning modules to support student research and engagement, and 4 professional development sessions with supporting materials were published. There were 18,215 views and 3,379 downloads of student study support resources from the Discover Teachers and Students webpages. Curriculum Connect was developed with foundational support from Gina Fairfax AC and Tim Fairfax AC through the Foundation.

The **Young researchers experience** brought 11 rural high school students and 2 teacher chaperones from Cairns School of Distance Education and Cloncurry State High School for a week-long research workshop and cultural experience in September. Students delved into the collections and resources to research their chosen topics. The group participated in cultural and educational experiences including visits to Queensland Museum, Anzac Square Memorial Galleries and Queensland University of Technology, as well as Brisbane Festival activities. The program is funded by Caroline and Keith Hamilton in memory of Mr Hamilton's mother, Gloria, through the Foundation.

The **Premier's Anzac Prize young historians workshop** in January helped the 8 prize recipients hone their research skills in preparation for a 2-week educational tour of Europe. The students researched Queenslanders from their community or family who were involved in World War I. The Premier's Anzac Prize is delivered by the Department of Education in partnership with Returned Services League Queensland and State Library.

Onsite activities, workshops and self-guided experiences help students engage with the collections. The onsite research strategies workshops, led by State Library staff, teach students how to effectively search for resources to complete their assessments. A total of 4,564 students from 125 schools visited to engage in onsite experiences.

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

EXHIBITIONS AND SHOWCASES

A critically acclaimed and well-attended program of free exhibitions showcased Queensland stories and centred First Nations truth, stories and knowledge. The Talbot Family Treasures Wall, Philip Bacon Heritage Gallery and Australian Library of Art displays on level 4 made rare collection items accessible to the public.

The unbroken spirit of the Kalkadoons (22 March – 24 August 2025)
Kalkadon (Kalkadunga) woman and visual artist Colleen Sam, and her mother, Aunty Ena Sam, tell the story of the Kalkadon people of North West Queensland through artworks and digital stories. (More detail on page 19.)
There were 8,308 onsite and 39,866 online visits.

Neon (6 December 2024 – 9 February 2025)
The summer exhibition, *Neon*, achieved a record daily attendance of 407 visitors during its 9-week showing in slq Gallery. The exhibition explored neon's role as a pop culture phenomenon in Queensland, with 26 neon signs on loan from the collection of Neon Signs Australia director Michael Blazek. Photos, design sketches and correspondence from the Neon Signs Australia archive, acquired in 2024, featured in the exhibition, along with other historical collection footage and photographs. *Neon* drew 26,842 onsite and 35,212 online visits.

Brisbane Portrait Prize (3 August – 10 November 2024)
A 3-year partnership with the Brisbane Portrait Prize brought the finalists exhibition to State Library for the first time in 2024. The show of 80 works of contemporary portraiture drew exceptional attendance and engagement over the 3-month season. More than 20 associated events and public programs were held. Both the exhibition and programming attracted a large number of first-time State Library visitors, many of whom engaged with other services and offerings during their visit. There were 26,808 onsite and 30,970 online visits.

Deaf in dance: feeling the beat (25 May 2024 – 25 June 2025)
The kuril dhagun showcase shone a spotlight on the Deaf Indigenous Dance Group (DIDG) from Far North Queensland with artworks, performances, digital stories and portraits by award-winning photojournalist Sean Davey. (More detail on page 19.) There were 48,333 onsite and 17,498 online visits.

National Photographic Portrait Prize 2023 (11 May – 7 July 2024)
The touring exhibition of the 47 finalists' works celebrated the power of photographic portraiture. Online engagement with the exhibition was particularly strong, averaging 369 views per day. There were 8,625 onsite and 21,381 online visits.

Extraordinary stories (ongoing)
The Philip Bacon Heritage Gallery showcase highlights extraordinary stories drawn from the collections to reveal more about Queensland and the lives lived here. Among the stories featured in 2024–25 were those of artist Vida Lahey, actor Ray Barrett, the temperance movement in Queensland, jazz singer Wilma Reading, Torres Strait Islander Elder Uncle Bill Lowah and La Boite Theatre. There were 11,669 onsite and 1,416 online visits.

Nikon-Walkley Press Photography 2024 (15 May – 26 June 2025)
A digital display at The Edge showed the finalists' images from the 2024 Walkley Awards for Excellence in Photojournalism.

Intimate Organisms (April–May 2025)
The Edge hosted Bianca Tainsh's art-science installation exploring the biocommunication networks of fungal mycelium.

Touring exhibitions (November 2024 – January 2025)
The 2023 exhibition *Queensland to a T* continued to resonate with Queenslanders, showing at Gympie Regional Gallery from November 2024 to January 2025. A total of 1,485 people attended. *Queensland to a T* inspired a community exhibition at Gympie Regional Libraries.

TALKS AND CONVERSATIONS

Game Changers presents influential talks from Queensland business, social enterprise and creative industry leaders, as part of the Queensland Business Leaders Hall of Fame initiative. The 2024–25 Game Changers were:

- Jane Milburn OAM (Textile Beat) and Troy Casey (Maggie Goose) in conversation with QUT lecturer Melanie Finger on sustainability, ethics, culture and innovation in fashion
- Ashley Hasforth and Kody Cook (Gilmour Space Technologies) in conversation with ABC Radio presenter Kate O'Toole
- Ed Ross and Daniel Allen (TradeMutt) in conversation with Dr Ruth Knight from the Australian Centre for Philanthropy and Nonprofit Studies at QUT.

The 3 free events drew a total of 450 attendees and 108 live-stream and recording views.

The Australian Dream? used archival treasures from state libraries to tell the story of Australian homes. The 4 performances by Tim Ross across February, April and June drew a total audience of 1,096 people. The *Australian Dream?* was presented in partnership with Modernister Shows.

Streets of your town: mapping Brisbane's street press brought together key figures from Brisbane's independent media and music scene in February for a panel discussion. Joc Curran, Mundanara Bayles, James Lees, Kellie Lloyd and Sean Sennett explored how independent media such as *Time Off*, *Scene*, *Rave*, *B.U.M.S.*, *QNews*, *4ZZZ* and *Murri Country* shaped and enriched Brisbane culture. Sets from musician Ben Ely bookended the event, held in partnership with UQ and AustLit as part of its Australian Writing and Rock Music Database. An audience of 228 attended.

Storytelling by design: the power of art, fashion and creative identity was presented in partnership with Fashion Queensland in May. Queensland art and fashion stars Alison Kubler, Lydia Pearson and Joash Teo explored the craft of fashion, embedding storytelling and identity, and fashion's intersection with the arts sector and wider cultural landscape. An audience of 169 attended.

ANZAC SQUARE MEMORIAL GALLERIES

State Library continued to operate visitor services for Anzac Square Memorial Galleries on behalf of Queensland Veterans' Council (QVC) in collaboration with City Parklands Services. QVC is an independent statutory body tasked with advising the Queensland Government on veterans' matters, including the care and management of Anzac Square. Anzac Square Memorial Galleries honours the memory of those who served, through storytelling, guided tours, commemorative events, educational outreach, and public programming.

The galleries hosted the Anzac Commemoration School Service and guided tours on 23 April; the Centaur Memorial Fund for Nurses Candlelight Vigil and a public talk on 24 April; and the Anzac Day Dawn Service on 25 April, with the galleries open from 5:30 am. Additional activations included an April takeover of the Brisbane Visitor Information Centre on Queen Street Mall, a commemorative installation in the foyer at N°1 Anzac Square, and postcards and poppies for guests staying at Sofitel Brisbane Central, located opposite Anzac Square, on the eve of Anzac Day.

Onsite visitation for 2024–25 was 136,923 with April the busiest month and onsite visitors peaking on Anzac Day with 2,045 visitors. Anzac Square Memorial Galleries website visitation was 181,017, a 131% increase on the previous year. During the Remembrance Day and Anzac Day campaigns, 2,711 virtual poppies were placed (an increase of 38% on the previous year) and social media followers grew by 45%.

A 2-year tranche of work on plaque restoration was completed in 2025, safeguarding them for future generations and providing valuable research and reports to QVC alongside this body of work.

BRISBANE OPEN HOUSE

A total of 281 visitors joined free tours of State Library and Anzac Square Memorial Galleries during Brisbane Open House in July. Behind-the-scenes tours of the repository and conservation lab showed how collections are stored and cared for. Tours led by architect Lucas Leo highlighted key features of the 2006 Millennium Library Project. A treasure hunt and a painting workshop of miniature Queenslander-style homes engaged young visitors.

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

As a library that is digital by design, State Library continues to transform access to physical and digital collections. The Library Board-approved *Use of Generative AI Principles* provides a flexible framework to navigate considerations and AI integration.

Virtual Veterans, an AI-driven chatbot, was named Outstanding AI Collaboration or Partnership winner at the inaugural Queensland AI Awards in September. Virtual Veterans was created in collaboration with Queensland firm TalkVia AI to enhance the discoverability of trusted content related to World War I. In May, VALA recognised Virtual Veterans for outstanding and innovative use of ICT to improve services to customers. VALA, a not-for-profit organisation, supports the use and understanding of information technology in libraries and the GLAM (galleries, libraries, archives and museums) sector. The chatbot, which assumes the persona of a soldier named Charlie, was trained on letters and diaries from the collection, C. E. W. Bean's *Official History of Australia in the War of 1914–1918* from the Australian War Memorial and digitised Queensland newspapers (1914–18). It was accessed 5,303 times in 2024–25 via the Anzac Square Memorial Galleries website. Virtual Veterans is supported by Tim Fairfax AC and Gina Fairfax AC through the Foundation.

A draft interactive Indigenous languages map was developed in response to feedback from user experience testing conducted in the first half of 2024. The map uses language data coding and geospatial data from AIATSIS and First Languages Australia. Content and data are being reviewed with refreshed content and display going live in early 2025–26.

The State Library website was upgraded to include self-paced student learning modules and improve search filters to make it easier for teachers to find the free, classroom-ready resources they need. The Public Libraries Connect website, the go-to source of information for Queensland's network of public libraries and IKCs, was updated to improve functionality and usability.

The Queensland World War II Historic Places website was migrated to the Anzac Square Memorial Galleries website. The resource was developed by the Queensland Department of Public Works and maintained for a decade by the Department of Environment, Science and Innovation. The interactive digital platform integrates mapping technology, historical narratives, images and geographical data to provide a comprehensive view of each site.

State Library worked with data visualisation experts Small Multiples to visually represent data from the Colonial Secretary's Correspondence. *Letters received relating to Moreton Bay and Queensland, 1822–1860* is one of the most significant accounts of Queensland's colonial history, revealing invaluable insights through over 16,000 letters. The data visualisation follows the digitisation of the correspondence, automated transcription and subsequent transcription correction by online volunteers. The visualisation provides insights into the relationships between people, places, subjects and time periods across the collection. It will be made available online to the public in 2025–26.

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

RESEARCH HELP

Ask a Librarian services connect people to expertise, content and resources. The service also equips library users with the skills to carry out independent research. The service is delivered through a variety of channels including the extended enquiry service, which is open to all Queensland residents and provides up to 6 enquiries for any individual in a single calendar year with up to one hour of research per enquiry. This year, research librarians responded to 3,245 enquiries on a broad range of topics, with family history and Queensland history being the top categories.

Library professionals deliver a range of webinars giving clients practical information on using State Library services and resources. The 30-minute sessions explore resources available, offer tips on how to access and navigate databases, and give participants the opportunity to ask questions. During National Family History Month in August, the team presented 6 sessions for a total of 251 participants on topics ranging from the Colonial Secretary's Correspondence resources, to how to research Italian family history.

INTERACTING WITH THE COLLECTIONS

Flickr Commons, YouTube and Vimeo provided opportunities to showcase collections, reach new audiences and enable community contributions. Over 2.8 million views of collections took place through external online platforms.

State Library's website provides access to digital collections, resources, databases, exhibitions, showcases, event information, and stories from collections, programs and research projects. Website sessions decreased by 14% to 5.09 million due to the exclusion of AI image harvesting. In 2023–24, the inclusion of AI image harvesting inflated the website sessions total by 190,000. If these sessions were excluded, the 2024–25 total was 2.35% higher.

A regional reach campaign was implemented using search engine optimisation (SEO) insights to connect regional Queensland audiences to engaging, collection-linked content and drive website traffic. With targeted social media promotion of the content in each region, the first phase of the campaign covered Birdsville, Bowen, Paronella Park, Nindigully Pub and The Big Pineapple on the Sunshine Coast. The successful campaign resulted in an 11% increase in web sessions in regional Queensland (176,550).

Year-round independent onsite and online audience research is commissioned to provide insights into product and service awareness, level of satisfaction, and visitor demographics. These insights are used to examine how audiences are attracted, converted and retained. The surveying methodology was refined in 2024–25 to better identify and understand audiences, allowing events, initiatives and programs to be more effectively targeted.

AUSTRALIAN CENTRE FOR THE MOVING IMAGE PARTNERSHIP

A partnership with the Australian Centre for the Moving Image (ACMI) explored using AI to tag and search content within video and film items in the collection. The project was funded through the 2023 Queensland Library Foundation Crowd Giving event. It was an opportunity to explore the capabilities of current AI tools in partnership with an organisation that has done significant work in this space. Five AI models were used to detect and caption imagery, actions, people, objects and sound across the frames of almost 500 digitised films. An internal staff website was created to allow discovery at the matching timestamp of a search term and provide a review of the AI-generated metadata for each file. Options to extend public access to the video search tool are being explored. Jeff Williams, Head of Technology at ACMI, visited in February to share knowledge with staff from across the Queensland Cultural Centre. He met with senior leadership to discuss the state of AI in the cultural sector, held a workshop with technical staff on the applications of the AI technologies used for the project, and gave staff and external stakeholders an overview of ACMI's use of AI technologies to increase discoverability and access to their film collections.

STRATEGIC OBJECTIVE 3

PEOPLE AND COMMUNITIES

BUILDING ENDURING, COLLABORATIVE ENGAGEMENTS AND PARTNERSHIPS

State Library works in partnership with local government and more than 325 public libraries and IKCs throughout Queensland. Progress was made towards reducing the digital gap experienced in rural and regional communities, boosting economic participation and social cohesion. Initiatives co-designed with Aboriginal and Torres Strait Island councils delivered digital programs based on local needs. New digital IKCs – community hubs that provide access to collections and content via digital devices – were developed. The *Digital and You* app was launched as an easy-to-use tool for self-paced online learning, and finding and booking free digital workshops delivered in participating public libraries and IKCs.

The *How do you library?* campaign throughout 2025 highlights the diverse role libraries play in connecting their communities. State Library led the conversation at the National Early Years Forum on how libraries and their partners can give all children the best start in life. Construction began on transforming The Corner, building momentum for the successful First 5 Forever play-based learning program to drive social change across Queensland and provide world-class experiences for families.

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

STRENGTHENING DIGITAL CAPACITY AND CAPABILITY ACROSS QUEENSLAND

In partnership with local governments across Queensland, State Library continues to lead the delivery of digital capacity and capability uplift initiatives. Libraries have become vital digital support spaces, helping community members to access online services and participate in the digital economy.

Funding of \$5.080 million in 2024–25 from the Queensland Government's *Our Thriving Digital Future – Digital Economy Strategy and Action Plan 2023–2026* enabled State Library to expand its digital inclusion programs and pioneer innovative approaches to bridging the digital divide, particularly in remote and regional areas. Remote communities are benefiting socially and economically through places where they can access the internet, devices, digital mentor support and programs to improve digital skills.

State Library is delivering 3 major initiatives under the Close the Digital Divide priority.

1. Growing IKCs (\$2.783 million in 2024–25)
 - Establishment of new digital IKCs in remote and discrete communities
 - Enhancement of existing centres to improve access to IT equipment and place-based digital skills programs
 - Digital training for IKC staff to enable local delivery of digital skills training and initiatives
2. Regional Digital Development Officers (\$1.912 million in 2024–25)
 - Officers based in South West, Central West, North/North West and Far North Queensland
 - Support for councils in identifying and realising digital opportunities
 - Delivery of programs, digital economy mapping and business intelligence
3. Deadly Digital Communities (\$384,029 in 2024–25)
 - Co-designed digital programs with Elders and First Nations communities
 - Focus on place-based delivery and cultural relevance

The **Growing IKCs** project has focused on enhancing digital capacity and supporting community-led capability development. Extensive consultation led to the creation of the Digital Ideas Catalogue, featuring 13 place-based programs aligned with local history and culture. The catalogue outlines required equipment and expected skills outcomes. Financial agreements were formed with 15 Aboriginal and Torres Strait Island councils. The agreements include support for IT equipment acquisition, digital capability programs and training, as well as additional staff resourcing to support digital programs. The funding will allow 3 Aboriginal and Torres Strait Island councils to establish digital IKCs.

As part of the Growing IKCs project, First Nations communities now have access to:

- 27 digital interactive screens
- 118 laptops
- 130 tablets
- 260 multimedia devices.

Over 190 participants from First Nations communities developed their digital skills through 36 programs delivered as part of the Growing IKCs project in 2024–25.

Regional Digital Development Officers (RDDOs) collaborated with councils, libraries, universities and charities to deliver digital literacy and business programs and to support successful grant applications for regional digital initiatives. The 4 RDDOs are based in Barcaldine, Cairns, Mackay and Roma. They provide dedicated mapping and analysis of digital economy indicators, co-design solutions, deliver programs, and generate valuable business intelligence to support digital economy opportunities and advocacy. Over 620 participants from regional and remote areas engaged in digital capability programs delivered as part of the Regional Digital Development project. The programs have improved social connection, increasing participants' confidence to use digital creativity and technologies. Libraries in these regions benefited from digital program delivery and the improvement to digital capacity through equipment loans to support place-based delivery.

Co-designed **Deadly Digital Communities** programs that meet local First Nations community needs and interests are being delivered at Cairns, Mareeba and Townsville libraries. These include:

- Cairns – Deadly Digital: sharing yarns with big and little Mob (digital storytelling and art for families)
- Mareeba – Deadly Digital lives lived well (AI-powered self-expression for individuals in rehabilitation)
- Townsville – oral history and family heritage projects developed in collaboration with Traditional Owners and community groups.

A grassroots campaign, *Digital and You*, was launched in November to support localised activity and to motivate individuals on their digital journey. The accompanying *Digital and You* app supports program registration, provides behavioural prompts and enables self-paced learning. Over 290 Queenslanders registered in 2024–25, with more than 100 instances of self-paced learning recorded.

GROWING LOCAL LIBRARY SERVICES

State Library managed approximately \$32.3 million in public library and First 5 Forever funding on behalf of the Queensland Government in 2024–25.

A new 2-year public library funding methodology was introduced on 1 July 2024. A key focus was to strengthen library services in rural and remote areas through streamlining processes, promoting place-based approaches, and increasing direct funding and support to Rural Libraries Queensland (RLQ) services and IKCs. Co-designed 2-year plans enabled RLQ and IKC services to identify local priorities and place-based outcomes. Statewide services such as shared collections, resources, grants, professional development and projects remained funded under the new approach. Funding was provided to councils operating Independent Libraries (in communities larger than 15,000 people) to support quality collections within their services.

Annual reporting provided by councils for 2023–24* showed continued growth in library services and engagement, with positive trends across the state. The total number of program participants was 1.6 million, an increase of 17% from the previous year. Overall physical library visitation increased by 8% to 17 million visitors. One in 3 Queenslanders is a member of their public library. They borrowed more than 41 million collection items.*

Local government reported a 64% reduction in underspent annual funding in 2023–24. Across 75 participating councils, the total underspend decreased from \$153,210 to \$54,418*. Eight councils are managing these underspends through addendums to the Service Level Agreements and were due to expend these within the 2024–25 financial year.

An annual survey provides local government with an opportunity to report on their satisfaction with State Library service delivery and partnership management as per the obligations in the Service Level Agreement. This valuable feedback supports operational planning and informs priorities for continuous improvement. In 2024–25, the overall satisfaction score was 97%, a result that was consistent with the previous year. This score is valid as responses were received from 81% of participating councils (61 of 75). Responses were provided by 91% of Independent Libraries, 83% of RLQ services and 54% of IKCs.

First 5 Forever and Public Library Funding methodologies end on 30 June 2026. New methodologies will be implemented from 1 July 2026 following consultation with local governments and key stakeholders during 2024–25 and approval of the Minister.

(*Public libraries figures reported are for 2023–24, as 2024–25 data are not available until September 2025.)

ADVOCACY, IMPACT AND BUILDING CAPABILITY

The Public Libraries and IKCs Roadmap, developed in collaboration with local government, drives the local ambitions and collective impact of Queensland library services. The roadmap sets a series of shared strategies that contribute towards achieving a 10-year vision: 'Public libraries and IKCs are valued, thriving, place-based cultural and social hubs responsive to the changing needs of Queenslanders, providing access to lifelong learning and contributing to the liveability of local communities.'

A statewide campaign was launched in February to increase community engagement with and visitation to Queensland public libraries and IKCs. *How do you library?* celebrates the diversity of spaces, programs, services, collections and opportunities available through libraries across Queensland. More than 73,000 merchandise and print items were developed and distributed to councils, and microgrants were provided to support local government engagement. In the first 6 months of the campaign, 60% of the state's councils participated, hosting local promotions and events. *How do you library?* was advertised in key locations across the state via digital billboards, shopping centre signs, posters in trains and bus decals. Social media advertising through Meta platforms had a reach of 1.99 million. The campaign continues until November 2025.

The value and impact of library services was advocated through presentations to local government representatives and industry events including the Queensland Public Libraries Association (QPLA) conference in Townsville in March. The Local Government Association of Queensland (LGAQ) annual conference in Brisbane in October was an important opportunity to connect with newly elected local government representatives and discuss their library services. Senior local government staff and elected members are also kept informed about trending issues and best practice within library operations through quarterly advertising in LGAQ's *Council Leader* magazine.

Executives and Library Board members visited Redlands in August to meet council representatives and keep up to date with issues affecting library service delivery. They toured Capalaba Library and Cleveland Library, seeing the impact of Cleveland Library's makerspace and 24/7 lockers, which were funded through a Strategic Priorities Grant and as a Library Priority Project respectively.

Public library funding is invested in professional development initiatives that support the capability of local governments to deliver library and IKC services. Approximately 3,160 participants took part in a range of workshops, conferences, mentorships and online training modules in 2024–25. Regular visits provided tailored support and advice to councils operating RLQ services (communities of less than 15,000 people), including Boulia Shire, Burke Shire, Carpentaria Shire, Charters Towers Regional Council, Croydon Shire, Diamantina Shire, Etheridge Shire, Hinchinbrook Shire, North Burnett Regional Council and Richmond Shire.

Nationally and internationally, an increasing number of book challenges – attempts to restrict or remove titles from library collections – have threatened intellectual freedom in public libraries. Direct assistance was provided to local governments experiencing book challenges. State Library continues to work in collaboration with QPLA and ALIA to uphold intellectual freedom in libraries.

PARTNERSHIP WITH ABORIGINAL AND TORRES STRAIT ISLAND LOCAL GOVERNMENTS

IKCs serve as community hubs, promoting equitable access to resources, cultural sharing, and digital inclusion to bridge the digital divide in regional and remote areas. With Queensland Government investment, State Library partners with Aboriginal and Torres Strait Island local governments to support staffing, collections, programming and development for IKCs.

Two-year Service Level Agreements (SLAs) have been implemented, incorporating First 5 Forever and Public Library funding. The SLAs are guided by co-designed action plans, reflecting self-determined priorities identified by councils, delivered through IKC services. Priorities in the IKC network range across collections, culture, people, spaces, partnerships and delivery of the First 5 Forever program. Progress on action plans is reviewed throughout the life of the agreements.

Emerging themes of IKC action plans have included developing local collections tailored to community interests, enhancing local history content, fostering partnerships for community-led programs, increasing staff professional development, delivering cultural activities, and digitising and archiving historical materials. Mid-point progress reports show 35% of IKC priorities were completed and 65% were in progress during this reporting period.

Aligned with the Public Library Funding Methodology and action plan priorities, the biennial IKC coordinators workshop was held in Cairns and Yarrabah in November. The workshop, Empowering communities through digital connection, featured digital capability-building sessions. The workshop covered technology-driven programming and digital resources, online safety, peer-sharing initiatives and community initiatives, and concluded with a day of hands-on digital catalogue activities.

FIRST 5 FOREVER AND THE EARLY YEARS

State Library and the Queensland Brain Institute (QBI) at UQ hosted a national forum exploring the impact public libraries can have in supporting strong foundations for children in their early years. The May event, Now and for their futures: Libraries brain building in the early years, brought together public library leaders, practitioners, community sector organisation leaders, and academic and philanthropic representatives. The keynote speakers were Professor Karen Thorpe (QBI) on 'Practice meets science: the latest brain research' and State Librarian and CEO Vicki McDonald AM FALIA on 'Libraries as connectors'. An expert panel discussed why libraries matter in the early years. Participants built a shared vision for an alliance of libraries and their partners with a commitment to ensure every child in every community has access to everything they need to thrive. The forum outcomes were presented at the Early Years Policy Summit at the Out of the Box Festival in June. State Library hosted a booth to advocate for investment in libraries to strengthen the network of 1,700 public libraries nationwide and their partners working in proactive frontline service delivery for the early years.

In 2025, First 5 Forever celebrated 10 years of over 6 million engagements with Queensland children and families through public libraries and IKCs. First 5 Forever supports families to talk, read, sing and play with babies and young children to help build and protect the brains of the littlest Queenslanders. Annual reporting for 2023–24, provided by local government, demonstrates its place-based success, with councils delivering 31,187 First 5 Forever-supported programs. These programs resulted in 895,232 attendances, a 15% increase from 2022–23.

First 5 Forever is delivered in partnership with public libraries and IKCs. At its core is the belief that strong foundations in the early years are essential for lifelong learning and development of the skills children need to succeed in life. A campaign is highlighting the work of libraries and their staff across Queensland who have demonstrated innovation and passion in delivering First 5 Forever over the past decade. A fresh suite of First 5 Forever Ambassador assets featuring tennis champion Ashleigh Barty AO was provided in March to help local libraries to promote programs, events and announcements.

First 5 Forever professional development was provided via online learning modules, webinars, face-to-face delivery and communities of practice. Online learning module attendance continued to exceed annual targets with 1,398 participants and a satisfaction rate over 95%. Webinars featured guest presenters from Queensland Health, Centre for Children's Health and Wellbeing, and QBI.

Face-to-face training was delivered in Emerald, Port Douglas and Mount Isa to more than 220 participants from the local government areas of Northern Peninsula, Rockhampton, Mackay, Isaac region, Barcaldine, Goondiwindi, Burke, Flinders, Cloncurry, Diamantina, Burdekin, Townsville, Yarrabah, Fraser Coast, Mareeba, Cook, Douglas, Cassowary Coast and Torres Strait. Communities of practice continue with monthly Yarn Ups with IKC coordinators and the First 5 Forever Senior Program Officer (Identified).

First 5 Forever's collaboration with Thriving Queensland Kids Partnership (Australian Research Alliance for Children and Youth) has included being part of a Framing for Change community of practice, taking part in the enabling workforces and organisations project, and attending Framing for Change training with Frameworks Institute.

A knowledge transfer project with QBI will develop and deliver contextualised, evidence-based resources for Queensland public libraries and parents/carers. A 3-year partnership with the ARC Centre for Excellence for the Digital Child at QUT will deliver research-based resources to share with children and families through the public library network. An event will be held each year in the form of a public talk, a webinar with the libraries network, or a family digital play event.

CHILDREN'S PROGRAMMING ONSITE

The Corner welcomed 85,641 visitors, a 6% increase on the previous year and 92% of the total 93,149 visitors who joined onsite programs for children and families. The Corner reached new audiences through afternoon programs targeting 3- to 5-year-old children, and artist in residence programs celebrating diverse perspectives. The space was refreshed with colourful vinyl across windows and walls showcasing children's voices from the *Dr Barbara Piscitelli AM Children's Art Archive*, and artist-made ceiling decorations. The addition of an Acknowledgment of Country and AIATSIS map of Indigenous Australia to the space supports staff to embed Aboriginal and Torres Strait Islander perspectives in their daily programs.

Programming for families extended beyond The Corner, with weekly Rhyme Time in kuril dhagun, children's labels in *The unbroken spirit of the Kalkadoons* exhibition, Tree of Hope installation in The Parlour in collaboration with Queensland Performing Arts Centre's Out of the Box Festival, and 3 regular community language playgroups in collaboration with Play Matters Australia.

Programs targeting babies through to children aged 12 were offered every day of the school holidays, including through holiday activations in The Corner. Larger-scale programs were delivered in summer and winter with workshops and activities fostering self-expression, exploration and learning. Artist collaborations reflected Queensland's diverse communities, with highlights including a First Nations family fun day, disability-led painting workshops, an interactive installation dismantling e-waste, and creative workshops that celebrated Aboriginal and Torres Strait Islander peoples and cultures. Holiday fun programs connected audiences to exhibitions, with a key focus on the *Deaf in dance* showcase and *The unbroken spirit of the Kalkadoons* exhibition.

The Ash Barty Foundation Children's Voices *Jajum Bajara* picture book was launched in March at kuril dhagun. The project captured and elevated the voices of First Nations children and families through storytelling, cultural sharing and early learning with the Yulu-Burri-Ba, Jajum Bajara playgroup in Capalaba. At 3 storytelling workshops with First Nations-led creative studio Cause/Affect, children, their families and playgroup support workers engaged in meaningful interactions around books, the creative process, and the vital role of storytelling in language development and emotional expression. First 5 Forever concepts of talking, singing, reading and playing were emphasised and explored as essential foundations for nurturing children's cognitive, emotional and social development.

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

SPACE OPTIMISATION STRATEGY

Architects Donovan Hill Peddle Thorp designed the award-winning State Library building for the Millennium Library Project in 2006. In 2020, Partners Hill Architects developed a *Space Optimisation Strategy* to adapt existing spaces to meet the evolving needs of visitors. Relocation of The Corner to The Studio is a priority project under this strategy. In 2021, Partners Hill Architects contributed a visionary concept to reshape The Corner. Architectus, engaged through Arts Queensland (AQ), has led the design. Stage 1, the delivery of the parents' room, baby change facilities, staff utilities and accessible toilets, opened in June. The stage 2 internal works and stage 3 external works program started in June. The Corner will be a dedicated space for play, supporting children and family wellbeing. Accessible, inclusive, safe and adaptable, it will provide distinct zones, with connections to an enhanced outdoor courtyard and arrival area, and a central internal plaza with flexible seating. The purpose-built space will have a messy play and creating area, enabling diverse programming. The new space is expected to be open to the public in late 2025.

CELEBRATING QUEENSLAND CREATIVITY

The Library Shop received a makeover, transforming it into a modern, inviting retail space that reflects State Library's vision and enhances the visitor experience. The redesign focused on improving layout, lighting and signage to create a more accessible and engaging environment. A custom range, From Our Collection, was added along with a curated merchandise selection featuring local artisans' work and literary-themed gifts. A range of items was fabricated at The Edge to highlight the practical uses of equipment, such as the laser cutters, available to the public. The Library Shop revitalisation is designed to boost revenue in support of library programs, align with community interests and strengthen connections with visitors to Brisbane.

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

DEEP AND DIVERSE RESEARCH INSIGHTS

Research and writing fellowships, residencies and partnerships highlight Queensland creativity and history. Queensland Memory Awards fellows explore the collections, uncovering untold stories and surprising insights that enrich the archive by filling gaps and contribute new content to create a more complete record of Queensland's history. The 2025 fellows' projects range from Dr Zhila Gholami's record of refugees' stories to Bronwyn Bridgewater's history of the Ekka, Dr Kate Kirby's investigation into regional sporting heritage and Nerelle Nicol's social history of Aboriginal and Torres Strait Islander workers in the pearling, beche-de-mer and trochus industries.

Research Reveals shares Queensland Memory Awards fellows' project outcomes with the community. Nine fellows recognised at the 2022 and 2024 awards presented their findings at Research Reveals in February: Dr John Willsteed (John Oxley Library Fellow, 'Dive for your memory – Queensland music stories'); Dr Heather Anderson (Rainbow Research Fellow, 'Radio rebels: highlighting the contributions of women, trans and non-binary people to the history of Queensland community radio'); Dr Robin Trotter (Queensland Business Leaders Hall of Fame Fellow, 'TC Dixon & Sons: makers of "shoes of distinction"'); Evelyn Saunders (Digital Collections Catalyst, 'Min(d)ing the dead'); Dr Aaron Teo and Dr Amy Eun-Ji Kim (John Oxley Library Honorary Fellows, 'Culinary crossroads: history of Asian-Australian eateries and migration policies in Queensland'); Dr Max Brierty (2022 Monica Clare Research Fellow, 'Mipa Mipumani: the colonisation of Kullilli Country in South West Queensland'); Sheridan Teitzel (2024 Monica Clare Research Fellow, 'Sacred plants and cultural frameworks: capturing First Nations value systems in western Cape York'); Dr Nicole Murphy (Christina Boughen OAM Fellow, 'Exploration, celebration and continuation: the legacy of Christina Boughen OAM'). Research Reveals, held over 2 days, drew a total of 280 attendees.

The Queensland Atlas of Religion website, the outcome of a joint ARC Linkage project with UQ, was launched in 2025. The atlas is a digital resource combining research from historians, scholars and communities to document faith traditions, Indigenous spiritualities and emerging religious movements. Through interactive maps, essays and multimedia content, the atlas highlights how religion has shaped Queensland's cultural and social history.

Heritage talks share expertise and perspectives on Queensland history and enable visitors to interact with the collections at white gloves experiences. The Floods of '74 talk in August featured presentations by Dr Margaret Cook and Dr James Davidson, drawing an audience of 213. The November talk, House and homes, explored Queensland's heritage homes, from the iconic Queenslander style to the workings of the Queensland Heritage Register. The speakers were The House Detective, Marianne Taylor, recipient of the 2025 John Oxley Library Award, and David Gole, Principal at Architectus Conrad Gargett. An audience of 200 attended. In June, Matthew Condon OAM and Hedley Thomas spoke about the role of investigative journalism in unearthing crime and corruption in Queensland. An audience of 217 attended. Recordings are accessible on the State Library website.

4. Attract partnerships and investment to enhance service to Queenslanders

PHILANTHROPY AND PARTNERSHIPS

Queensland Library Foundation is an entity of the Library Board of Queensland that exists to support the organisational goals and creative ambitions of State Library. The Philanthropy and Partnerships branch plays a vital role in securing philanthropic support and strategic partnerships, via the Foundation, to enhance programs and services. While philanthropy continues to be a cornerstone of support, enabling donors to make a lasting impact, the Foundation, through the Partnerships and Philanthropy branch, also actively cultivates and supports partnerships and sponsorships that extend the reach and impact of State Library's work.

In 2024–25, the Foundation secured support for a range of major initiatives, including the Queensland Literary Awards, and provided advice and support for over 30 partnerships and sponsorships across the organisation. These collaborations help to amplify capacity to deliver innovative programs, engage communities, and foster cultural and literary development across Queensland.

Transforming The Corner is a major fundraising initiative supporting redevelopment of The Corner. The Foundation, with the valued support of the Campaign Advisory Committee (Chair Courtney Talbot, Gina Fairfax AC, Rhonda White AO and Susan Hocking), secured over \$1 million in lead gifts from over 60 key donors and philanthropic foundations, including Ash Barty AO, the Crommelin Family Foundation, the Dowling Family Foundation, Gina Fairfax AC and Tim Fairfax AC, Tim Fairfax Family Foundation, Susan Hocking and Ian Mackie, Dr Cathryn Mittelheuser AM, the Morgans Foundation, The Hon. Justice John Logan RFD, John Puttick, Dr Maha Sinnathamby AM, David and Elizabeth Stanton, Courtney Talbot, the Talbot Foundation, Dr Terry White AO and Dr Rhonda White AO.

The public phase of the campaign was launched as part of The Corner Big Day Out in April. This free community event attracted close to 13,000 visitors – a record for daily visitation. The event highlighted the strong commitment to early childhood learning and engagement. Performances, workshops, activities and book readings celebrated the transformative impact of The Corner. The Foundation will continue to raise the remaining funds to reach the campaign goal of \$2.135 million, engaging individual donors, trusts and foundations, and corporate partners.

Programming partnerships in 2024–25 included the Brisbane Portrait Prize, Queensland Museum for World Science Festival Brisbane, QPAC's Out of the Box Festival, Modernister Shows for The Australian Dream? and Fashion Queensland for a Brisbane Fashion Month panel discussion. After a long and significant partnership with Hachette Australia, a new agreement was formed with University of Queensland Press (UQP) to publish black&write! titles from 2026.

STRATEGIC OBJECTIVE 4

RESPONSIVE INNOVATION

PURSUING INNOVATIVE, SUSTAINABLE AND CULTURALLY RESPONSIVE WAYS TO WORK

Efforts to foster a safe and inclusive workplace for visitors, staff, volunteers and contractors continued. A cultural capability uplift commenced, the recommendations of which are being implemented alongside the *First Nations Strategy 2024–28* and the *First Nations Recruitment and Retention Strategy 2023–25*. The *Digital Technology Strategy 2025–29* and the associated Digital Technology Roadmap were developed to guide informed investment decision-making to ensure technology is fit for purpose, safe, secure and resilient. The *Fiscal Overview and Financial Strategy 2025–29* was approved to support financial sustainability.

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

WORKFORCE PROFILE

TOTAL STAFFING

Total full-time equivalent (FTE)	307.35
Total headcount	378
Separation rate	5.29%

OCCUPATION TYPE BY FTE	PERCENTAGE FTE
Frontline and frontline support positions	83.67%
Corporate positions	16.33%

APPOINTMENT TYPE BY FTE	PERCENTAGE OF FTE
Permanent	79.10%
Temporary	12.49%
Casual	6.78%
Contract	1.63%

EMPLOYMENT STATUS BY HEADCOUNT	PERCENTAGE OF HEADCOUNT
Permanent	68.04%
Temporary	10.27%
Casual	20.55%
Contract	1.14%

GENDER	HEADCOUNT	PERCENTAGE OF TOTAL WORKFORCE
Woman	270	71.43%
Man	106	28.04%
Non-binary	2	0.53%

DIVERSITY TARGET GROUP DATA	HEADCOUNT	PERCENTAGE OF TOTAL WORKFORCE
Women in leadership	12	75%
Aboriginal peoples and Torres Strait Islander peoples	18	4.76%
People with disability	16	4.23%
People with culturally and linguistically diverse backgrounds – speak a language at home other than English [^]	19	5.03%

TARGET GROUP DATA FOR WOMEN IN LEADERSHIP ROLES

GROUP	HEADCOUNT	PERCENTAGE OF TOTAL
Senior Officers (classified and s122 equivalent combined)	7	43.75%
Senior Executive Service and Chief Executives (classified and s122 equivalent combined)	5	31.25%

CULTURAL CAPABILITY

The Cultural capability uplift program was advanced as part of the commitment to fostering a culturally safe, inclusive and respectful workplace, particularly for Aboriginal and Torres Strait Islander staff. Key achievements included:

- launch of a First Nations cultural capability eLearning course for all staff
- establishment of a centralised SharePoint site to support visibility and accessibility of information on First Nations initiatives, resources and events
- promotion of culturally appropriate employee assistance program (EAP) services for First Nations staff, alongside additional information on support hotlines and providers
- implementation of learning and engagement initiatives such as the 20-Day Allyship Challenge and the Reading for Reconciliation Book Club, enhancing shared understanding and inclusive practices
- staff participation in National Reconciliation Week activities, including artist-led tours
- development of a SharePoint-based cultural capability toolkit, with internal and external resources to guide inclusive and respectful practice
- launch of a First Nations community engagement SharePoint page to support culturally responsive planning and programming.

These initiatives have strengthened cultural learning, shared leadership accountability and increased staff understanding of First Nations perspectives.

Progress on the *First Nations Recruitment and Retention Action Plan* focused on embedding culturally safe recruitment practices and enhancing career development pathways for Aboriginal and Torres Strait Islander employees. Achievements included:

- integration of inclusive recruitment tools and resources on SharePoint
- deployment of a First Nations eLearning module
- promotion of the Study and Research Assistance Scheme (SARAS) to support career development opportunities for First Nations staff
- establishment of networking and learning opportunities through the encouragement of participation in First Nations staff networks
- creation of a SharePoint-based recruitment and retention toolkit, offering guidelines, protocols, FAQs and access to learning materials
- continued development of First Nations employment pathways, including preparations for participation in Queensland Government graduate and digital careers programs.

These actions contributed to building a culturally responsive recruitment environment and improving support for the career development and wellbeing of First Nations staff.

DIVERSITY AND INCLUSION

Sector-wide diversity and inclusion targets were exceeded, achieving a majority of women in leadership roles and increasing the representation of Aboriginal and Torres Strait Islander employees. Work continues on improving representation of employees with disabilities and those from culturally and linguistically diverse backgrounds.

LEADERSHIP DEVELOPMENT

The People Matters leadership program continued, focusing on mentoring and cultivating emerging leaders; there were 30 participants. People leaders also participated in training on performance conversations, aligned with the Leadership competencies for Queensland. The Executive Leadership Team and Senior Leadership Team participated in a targeted leadership development program with a focus on strengthening team bonds and fostering high-performing, collegiate practices.

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

KNOWLEDGE SHARING

Staff showcased activities and programs to the international community at the IFLA Information Futures Summit in Brisbane in September/October. The topics and presenters were:

- Who's your Mob? – **Anne Reddacliff**, Librarian, Information and Client Services
- Live at the Library – **Troy Bullock**, Program Officer, Schools Engagement
- Collections as data – **Margaret Warren**, Director, Content Management
- Virtual Veterans – **Anna Raunik**, Executive Director, Content.

Staff actively contributed to the QPLA conference in Townsville in March, developing the following conference activities and presentations:

- Regional Digital Development Officers Update – **Michelle Carter**, Director, Digital Inclusion
- Implementing the Public Libraries and IKCs Roadmap; State Library of Queensland Update – **Louise Denoon**, Executive Director, Community Partnerships
- QPLA/State Library Leaders Program Workshop and Tour, 2024 Library Leaders Wrap Up – **Kaley Schelks**, Coordinator, Building Capability, Public Libraries
- 'Artificial intelligence and public libraries: a journey into the rabbit hole' – **Margaret Warren**, Director, Content Management.

Other conference presentations by staff included:

Troy Bullock, Program Officer, Schools Engagement

'Live at the Library: a new model for offering virtual engagement with collections', Museum Next, online, May 2025

Catherine Cottle, Specialist Librarian, Collection Building and Interpretation

'Oral history in our national and state and territory libraries', Oral History Australia Biennial Conference, Melbourne, November 2024

Serene Fernando, Gamilaraay woman, First Nations Curator,

and **Sophie Chapman**, Exhibitions Producer

'First Nations representations of Meanjin and Maiwar', Representations of Meanjin and Moreton Bay 1824–2024: A Bicentennial Symposium, hosted by Griffith University and the Harry Gentle Resource Centre, Brisbane, September 2024

'Empowering inclusivity and accessibility: *Deaf in dance* showcase at State Library of Queensland', Belonging 2024 Conference, Museums & Galleries Queensland, Toowoomba, October 2024

Vicki McDonald AM FALIA, State Librarian and CEO

'IFLA trend report 2024', Public Libraries South Australia Conference, Adelaide, May 2025

'On your mark ... go!', Emerging Library Leaders' Summer School for Asia-Pacific, online, July 2024

Rachel Merrick, Lead, Metadata

'Reparative and inclusive description practices', ALIA Queensland Mini Conference, Brisbane, October 2024

Natasha Ratajczek, Coordinator, Schools Engagement

'Schools engagement: collaborating with the education sector', ALIA Queensland Mini Conference, Brisbane, October 2024

Anna Raunik, Executive Director, Content

Webinar on AI in libraries, IFLA Science and Technology Libraries Section, December 2024

Margaret Warren, Director, Content Management

'AI as a time machine: using AI to explore colonial Queensland through diverse viewpoints', ALIA Information Online, virtual, March 2025

'Collections as data: what's next?', VALA – Libraries, Technology and the Future conference, Melbourne, July 2024

Over 100 staff attended the ALIA Information Online national online library conference in March. The conference streams were Indigenous Knowledges, Greening GLAMR, and AI and the Future of Technology. The online delivery provided opportunities for staff to learn and share new developments in the library sector.

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

INFORMATION AND CYBER SECURITY

Robust information and cyber security capabilities and system solutions continue to be delivered in line with the *Digital Technology Strategy 2025–29*, in response to the increasing risk of cyber attacks. Investment in information security management system (ISMS) improvement included an independent review of the cyber security framework and the Australian Signals Directorate's (ASD) Essential Eight (E8) compliance. This review also delivered a risk-based cyber security framework, enhanced incident response governance and processes, technology disaster recovery plans, and defined the organisation's cyber maturity, risk profile, and individual cyber and information security risks. Routine cyber and information vulnerability scanning is undertaken, along with staff cyber awareness programs and penetration testing against the organisation's digital technology infrastructure.

In close collaboration with the Queensland Government Cyber Security Unit (CSU), whole-of-government systems and service solutions have enhanced governance, identification, protection, detection, response and recovery capabilities. Collaboration with the Australian Cyber Security Centre (ACSC) continues as a subscriber within the Australian Signals Directorate's Cyber Hygiene Improvement Program, providing a quarterly report with additional intelligence on internet visible systems and services.

To enhance cyber and information security facilities and to cater for staff flexible working requirements, a secure, remote-access virtual private network (VPN) solution was implemented. It provides staff with an authenticated tunnel to access key back-of-house systems while working remotely. The VPN blocks remote access from international locations while having the flexibility to accommodate staff overseas travel requirements.

SUSTAINABILITY

Significant progress has been made in integrating environmental sustainability into day-to-day operations. State Library 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. State Library increased the rate of waste diversion from landfill to 6% in 2024–25, while maintaining the recycling rate at 38% in 2024–25 (39% in 2023–24). It recycled 788 kilograms of e-waste and reduced carbon emissions from energy consumption by 1.7%.

State Library collaborates with Brisbane-based nonprofit cooperative Reverse Garbage to promote sustainability and recycling. Reverse Garbage collects around 1,000 litres of offcuts from laser materials and other craft items from activities at The Edge. It repurposes the salvaged items as art, craft and education supplies. Workshops, spaces and equipment at The Edge enable community members to recycle, reuse and repair items that would otherwise become landfill.

VENUE HIRE

In response to recommendations from the Venue Hire Business Process Review, several initiatives and projects were implemented to improve efficiencies, workflows, client communications and the conversion of enquiries to contracted venue hire agreements. These initiatives include the implementation of simplified event documentation and quotation software, and streamlined event delegation processes. A total of 292 external venue hire events were hosted in 2024–25, drawing 33,786 attendees and generating \$1.014 million in revenue.

TECHNOLOGY UPGRADES

Work began on consolidating multiple, segmented AV equipment groups into a unified AV network. The single network gives the technical team direct access to these devices from their workstations. Configuring, diagnosing issues and updating AV equipment will be more efficient. The project includes:

- improved AV network environments – implementing technical wi-fi network across the venue and consolidating existing AV networks
- new digital signage and cloud-based content management system to provide increased flexibility and simplicity for content management
- improved device monitoring and power management to reduce energy expenses, and extend the life of equipment and increase reliability
- live-streaming upgrades in slq Auditorium 1, slq Auditorium 2 and The Edge, and audio mixing console upgrades in slq Auditorium 1 and The Edge to replace aging electronic equipment.

Print, scan and copy facilities remain essential library services. It is important these services continue to reflect the contemporary needs and expectations of staff and the public. One notable trend is that the overall print output in the 2024–25 financial year remained at half of those levels recorded pre-pandemic. A new, secure, cloud-based print and imaging as a service (PlaaS) solution was implemented to replace the fleet of multi-function devices (MFDs) and print devices used by the public and staff.

FISCAL OVERVIEW AND FINANCIAL STRATEGY 2025–29

To safeguard ongoing financial sustainability while ensuring sufficient funding for key areas of focus that require investment, the *Fiscal Overview and Financial Strategy 2025–29* was developed and approved by the Library Board. This forward-looking strategy sets out actions to maintain and strategically enhance services in an environment of managing increasing cost pressures within a narrow revenue base with limited growth opportunities.

To operationalise the strategy, a prioritised action plan will identify high-impact initiatives and direct resources to the areas of greatest strategic value. Stakeholder consultation on this action plan is scheduled for early 2025–26.

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

ARTIFICIAL INTELLIGENCE INNOVATION

The One Search AI Research Assistant, a generative AI-powered library discovery tool, was implemented in the catalogue in March. The AI Research Assistant combines large language model capabilities with an extensive database of scholarly journal articles, allowing users to pose research questions in natural language and receive summaries synthesised from the top 5 relevant sources to which State Library subscribes, complete with in-text citations. The One Search AI Research Assistant aligns with the *Use of Generative AI Principles*.

DIGITAL TECHNOLOGY STRATEGY AND ROADMAP

In response to the evolving technological and social changes through digital transformation, the *Digital Technology Strategy 2025–29* was developed. The strategy combines the previous digital strategy with other technology initiatives to deliver a whole-of-library approach to digital and technology transformation. It outlines 5 key priorities designed to increase access to collections, build inclusive experiences, build a workforce that acts digitally, deliver robust cyber and information security, and invest efficiently in resources for resilience, scalability and adaptability. A corresponding *Digital Technology Roadmap* was developed to plan and deliver on the prioritised activities. The roadmap is a working blueprint that will evolve as key initiatives are delivered and new opportunities are considered by the Technology Steering Group (TSG) and the Executive Leadership Team (ELT).

CORPORATE REBRAND

A new brand and visual identity suite was introduced in 2025 to support and enhance the vision to be a library of influence, inspiring and connecting people through knowledge, storytelling and creativity. The new brand creates a cohesive and contemporary visual identity that resonates with diverse audiences, enhances accessibility and reflects the organisation's core values. Audience testing and market research found the new chevron logo was considered dynamic, modern and bold, with youthful energy and strong visual impact. The new brand was implemented in 3 phases from 3 February. Priority 1 and 2 assets, including websites, social media profiles, corporate stationery, promotional materials and onsite signage, were completed. Remaining assets are on schedule to be completed by 29 August 2025.

CAIRNS OFFICE RELOCATION

The Cairns office relocated to new premises on Grafton Street in March to meet the evolving needs of regional teams. The new location fosters better collaboration by delivering hybrid meeting functionality and a more efficient work environment for the Cairns-based Community Partnerships portfolio teams. The upgraded space features modern facilities, including a refreshed open plan, storage space, 2 meeting rooms and a conference room.

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.

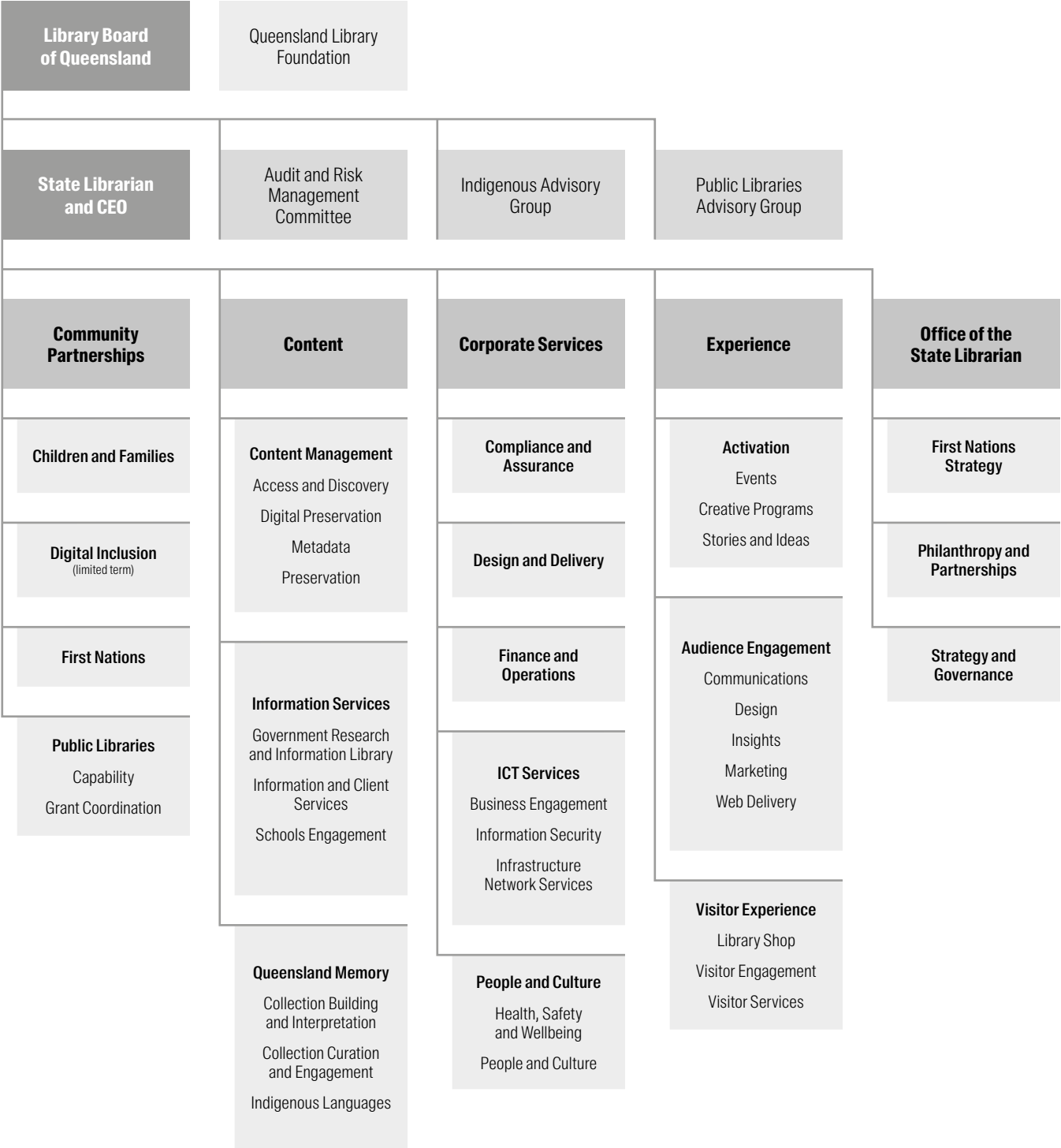
Dr Jodie Siganto

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.

FINANCIAL SUMMARY

This summary provides an overview of the financial performance during 2024–25 and position as at 30 June 2025 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

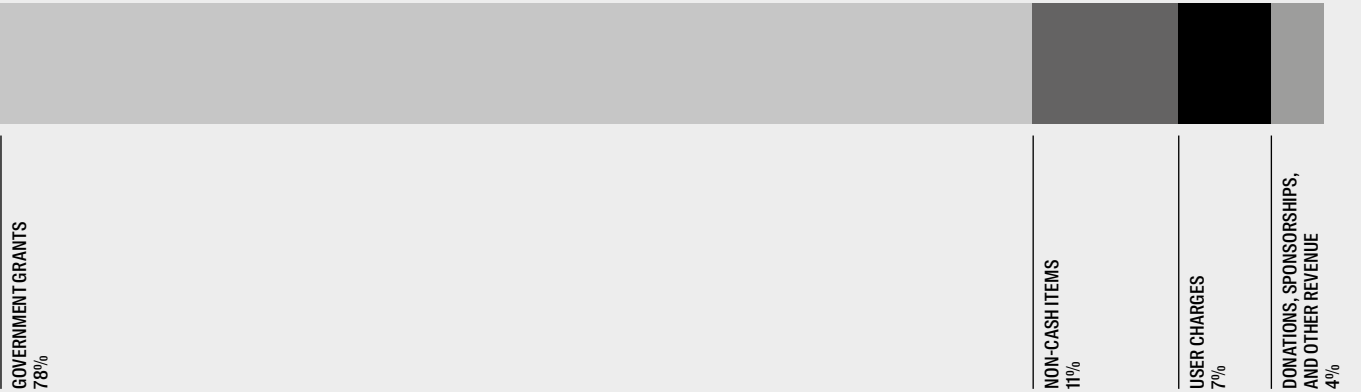
The Statement of Comprehensive Income for the Economic Entity is set out below.

STATEMENT OF COMPREHENSIVE INCOME	2025 \$'000	2024 \$'000
Total income from continuing operations	101,620	96,067
Total expenses from continuing operations	96,744	93,786
Operating result from continuing operations	4,876	2,281
Increase/(decrease) in asset revaluation reserve	(123)	(355)
Total comprehensive income	4,753	1,926

INCOME

In 2024–25, the Library Board was predominantly funded for the outputs it delivers by an administered grant (\$76.334 million), other grants (\$3.009 million) with user charges (\$7.318 million), donations and sponsorships (\$1.313 million), interest on funds invested (\$1.517 million), insurance compensation (\$1.004 million) and other revenue (\$0.086 million) comprising the total cash income. Other non-cash items recognised as income include the operating lease rental for the building (\$8.697 million), sponsorships, partnerships and legal deposit collection items (\$1.453 million), investment distributions (\$0.616 million) and net fair value gain on investments (\$0.273 million).

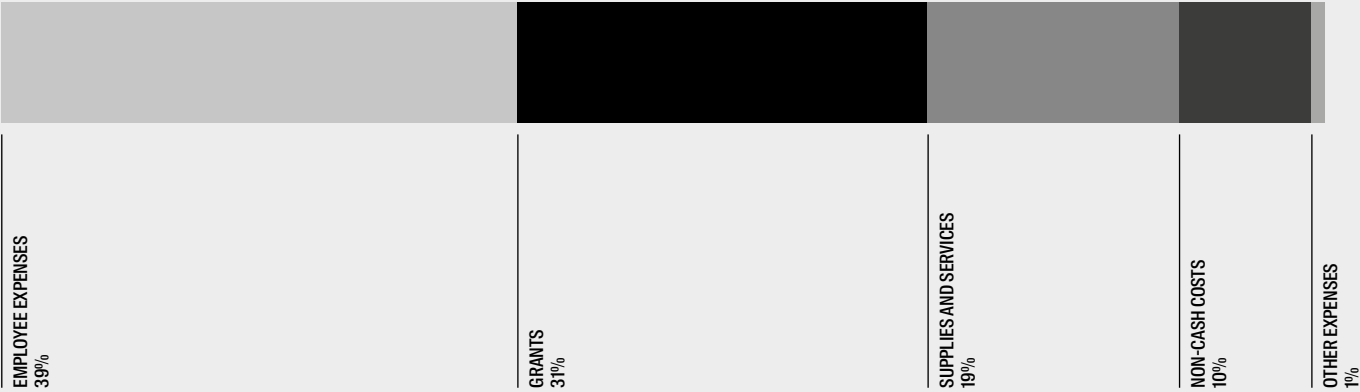
Economic Entity income 2025



EXPENSES

Expenses for the Library Board were \$96.744 million in 2024–25. The largest component is employee expenses (39%), with grants (31%), supplies and services (19%), non-cash costs (building lease, in-kind and depreciation) (10%) and other expenses (1%) completing the total.

Economic Entity expenses 2025



OPERATING RESULT FROM CONTINUING OPERATIONS

The Statement of Comprehensive Income from continuing operations shows a \$4.753 million surplus for the Economic Entity; of this, \$4.233 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 2025, the net assets of the Library Board Economic Entity were \$170.740 million which is an increase of \$4.753 million from 2023–24.

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 2024–25 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

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FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

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LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

STATEMENTS OF COMPREHENSIVE INCOME

for the year ended 30 June 2025

	NOTE	ECONOMIC ENTITY		PARENT ENTITY	
		2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
Income from continuing operations					
Revenue					
User charges	B1-1	7,318	5,825	7,318	5,796
Grants and contributions	B1-2	90,806	88,159	91,089	87,792
Other revenue	B1-3	2,607	1,329	2,393	1,150
Investment income	B1-4	616	315	352	193
Total revenue		101,347	95,628	101,152	94,931
Net fair value gain on other financial assets	B1-5	273	439	176	277
Total income from continuing operations		101,620	96,067	101,328	95,208
Expenses from continuing operations					
Employee expenses	B2-1	37,448	36,528	37,448	36,528
Supplies and services	B2-2	27,732	28,675	27,729	28,692
Grants and subsidies	B2-3	30,171	27,449	30,421	27,699
Depreciation and amortisation	C6-4	923	504	923	504
Other expenses	B2-4	470	630	451	611
Total expenses from continuing operations		96,744	93,786	96,972	94,034
Operating result from continuing operations		4,876	2,281	4,356	1,174
Other comprehensive income					
Items that will not be reclassified to operating result:					
Decrease in asset revaluation surplus	C11-2	(123)	(355)	(123)	(355)
Total other comprehensive income		(123)	(355)	(123)	(355)
Total comprehensive income		4,753	1,926	4,233	819

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 2025

	NOTE	ECONOMIC ENTITY		PARENT ENTITY	
		2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
Current assets					
Cash and cash equivalents	C1	16,229	13,203	11,389	8,698
Receivables	C2	2,482	2,525	2,448	2,555
Inventories		209	215	209	215
Other current assets	C3	908	1,099	908	1,099
Other financial assets	C4	6,893	6,519	2,329	2,203
Total current assets		26,721	23,561	17,283	14,770
Non-current assets					
Intangible assets	C5	18,095	16,725	18,095	16,725
Property, plant and equipment	C6	130,076	129,878	130,076	129,878
Other financial assets	C4	2,460	2,203	2,460	2,203
Total non-current assets		150,631	148,806	150,631	148,806
Total assets		177,352	172,367	167,914	163,576
Current liabilities					
Payables	C7	1,201	843	1,214	843
Accrued employee benefits	C8	3,094	2,858	3,094	2,858
Provision	C9	124	–	124	–
Contract liabilities	C10	2,193	2,679	1,894	2,519
Total current liabilities		6,612	6,380	6,326	6,220
Total liabilities		6,612	6,380	6,326	6,220
Net assets		170,740	165,987	161,588	157,355
Equity					
Contributed equity		1,465	1,465	1,465	1,465
Accumulated surplus		65,880	61,004	56,728	52,372
Asset revaluation surplus	C11-2	103,395	103,518	103,395	103,518
Total equity		170,740	165,987	161,588	157,355

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 2025

	ECONOMIC ENTITY \$'000	PARENT ENTITY \$'000
ACCUMULATED SURPLUS		
Balance 1 July 2023	58,723	51,198
Operating result from continuing operations	2,281	1,174
Balance 30 June 2024	61,004	52,372
Operating result from continuing operations	4,876	4,356
Balance 30 June 2025	65,880	56,728
ASSET REVALUATION SURPLUS (NOTE C11)		
Balance 1 July 2023	103,873	103,873
Other comprehensive income		
Decrease in asset revaluation surplus	(355)	(355)
Balance 30 June 2024	103,518	103,518
Other comprehensive income		
Decrease in asset revaluation surplus	(123)	(123)
Balance 30 June 2025	103,395	103,395
CONTRIBUTED EQUITY		
Balance 1 July 2023	1,465	1,465
Balance 30 June 2024	1,465	1,465
Balance 30 June 2025	1,465	1,465
TOTAL		
Balance 1 July 2023	164,061	156,536
Operating result from continuing operations	2,281	1,174
Other comprehensive income		
Decrease in asset revaluation surplus	(355)	(355)
Balance 30 June 2024	165,987	157,355
Operating result from continuing operations	4,876	4,356
Other comprehensive income		
Decrease in asset revaluation surplus	(123)	(123)
Balance 30 June 2025	170,740	161,588

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 2025

	NOTE	ECONOMIC ENTITY		PARENT ENTITY	
		2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
Cash flows from operating activities					
<i>Inflows:</i>					
User charges		6,896	6,454	6,734	6,381
Grants and contributions		80,761	77,366	81,022	77,129
GST collected from customers		1,035	696	1,021	671
GST input tax credits from ATO		1,724	2,190	1,722	2,189
Interest receipts		1,518	1,248	1,304	1,069
Other inflows		1,090	16	1,090	16
<i>Outflows:</i>					
Employee expenses		(37,007)	(36,447)	(37,007)	(36,447)
Supplies and services		(17,512)	(20,055)	(17,496)	(20,298)
Grants and subsidies		(30,172)	(27,449)	(30,422)	(27,699)
GST paid to suppliers		(1,706)	(2,149)	(1,705)	(2,148)
GST remitted to ATO		(1,038)	(649)	(1,014)	(623)
Other outflows		(424)	(568)	(416)	(562)
Net cash provided by/(used in) operating activities	CF-1	5,165	653	4,833	(322)
Cash flows from investing activities					
<i>Outflows:</i>					
Payments for heritage and cultural assets		(539)	(401)	(539)	(401)
Payments for library collections		(141)	(167)	(141)	(167)
Payments for property, plant and equipment		(498)	(2,315)	(498)	(2,315)
Payments for intangibles		(964)	(699)	(964)	(699)
Net cash (used in) investing activities		(2,142)	(3,582)	(2,142)	(3,582)
Net increase/(decrease) in cash and cash equivalents		3,026	(2,930)	2,691	(3,904)
Cash and cash equivalents – opening balance		13,203	16,133	8,698	12,602
Cash and cash equivalents – closing balance	C1	16,229	13,203	11,389	8,698

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/(USED IN) OPERATING ACTIVITIES

	ECONOMIC ENTITY		PARENT ENTITY	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
Operating result	4,876	2,281	4,356	1,174
Adjustments for non-cash items included in operating result:				
Depreciation and amortisation expense	923	504	923	504
Donation of intangibles	(408)	(193)	(408)	(193)
Donation of heritage and cultural assets	(77)	(169)	(77)	(169)
Loss on disposal of assets	12	32	12	32
Net fair value gain on QIC investments	(273)	(439)	(176)	(277)
QIC trust distributions	(616)	(315)	(352)	(193)
QIC management fee	34	30	21	17
Changes in assets and liabilities:				
Decrease in GST input tax credits receivable	15	41	15	41
Decrease in LSL reimbursement receivable	82	40	82	40
(Increase)/decrease in trade and other receivables	170	(1,890)	126	(1,742)
Decrease in inventories	6	16	6	16
(Increase)/decrease in prepayments	191	(460)	191	(460)
Increase/(decrease) in accounts payable	359	(361)	371	(586)
Increase/(decrease) in contract liabilities	(485)	1,447	(624)	1,385
Increase in accrued employee benefits	236	41	236	41
Increase in provision	124	–	124	–
Increase/(decrease) in GST payable	(4)	48	7	48
Net cash provided by/(used in) operating activities	5,165	653	4,833	(322)

CF-2 NON-CASH INVESTING

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

Cash flows are included in the Statement of Cash Flows on a net basis with the GST component of the cash flows shown as separate line items.

The GST components of cash flows arising from investing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

LIBRARY BOARD OF QUEENSLAND AND CONTROLLED ENTITY

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2025

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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 Parliamentary appropriation.

In 2024–25 it also received revenue from sources including:

- office accommodation rentals
- network and internet services
- library professional services
- preservation and reproduction services
- donations
- retail and beverage operations
- research services
- Queensland Veterans' Council fees for curatorial services
- 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 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 2024.

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 2023–24 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 the right at the end of the reporting period 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
- investment in managed funds which are measured at fair value
- provisions expected to be settled 12 or more months after reporting date which are measured at their present 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.

Present value

Present value represents the present discounted value of the future net cash inflows that the item is expected to generate (in respect of assets) or the present discounted value of the future net cash outflows expected to settle (in respect of liabilities) in the normal course of business.

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.

The consolidated financial statements include all income, expenses, assets, liabilities and equity of the Library Board and its controlled entity, the Foundation. 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 – QUEENSLAND LIBRARY FOUNDATION

Basis of control

The Library Board controls the Foundation with the Library Board being the sole shareholder 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 financial statements of the Foundation. Total external audit fees relating to the 2024–25 financial statements are estimated to be \$6,900 (2024: \$6,750). 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	
	2025	2024	2025	2024	2025	2024	2025	2024
Queensland Library Foundation	9,565	8,894	415	264	1,986	2,307	520	1,089

ECONOMIC ENTITY		PARENT ENTITY	
2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

B1 REVENUE

B1-1 User charges

Accounting policy – user charges

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

Type of good or service	Nature and timing of satisfaction of performance obligations, including significant payment terms	Revenue recognition policies	
User charges (excluding venue hire, Anzac Square Memorial Galleries and First Nations Treaty Institute)	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.	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 may be recognised under AASB 15 <i>Revenue from Contracts with Customers</i> (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. Generally, deposits are taken and recognised as contract liabilities, with the final invoices raised once the performance obligations have been met.	The full value of venue hire charges (including deposits) is recognised as revenue once performance obligations are satisfied in accordance with AASB 15.	
Anzac Square Memorial Galleries	The Library Board operates Anzac Square Memorial Galleries under an operating agreement with Queensland Veterans' Council. The Library Board has determined there are sufficiently specific obligations included in the operating deed.	Anzac Square Memorial Galleries revenue is recognised as performance obligations are met under AASB 15.	
First Nations Treaty Institute (Treaty Institute)	During 2024–25, the Library Board provided operational support to the Treaty Institute for the administration of funds committed from the Path to Treaty Fund. This was initially governed by a Memorandum of Understanding (MoU) with the Treaty Institute and the former Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities, and the Arts (DTATSIPCA) which was signed on 13 September 2024 and was effectively in place until 31 December 2024 due to transitional provisions. On 29 November 2024, the Act was repealed and the Treaty Institute was abolished. The Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (the Department) is the successor in law of the Treaty Institute, in accordance with the <i>Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984</i> (Qld) subsection 103(1). State Library partnered with the Department to deliver a program of works to finalise all matters relating to the Treaty Institute. User charges include support fees paid by the Treaty Institute to State Library for establishment-related services. Where State Library incurred expenses in delivering this support, it was reimbursed by the Treaty Institute for the actual costs incurred. These reimbursements are recognised as revenue in the financial statements.	Support fees and reimbursement of costs are recognised as revenue when the performance obligations are satisfied under AASB 15.	

The Library Shop	442	611	442	611
Library Café	1,331	1,150	1,331	1,150
Building rentals	155	186	155	186
Research services	1,442	1,575	1,442	1,575
Network and internet services	255	260	255	260
Anzac Square Memorial Galleries	1,044	909	1,044	909
Venue hire	924	806	924	806
First Nations Treaty Institute support fees	900	–	900	–
First Nations Treaty Institute reimbursement	374	–	374	–
Other user charges	451	328	451	299
Total	7,318	5,825	7,318	5,796

ECONOMIC ENTITY		PARENT ENTITY	
2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

B1 REVENUE CONT'D**B1-2 Grants and contributions****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.

Accounting policy – grants and contributions

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

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

Disclosure – grants and contributions

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

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

¹ In 2024–25, State Library received \$3.895M in funding to advance Digital Inclusion Initiatives, marking the second year of a 3-year agreement under *Our Thriving Digital Future: Queensland's Digital Economy Strategy*. Of this amount, \$4.016M was recognised as Grants and Contributions revenue, inclusive of the recognition of \$1.329M carried forward from the 2023–24 contract liability, and \$1.229M was recognised as a contract liability reflecting performance obligations to be fulfilled in subsequent periods. (2023–24 \$1.850M was received with \$0.520M recognised as Grants and Contributions revenue and \$1.329M recognised as a contract liability).

In 2023–24, funding was received for the Interim Truth and Treaty Body (ITTB), with \$2.260M recognised as Grants and Contributions revenue. ITTB-related expenditure is reflected within the relevant expense categories in these financial statements. Refer to Note C9 for further details.

State government grants	76,334	73,604	76,334	73,604
State government grants – Digital Inclusion	2,666	520	2,666	520
State government grants – ITTB	–	2,262	–	2,262
Commonwealth grants	343	194	343	194
Queensland Library Foundation projects	–	–	1,542	1,362
Donations and industry contributions	1,313	1,734	54	5
Goods received below fair value	1,453	1,420	1,453	1,420
Lease rental – received below fair value	8,697	8,425	8,697	8,425
Total	90,806	88,159	91,089	87,792

	ECONOMIC ENTITY		PARENT ENTITY	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

B1-3 Other revenue

Disclosure – insurance compensation

Interest received	1,517	1,313	1,304	1,134
Insurance compensation – QGIF ¹	1,004	–	1,003	–
Gain on disposal of non-current assets	1	–	1	–
Miscellaneous revenue	85	16	85	16
Total	2,607	1,329	2,393	1,150

¹ As a result of the February 2022 flood, the Library Board received insurance compensation from the Queensland Government Insurance Fund (QGIF) for replacement of lost physical assets. The claim was finalised and associated revenue was received and recognised in the 2024–25 financial year. Plant and equipment lost in the flood were written off and replaced in prior financial years.

B1-4 Investment income

Accounting policy – investment income

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

QIC distributions	616	315	352	193
Total	616	315	352	193

B1-5 Net fair value gain on other financial assets

Accounting policy – gain on investments

Gains 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 on other financial assets	273	439	176	277
Total	273	439	176	277

ECONOMIC ENTITY		PARENT ENTITY	
2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

B2 EXPENSES

B2-1 Employee expenses

Accounting policy – wages, salaries and recreation leave

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

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

Accounting policy – sick leave

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

Accounting policy – long service leave

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

Accounting policy – superannuation

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

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

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 other employee expenses.

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

Employee benefits

Wages and salaries	28,272	27,443	28,272	27,443
Employer superannuation contributions	4,254	4,189	4,254	4,189
Long service leave levy	774	729	774	729
Recreational leave expenses	2,859	2,766	2,859	2,766

Employee related expenses

Other employee expenses	1,289	1,401	1,289	1,401
Total	37,448	36,528	37,448	36,528

2025 no.	2024 no.
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Full-Time Equivalent (FTE) employees *	307	307
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* FTE data as at 30 June 2025 (based upon the fortnight ending 27 June 2025).

ECONOMIC ENTITY		PARENT ENTITY	
2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

B2-2 Supplies and services

Accounting policy – distinction between grants and procurement

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

Accounting policy – goods rendered free of charge or for nominal value

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

Disclosure – office accommodation

Payments for non-specialised commercial office accommodation under the Queensland Government Accommodation Office (QGAO) framework arise from non-lease arrangements for State Library office accommodation in Cairns and Cannon Hill with the Department of Housing 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.

Advertising and graphic design	395	281	395	281
Bookshop and merchandising expenses	767	1,037	767	1,037
Communications	150	214	150	214
Professional services	1,467	1,736	1,467	1,736
Corporate service charges	927	948	927	948
Library subscriptions and memberships	1,770	1,716	1,770	1,716
Travel and vehicle costs	576	454	576	454
Materials, equipment and repairs	596	832	596	832
Freight and postage	388	367	388	367
Furniture and equipment	577	389	577	389
Goods provided below fair value	968	1,000	968	1,000
Lease rental – provided below fair value	8,697	8,425	8,697	8,425
Office accommodation	684	631	684	631
Information technology	782	1,553	782	1,553
Library collections	3,288	3,352	3,288	3,352
Printing, stationery and office supplies	280	209	280	209
Property services	3,249	3,132	3,249	3,132
Sundries supplies and services	2,171	2,399	2,168	2,416
Total	27,732	28,675	27,729	28,692

	ECONOMIC ENTITY		PARENT ENTITY	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

B2 EXPENSES CONT'D**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	23,292	22,952	23,292	22,952
First 5 Forever grants	4,088	3,897	4,088	3,897
Digital Inclusion grants	2,180	–	2,180	–
Vision Australia grant	356	350	356	350
Braille House grant	255	250	255	250
Queensland Library Foundation subsidy	–	–	250	250
Total	30,171	27,449	30,421	27,699

B2-4 Other expenses**Disclosure – other expenses**

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

Total external audit fees for the economic entity relating to the 2024–25 financial year are estimated to be \$68,900 (2024: \$65,750).

These fees, paid to the Queensland Audit Office, relate to the audit of the financial statements only.

External audit fees	69	66	69	66
Internal audit fees	129	124	129	124
Insurance premiums	105	104	105	104
Bad and doubtful debts	1	1	1	1
Board fees and expenses	43	41	43	41
ITT board fees and expenses	–	168	–	168
Loss on disposal of assets	11	32	11	32
Management fees – QIC	34	30	21	17
Other expenses	78	64	72	58
Total	470	630	451	611

ECONOMIC ENTITY		PARENT ENTITY	
2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

C1 CASH AND CASH EQUIVALENTS

Accounting policy – cash and cash equivalents

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

Imprest accounts	2	2	2	2
Cash at bank and on hand	116	395	104	101
Cash deposit accounts	16,111	12,806	11,283	8,595
Total	16,229	13,203	11,389	8,698

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 2025 is \$1.163M (2024: \$1.538M), made up of \$0.239M for Anzac Square Memorial Galleries (2024: \$0.508M) and \$0.925M related to grants (2024: \$1.030M).

Trade debtors	600	400	600	377
	600	400	600	377
GST receivable	226	241	225	241
GST payable	(69)	(73)	(69)	(62)
	157	168	156	179
Long service leave reimbursements	96	178	96	178
Queensland Library Foundation receivables	–	–	117	94
Distributions receivable	372	154	242	122
Sundry debtors	93	87	73	67
Anzac Square Memorial Galleries	239	508	239	508
Grants receivable	925	1,030	925	1,030
	1,725	1,957	1,692	1,999
Total	2,482	2,525	2,448	2,555

C2-1 Impairment of receivables

Accounting policy – impairment of receivables

Where a loss allowance for trade and other receivables 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.

There was no impairment loss recognised during the year.

Disclosure – credit risk exposure of receivables

All receivables within terms and expected to be fully collectable 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	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'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 Statement of Comprehensive Income.

Prepayment subscription services	908	1,099	908	1,099
Total	908	1,099	908	1,099

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	6,893	6,519	2,329	2,203
Non-current				
QIC long term diversified fund	2,460	2,203	2,460	2,203
Total	9,353	8,721	4,789	4,405

C5 INTANGIBLES

C5-1 Recognition and measurement

Accounting policy

Computer software

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

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

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

Heritage digital collections

In line with Queensland Treasury's *Non-Current Asset Policy – Recognition of Non-Current Assets* (NCAP 1), the Library Board has recognised collections with a cost or other value greater than \$5,000 stored in electronic format and made accessible to the public (e.g. digitised physical collections, oral histories, digital stories and digital photographs) as intangible assets with indefinite useful lives. For in-house developed digital collection items, direct costs associated with developing, creating and making accessible the items constitutes the cost of the items.

C5-2 Amortisation expense

Accounting policy

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

There are no computer software assets in use as at 30 June 2025.

The amortisation rate previously used for the Library Board's software has been 18%.

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	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
C5-4 Intangible assets – balances and reconciliations of carrying amount				
Intangible assets				
Heritage digital collections				
At cost	17,707	16,206	17,707	16,206
Work in progress	388	509	388	509
Computer software				
At cost	–	10	–	10
Total	18,095	16,725	18,095	16,725
Intangible reconciliation				
Heritage digital collections				
Carrying amount at 1 July 2024	16,206	15,423	16,206	15,423
Acquisitions/internally developed items	1,093	590	1,093	590
Donations	408	193	408	193
Heritage digital collections carrying amount as at 30 June 2025	17,707	16,206	17,707	16,206
Heritage digital collections work in progress				
Carrying amount at 1 July 2024	509	19	509	19
Movement in work in progress	(121)	490	(121)	490
Heritage digital collections work in progress carrying amount as at 30 June 2025*	388	509	388	509
Heritage digital collections carrying amount as at 30 June 2025	18,095	16,715	18,095	16,715
Computer software				
Carrying amount computer software at 1 July 2024	10	2	10	2
Movement in computer software	(10)	8	(10)	8
Computer software carrying amount as at 30 June 2025	–	10	–	10
Computer software work in progress				
Carrying amount work in progress at 1 July 2024	–	397	–	397
Movement in work in progress	–	(397)	–	(397)
Computer software work in progress carrying amount as at 30 June 2025	–	–	–	–
Computer software carrying amount as at 30 June 2025	–	10	–	10
Total intangibles carrying amount as at 30 June 2025	18,095	16,725	18,095	16,725

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

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 an 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 Non-Current Asset Policies for the Queensland Public Sector (NCAPs), an asset recognition threshold of \$1,000,000 is applied to the total value of 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 and are capitalised and recognised at fair value, in accordance with NCAP 1. 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

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

C6-3 Measurement using fair value

Accounting policy – heritage and cultural assets

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

The cost of heritage and cultural items acquired during the financial year has been considered by management of the Library Board to materially represent their fair value at the end of the reporting period. For further information regarding fair value measurement, 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 undertakes annual reviews of the revaluation policies and reports to the Library Board regarding the outcomes of, and recommendations arising from, each annual review.

Accounting policy – Library Collections

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

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

The Library Collections measured at fair value are revalued annually by management using valuation techniques as required by NCAPs. For financial reporting purposes, the revaluation process is managed by the Library Board's finance team, who determine the specific revaluation practices and procedures. The Library Board's ARMC oversees the revaluation processes implemented by management. The ARMC undertakes annual reviews of the revaluation policies, and reports to the Library Board regarding the outcomes of, and recommendations arising from, each annual review.

Use of specific appraisal

Revaluations using independent professional valuers or internal expert appraisals are undertaken at least once every 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 2024–25 based on advice received from suitably qualified valuer Harbeck Rare Books.

C6-3 Measurement using fair value CONT'D

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 entity.

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 1. The useful life of the collection is sufficiently long that the resultant depreciation expense would be immaterial in amount.

C6-5 Impairment

Accounting policy

Indicators of impairment and determining recoverable amount

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

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

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

Recognising impairment losses

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

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

Reversal of impairment losses

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

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

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

	ECONOMIC ENTITY		PARENT ENTITY	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
C6 PROPERTY, PLANT AND EQUIPMENT CONT'D				
C6-6 Property, plant and equipment				
Heritage and cultural assets:				
Memory collections	92,156	91,540	92,156	91,540
Artworks at fair value	31	31	31	31
Total heritage and cultural assets at fair value	92,187	91,571	92,187	91,571
Library collections:				
At cost	141	167	141	167
At fair value	33,118	33,075	33,118	33,075
Less: accumulated depreciation	–	–	–	–
Total library collections at fair value	33,259	33,242	33,259	33,242
Plant and equipment:				
Plant and equipment	7,646	7,615	7,646	7,615
Less: accumulated depreciation	(3,016)	(2,550)	(3,016)	(2,550)
Total plant and equipment carrying amount – at cost	4,630	5,065	4,630	5,065
Total	130,076	129,878	130,076	129,878

The Library Board has property, plant and equipment with an original cost of \$0.090M (2024: \$1.363M) that has been written down to a residual value of nil (2024: \$36,966) and still being used in the provision of services.

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

Heritage and cultural assets				
Carrying amount at 1 July – at cost	1,235	578	1,235	578
Carrying amount at 1 July – at valuation	90,337	90,168	90,337	90,168
Acquisitions	538	401	538	401
Donations received	77	169	77	169
Transfers	–	255	–	255
Carrying amount at end of financial year	92,187	91,571	92,187	91,571
Library collections				
Carrying amount at 1 July – at cost	167	153	167	153
Carrying amount at 1 July – at valuation	33,075	33,531	33,075	33,531
Acquisitions	140	167	140	167
Net revaluation increments/(decrements)	(123)	(610)	(123)	(610)
Carrying amount at end of financial year	33,259	33,241	33,259	33,241
Plant and equipment				
Carrying amount at 1 July – at cost	5,066	3,279	5,066	3,279
Acquisitions	497	2,315	497	2,315
Disposals	(10)	(32)	(10)	(32)
Transfers	–	8	–	8
Depreciation expense	(923)	(504)	(923)	(504)
Carrying amount at end of financial year	4,630	5,066	4,630	5,066
Total				
Carrying amount at 1 July – at cost	6,467	4,010	6,467	4,010
Carrying amount at 1 July – at valuation	123,411	123,700	123,411	123,700
Acquisitions	1,177	2,883	1,177	2,883
Donations received	77	169	77	169
Disposals	(10)	(32)	(10)	(32)
Transfers	–	263	–	263
Net revaluation increments/(decrements)	(123)	(610)	(123)	(610)
Depreciation expense	(923)	(504)	(923)	(504)
Carrying amount at end of financial year	130,076	129,879	130,076	129,879

	ECONOMIC ENTITY		PARENT ENTITY	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

C7 PAYABLES

Accounting policy – payables

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

Accrued expenses are recognised upon receipt of the goods or services during the year but where the related invoices for such goods and services have not been received at 30 June 2025.

Current

Trade creditors	587	526	587	526
Accrued expenses	614	317	627	317
Total	1,201	843	1,214	843

C8 ACCRUED EMPLOYEE BENEFITS

Accounting policy – accrued employee expenses

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

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

Recreational leave	2,759	2,588	2,759	2,588
Long service leave levy payable	212	213	212	213
Superannuation payable	16	–	16	–
Wages outstanding	107	57	107	57
Total	3,094	2,858	3,094	2,858

C9 PROVISIONS

The Library Board has identified a historical obligation to pay superannuation contributions to specific sole trader contractors engaged primarily for labour services under formal contractual arrangements. These obligations were not previously recognised and have since been identified as requiring retrospective recognition in accordance with applicable legislative and financial reporting requirements

Current

Historical superannuation obligations	124	–	124	–
Total	124	–	124	–

Movement

Balance at 1 July	–	–	–	–
Additional provision made	124	–	124	–
Balance at 30 June	124	–	124	–

Accounting policy – provisions

Provisions are recorded when the Library Board has a present obligation, either legal or constructive, which can be reliably measured and arises as a result of a past event. They are recognised at the amount expected at reporting date for which the obligation will be settled in a future period. Where the settlement of the obligation is expected after 12 or more months, the obligation is discounted to the present value using an appropriate discount rate.

	ECONOMIC ENTITY		PARENT ENTITY	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

C 10 CONTRACT LIABILITIES

Accounting policy – contract liabilities

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

Of the amount included in the contract liability balance as at 1 July 2024, \$1.919M has been recognised as revenue in 2024–25. (2023–24: \$0.988M).

Contract liabilities at 30 June 2025 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	154	95	154	95
Digital Inclusion	1,229	1,330	1,229	1,330
Anzac Square Memorial Galleries	–	169	–	169
Indigenous Languages Project	73	165	73	165
Research fees	415	–	415	–
ITTB ¹	–	760	–	760
Other grants	322	160	23	–
Total	2,193	2,679	1,894	2,519

¹ State Library hosted the ITTB until 30 June 2024, with the program of work ceasing during 2023–24, following the establishment of the Treaty Institute under the *Path to Treaty Act 2023* on 26 April 2024. The contract liability between State Library and ITTB transferred to the Treaty Institute during 2024–25. State Library provided establishment support to the Treaty Institute under an MoU. On 29 November 2024, the *Path to Treaty Act 2023* was repealed and the Treaty Institute abolished. The Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism is the successor in law of the Treaty Institute. State Library support as an agent in the administration of the Path to Treaty Funds is disclosed in Note F7.

C11 EQUITY

C11-1 Contributed Equity

Accounting policy

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

C11-2 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 2023	28,444	75,429	103,873
Revaluation decrement	(355)	–	(355)
Balance 30 June 2024	28,089	75,429	103,518
Balance 1 July 2024	28,089	75,429	103,518
Revaluation decrement	(123)	–	(123)
Balance 30 June 2025	27,966	75,429	103,395

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, which is its current use unless the asset is classified as held-for-sale under AASB 5 or it becomes highly probable that the asset will be used for an alternative purpose.

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
- 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		TOTAL CARRYING AMOUNT	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
Heritage and cultural	–	–	–	–	92,187	91,571	92,187	91,571
Library Collections	–	–	–	–	33,259	33,241	33,259	33,241
Investments	–	–	9,353	8,721	–	–	9,353	8,721
Total	–	–	9,353	8,721	125,446	124,812	134,799	133,534

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

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

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

D1 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 dealers' catalogues, book sellers' price lists, and offerings on the internet. Pickles Valuation Services has subscription services to ABPC (American Book Price Current), Rare Book Hub, AASD (Australian Art Sales Digest), and Findlotsonline as well as a number of auction houses. Descriptions and notes for items was attained from the Library Board's One Search database. Where market prices could not be easily established the value was determined using the price of a similar asset.

Current year valuation activity:

The Memory Collections measured at fair value are comprehensively revalued at least once every 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:**

30/6/2025

Valuation approach:

Internal valuation based on purchase data collected as per NCAP 3.

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.

	ECONOMIC ENTITY		PARENT ENTITY	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

D2-2 Financial instrument categories

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

	NOTE				
Financial assets					
Cash and cash equivalents	C1	16,229	13,203	11,389	8,698
Receivables	C2	2,482	2,525	2,448	2,555
Other financial assets	C4	9,353	8,721	4,789	4,405
Total financial assets		28,064	24,449	18,626	15,658
Financial liabilities					
Payables	C7	1,201	843	1,214	843
Total financial liabilities		1,201	843	1,214	843

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

D2-3 Risks arising from financial instruments

Risk exposure

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

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, including:

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 3 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.

ECONOMIC ENTITY		PARENT ENTITY	
2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000

D2 FINANCIAL RISK DISCLOSURES CONT'D

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.

D2-5 Liquidity risk disclosure

Liquidity risk

The Library Board aims to reduce 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-derivable financial liabilities relates to payables of \$1.201M (2024: \$0.843M) 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	9,161	7,542	9,161	7,542
Later than one year and not later than five years	3,866	4,239	3,866	4,239
Total	13,027	11,781	13,027	11,781

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

At the date of authorisation of the financial report, the expected impacts of new or amended Australian Accounting Standards issued but with future effective dates are set out below.

AASB 18 Presentation and Disclosure in Financial Statements

AASB 18 applies to not-for-profit public sector entities for annual reporting periods beginning on or after 1 January 2028, which will be the 2028–29 financial year for the Library Board.

This standard sets out new requirements for the presentation of the Statement of Comprehensive Income, requires new disclosures about management-defined performance measures and removes existing options in the classification of dividends and interest received and interest paid in the Statement of Cash Flows.

The AASB is aware that there are issues that need to be clarified in applying AASB 18's new requirements to not-for-profit entities. The AASB expects to conduct outreach with not-for-profit and public sector entities to address these issues, and expects that modifications to AASB 18 for application by these entities could take the form of guidance, exemptions and alternative requirements.

The Library Board will make an assessment of the expected impacts of AASB 18 after the AASB has decided on the modifications applicable to not-for-profit public sector entities. AASB 18's changes will only affect presentation and disclosure, it will not affect the recognition or measurement of any reported amounts.

All other 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

	2025 ACTUAL \$'000	2025 ORIGINAL BUDGET \$'000	BUDGET VARIANCE \$'000
E1 BUDGETARY REPORTING DISCLOSURES – ECONOMIC ENTITY			
This section contains explanations of major variances between the Library Board's actual 2024–25 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	7,318	4,838	2,480
Grants and contributions	90,806	83,582	7,224
Other	2,607	–	2,607
Investment income	616	893	(277)
Total revenue	101,347	89,313	12,034
Net fair value gain on other financial assets	273	–	273
Total income from continuing operations	101,620	89,313	12,307
Expenses from continuing operations			
Employee expenses	37,448	36,256	1,192
Supplies and services	27,732	25,046	2,686
Grants and subsidies	30,171	27,246	2,925
Depreciation and amortisation	923	545	378
Other expenses	470	200	270
Total expenses from continuing operations	96,744	89,293	7,451
Operating result from continuing operations	4,876	20	4,856
Other comprehensive income			
Items that will not be reclassified to operating result:			
Decrease in asset revaluation	(123)	(20)	(103)
Total other comprehensive income	(123)	(20)	(103)
Total comprehensive income	4,753	–	4,753

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

User charges: The actual figure is higher than the budgeted figure, primarily as a result of revenue received from the Treaty Institute for providing establishment support, and reimbursement of establishment support expenses. In addition to this, there was better-than-anticipated performance for The Library Café and venue hire functions.

Grants and contributions: The actual figure is higher than the budgeted figure primarily due to Digital Inclusion funding of \$2.666M which was not included in the budget, in addition to grant funding of \$1.664M carried over from a prior year as unearned revenue and recognised during the year, as well as the 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 (\$2.564M).

Other revenue: Other revenue is higher than the budget, primarily due to the outstanding insurance claims of \$1.004M related to the loss of physical assets as a result of the 2022 flood which were received and recognised in the 2024–25 financial year; as well as better-than-expected returns from increases in the QIC cash rate and recognised as interest income under other revenue.

Investment income: Investment income is lower than the budgeted amount due to the budget including a portion of the QIC interest income recognised under other revenue.

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 expenses: Employee expenses actual results are higher than budget, primarily related to additional expenditure which was funded by grants and contributions revenue recognised during the year.

Supplies and services: Expenditure is higher than budget and includes the 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 (\$2.564M). In addition, expenditure funded by grants and contributions revenue recognised during the year, as well as Treaty Institute expenses which were funded by reimbursement recognised as user charges.

Grants and subsidies: Expenditure is higher than budget, primarily due to funding which was not included in the original budget, including for Digital Inclusion Initiatives.

Depreciation and amortisation: Expenditure is higher than budget and reflects the capitalisation of significant ICT projects in the last quarter of 2023–24 and after the budget was prepared.

Other expenses: The actual spending exceeded the budget, primarily due to the anticipated expenses not fully accounted for in the budget, in other expenses line.

	ECONOMIC ENTITY		
	2025 ACTUAL \$'000	2025 ORIGINAL BUDGET \$'000	BUDGET VARIANCE \$'000
E1 BUDGETARY REPORTING DISCLOSURES – ECONOMIC ENTITY CONT'D			
E1-3 Budget to actual comparison – Statement of Financial Position			
Current assets			
Cash and cash equivalents	16,229	14,158	2,071
Receivables	2,482	741	1,741
Inventories	209	231	(22)
Other current assets	908	639	269
Other financial assets	6,893	8,042	(1,149)
Total current assets	26,721	23,811	2,910
Non-current assets			
Intangible assets	18,095	17,028	1,067
Property, plant and equipment	130,076	130,093	(17)
Other financial assets	2,460	–	2,460
Total non-current assets	150,631	147,121	3,510
Total assets	177,352	170,932	6,420
Current liabilities			
Payables	1,201	1,231	(30)
Accrued employee benefits	3,094	2,814	280
Provision	124	–	124
Contract liabilities	2,193	–	2,193
Other	–	1,231	(1,231)
Total current liabilities	6,612	5,276	1,336
Total liabilities	6,612	5,276	1,336
Net assets	170,740	165,656	5,084

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

Cash and cash equivalents: The closing cash and cash equivalents are higher than budgeted due to a surplus outcome in 2024–25, which was not reflected in the original budget allocations.

Receivables: Receivables are higher at year end than budgeted, primarily due to outstanding Quarter 4 milestones for funded programs, including \$0.924M for Digital Inclusion Initiatives, \$0.239M for the management of Anzac Square Memorial Galleries and \$0.372M for the June QTC interest on investment.

Inventories: The actual inventories on hand at 30 June 2025 was lower than budgeted, reflecting the end-of-year stocktake results.

Other current assets: The variance is associated with prepayments which reflect the rebase that occurred last year following the completion of ICT capital projects, which included prepaid operational expenses for hardware maintenance and software licensing. This increased annual prepayments were not reflected in the 2024–25 budget, resulting in a variance between actuals and budgeted figures.

Other financial assets – current/non-current: Other financial assets relate to QIC-managed investments. During the year, a portion of these assets was reclassified as non-current to reflect the longer-term nature of the investment. The increase in total financial assets also reflects higher cash balances held throughout the year, mostly driven by a favourable operating result.

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.

Accrued employee benefits: Accrued employee benefits are higher than budget, primarily reflecting end-of-year benefit adjustments aligned with higher employee expenses than budgeted.

Provision: During 2024–25, the Library Board identified a present obligation to pay historical superannuation contributions to specific sole trader contractors engaged primarily for labour services under formal contractual arrangements. This was not known when the budget was prepared.

Contract liabilities: The closing balance of contract liabilities at reporting date was higher than the budget allocated to unearned revenue recognised for contracts with outstanding performance obligations, primarily \$1.229M for Digital Inclusion Initiatives and \$0.415M for Government Research and Information Library (GRAIL) services.

	ECONOMIC ENTITY		
	2025 ACTUAL \$'000	2025 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	6,896	5,241	1,655
Grants and contributions	80,761	76,404	4,357
GST collected from customers	1,035	–	1,035
GST input tax credits from ATO	1,724	–	1,724
Interest receipts	1,518	893	625
Other inflows	1,090	311	779
<i>Outflows:</i>			
Employee expenses	(37,007)	(36,256)	(751)
Supplies and services	(17,512)	(17,868)	356
Grants and subsidies	(30,172)	(27,246)	(2,926)
GST paid to suppliers	(1,706)	–	(1,706)
GST remitted to ATO	(1,038)	–	(1,038)
Other outflows	(424)	(914)	490
Net cash provided by operating activities	5,165	565	4,600
Cash flows from investing activities			
<i>Inflows:</i>			
Sales of non-financial assets	–	695	(695)
<i>Outflows:</i>			
Payments for heritage and cultural assets	(539)	–	(539)
Payments for Library Collections	(141)	–	(141)
Payments for property, plant and equipment	(498)	–	(498)
Payments for intangibles	(964)	–	(964)
Payments for non-financial assets	–	(2,247)	2,247
Net cash (used) in investing activities	(2,142)	(1,552)	(589)
Net increase/(decrease) in cash and cash equivalents	3,026	(987)	4,012
Cash and cash equivalents – opening balance	13,203	15,145	(1,942)
Cash and cash equivalents – closing balance	16,229	14,158	2,070

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 revenue received from the Treaty Institute for providing establishment support, and reimbursement of establishment support expenses. In addition to this, there was better-than-anticipated performance for the The Library Café and venue hire functions.

Grants and contributions: Cash inflows for grants and contributions are higher than the budgeted figure, primarily related to cash received for Digital Inclusion Initiatives of \$2.666M, and unbudgeted donations and industry contributions of \$1.313M.

Interest receipts: 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 balances for cash equivalents.

Other: Cash inflows for other receipts are higher than budget primarily due to outstanding insurance claims of \$1.004M related to the loss of physical assets during the 2022 flood, which were received and recognised in the 2024–25 financial year.

Grants and subsidies: Cash outflows for grants and subsidies are higher than budget due to payments for grants and subsidies which were not included in the original budget, including for Digital Inclusion Initiatives.

Other expenses: Cash outflows for other expenses are lower than budget as the budgeted amount did not accurately reflect the anticipated expenditure, resulting in a variance between actual and forecast cash flows.

Sales of non-financial assets: The budget included an estimate for sale of non-financial assets which did not take place during 2024–25.

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 Education and 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 2023–24 and 2024–25 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	The Executive Director, Corporate Services is responsible for providing a range of organisational wide services that underpin and support State Library's activities.
Executive Director, Content	The Executive Director, Content is responsible for providing clients of State Library with physical and virtual access to its diverse collections and services.
Executive Director, Community Partnerships	The Executive Director, Community Partnerships 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	The Executive Director, Experience is responsible for the overarching delivery of enriching experiences at the State Library.

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 (DPC). 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 are attributable to key management positions during the respective reporting periods. Therefore, the amounts disclosed reflect expenses recognised in the Statements of Comprehensive Income.

POSITION	SHORT-TERM EMPLOYEE EXPENSES		LONG-TERM EMPLOYEE EXPENSES	POST- EMPLOYMENT EXPENSES	TERMINATION BENEFITS	TOTAL EXPENSES
	MONETARY EXPENSES \$'000	NON-MONETARY BENEFITS \$'000	\$'000	\$'000	\$'000	\$'000
1 July 2024 – 30 June 2025						
State Librarian and CEO	299	4	8	38	–	349
Executive Director, Corporate Services	204	3	5	26	–	238
Executive Director, Content	203	4	5	26	–	238
Executive Director, Community Partnerships	205	4	5	26	–	240
Executive Director, Experience	219	4	6	26	–	255
Total remuneration	1,130	19	29	142	–	1,320
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 Executive Director, Corporate Services resignation date 22 December 2023

² Acting Executive Director, Corporate Services commencement date 27 November 2023

³ Executive Director Experience commencement date 1 April 2024

F1-4 Library Board remuneration

Library Board fees, including both sitting fees and special assignment fees, totalled \$43,348 (2024: \$41,659). Other fees such as superannuation, insurance, travel, catering and printing totalled \$70,460 (2024: \$52,560). The total cost of Library Board operations was therefore \$113,808 (2024: \$94,219).

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	2025 \$'000	2024 \$'000
Mrs Debbie Best (Chairperson) ¹	March 2022	February 2026	13	13
Emeritus Professor Tom Cochrane AM (Deputy Chairperson)	March 2017	February 2026	4	4
Ms Cheryl Buchanan	August 2021	August 2027	2	4
Cr Matt Burnett ²	June 2023	August 2024	–	–
Ms Kim Hughes	March 2023	February 2026	5	5
Mr Robert dhurwain McLellan	May 2024	May 2027	4	1
Ms Nicola Padget	March 2020	February 2026	6	6
Mr Dean Parkin ³	March 2022	January 2024	–	–
Cr George Seymour	August 2024	August 2027	–	–
Dr Jodie Siganto	March 2020	February 2026	5	5
Ms Courtney Talbot	March 2023	February 2026	4	4
Total			43	42

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

² Cr Matt Burnett and Cr George Seymour are local government mayors and do not receive remuneration as Library Board members.

³ Mr 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 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 Government Councils are recommended by the Library Board and approved by the Minister based on an independently developed methodology also approved by the Minister. All grants paid under other programs were determined by independent panels and the Library Board was not involved in determining the allocation of these grants to individual councils.

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. Until 1 November 2024, these grants were distributed via the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts. From 1 November 2024 onward, they are administered through the Department of Education.

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

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

The Library Board receives administrative and facilities support on a fee for service basis from the Corporate Administration Agency (CAA) and Arts Queensland (Note B2-2) and provided establishment support on a fee for service basis to the Treaty Institute (Note B1-1).

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 2024–25, grants provided by the parent entity to the Foundation totalled \$250,000. The Foundation also transfers funds to the Library Board on its behalf. All inter-entity transactions between the Library Board and the Foundation are eliminated in full upon consolidation. For further details, refer to Note A3.

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

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

Accounting standards applied for the first time

No new accounting standards or interpretations that apply to the Library Board for the first time in 2024–25 had any material impact on the financial statements.

Accounting standards early adopted

No Australian Accounting Standards have been early adopted for 2024–25.

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.

ECONOMIC ENTITY

2025 \$'000	2024 \$'000
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F5 CLIMATE RISK DISCLOSURE

Whole-of-government climate-related reporting

The State of Queensland, as the ultimate parent of the Library Board, provides information and resources on climate related strategies and actions accessible at:

energyandclimate.qld.gov.au/climate
treasury.qld.gov.au/energy-and-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 treasury.qld.gov.au/programs-and-policies/queensland-sustainability-report

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.

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

F6 IMPACT FROM NATURAL DISASTERS

Tropical Cyclone Alfred crossed Moreton Bay Islands on 8 March 2025 before being downgraded to a low and crossing Bribie Island 19 hours later. There were no significant impacts as a result.

Outstanding insurance claims of \$1.004M related to the loss of physical assets as a result of the 2022 flood were received and recognised in the 2024–25 financial year (2023: \$0.214M).

F7 TRUST TRANSACTIONS AND BALANCES

As the Library Board performs only a custodial role in respect of these transactions and balances, they are not recognised in the financial statements but are disclosed in these notes for the information of users.

First Nations Treaty Institute

From 1 July 2024 to 28 November 2024, the Library Board acted as trustee and administered funds from the Path to Treaty Fund on behalf of the Treaty Institute. This arrangement formed part of the establishment support provided to the Treaty Institute under an MoU.

Fees paid to the Library Board for providing trustee services to the Treaty Institute are included in supplies and services below and are disclosed as revenue by the Library Board in user charges in Note B1-1 and total \$0.900M (2024: nil).

Revenue

Grants and contributions	1,516	–
Total revenue	1,516	–

Expenses

Employee expenses	41	–
Supplies and services	1,353	–
Other expenses	122	–
Total expenses	1,516	–

Total other comprehensive income

	–	–
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Movement in administered items

Balance at 1 July	–	–
Transfers in	10,759	–
Transfers out – administered expenses (incl. GST)	(1,616)	–
Transfers to department	(9,143)	–

Total	–	–
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Transfer to department		
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Balance at 30 June 2025	–	–
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	ECONOMIC ENTITY	
	2025 \$'000	2024 \$'000

F7 TRUST TRANSACTIONS AND BALANCES CONT'D**Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism**

The Queensland Government repealed the *Path to Treaty Act 2023*, leading to the abolition of the Treaty Institute on 28 November 2024, with the State becoming the successor in law to the Treaty Institute, with its assets and liabilities transferring to the State and being held within the State.

In accordance with the *Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984*, the Department of Women Aboriginal and Torres Strait Islander Partnerships and Multiculturalism assumed the legal responsibilities of the Treaty Institute.

Between 29 November 2024 and 30 June 2025, the Library Board supported all closure activities associated with the Treaty Institute.

All matters were finalised and the trustee relationship concluded prior to 30 June 2025, with the remaining assets were transferred back to the State.

Revenue

Grants and contributions	536	–
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Total revenue	536	–
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Expenses

Employee expenses	13	–
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Supplies and services	523	–
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Other expenses	–	–
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Total expenses	536	–
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Total other comprehensive income	–	–
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Movement in administered items

Balance at 1 July	–	–
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Transfers in	–	–
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Transfers out – administered expenses (incl. GST)	(588)	–
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Transfers to department	9,143	–
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Total	8,555	–
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Transfer to department	(8,555)	–
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Balance at 30 June 2025	–	–
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Growing Indigenous Knowledge Centres (IKC) under the Digital Inclusion program – Local Government

The Growing IKCs funding stream supports and helps to sustain digital engagement and program delivery in existing IKCs and allows councils currently without an IKC an opportunity to establish a new digital IKC model for the community through entering into a funding agreement with the Library Board.

Under the agreement, councils were able to elect to manage the procurement of equipment to deliver digital inclusion programs, and/or choose for the Library Board to manage the procurement on their behalf. In some instances, a hybrid model was chosen. The amounts presented represent the aggregated total under the program, comprising funds administered on behalf of 15 councils.

Revenue

Grants and contributions	478	–
--------------------------	-----	---

Total revenue	478	–
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Expenses

Employee expenses	–	–
-------------------	---	---

Supplies and services	456	–
-----------------------	-----	---

Other expenses	–	–
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Total expenses	456	–
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Total other comprehensive income	22	–
---	-----------	----------

Movement in administered items

Balance at 1 July	–	–
--------------------------	----------	----------

Transfers in	478	–
--------------	-----	---

Transfers out – administered expenses (incl. GST)	(456)	–
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Total	22	–
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Balance at 30 June 2025	22	–
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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 2025, 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
26 August 2025



Vicki McDonald AM FALIA
State Librarian and CEO
State Library of Queensland
26 August 2025

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 2025, 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 2025, 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

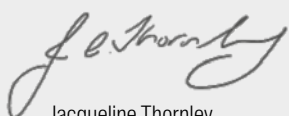
Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2025:

- 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

29 August 2025
Queensland Audit Office
Brisbane

APPENDICES

Appendix A:

LIBRARY BOARD MEMBERS, ATTENDANCE, REMUNERATION AND EXPENSES

	MEMBER		MEETINGS 2024-25		APPROVED ANNUAL, SESSIONAL OR DAILY FEE	APPROVED SUB-COMMITTEE FEES, IF APPLICABLE	ACTUAL FEES RECEIVED
	FROM	TO	ELIGIBLE	ATTENDED			
Mrs Debbie Best (Chair)	31 Mar 2022	28 Feb 2023	7	7	\$12,000 pa	\$1,000 pa	\$13,000
	1 Mar 2023	28 Feb 2026					
Emeritus Professor Tom Cochrane AM (Deputy Chair)	1 Mar 2017	28 Feb 2026	7	6	\$4,000 pa	N/A	\$4,000
Ms Cheryl Buchanan	26 Aug 2021	25 Aug 2027	7	6	\$4,000 pa	N/A	\$2,348
Cr Matt Burnett	22 Jun 2023	30 Aug 2024	1	1	N/A	N/A	N/A
Ms Kim Hughes	1 Mar 2023	28 Feb 2026	7	6	\$4,000 pa	\$1,000 pa	\$5,000
Mr Robert McLellan	2 May 2024	1 May 2027	7	6	\$4,000 pa	N/A	\$4,000
Ms Nicola Padget	1 Mar 2020	28 Feb 2026	7	6	\$4,000 pa	\$2,000 pa	\$6,000
Cr George Seymour	26 Aug 2024	25 Aug 2027	7	6	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: \$7,107.39

Note: Cheryl Buchanan became eligible for board fees from 30 November 2024 when her role as a member of the Truth-telling and Healing Inquiry concluded.

Appendix B:

QUEENSLAND LIBRARY FOUNDATION COUNCIL MEMBERS, ATTENDANCE AND EXPENSES

	APPOINTMENT DATE	TERM END DATE	MEETINGS 2024-25		POSITION
			ELIGIBLE	ATTENDED	
Ms Courtney Talbot	7 Jul 2014	14 May 2021	5	5	Company Director
	6 Sep 2021	5 Sep 2026			President (from 5/9/2023)
Mr Michael Hogan	6 Sep 2023	5 Sep 2026	5	5	Company Director
Ms Helen Barnard	14 Oct 2019	31 Jan 2026	5	4	Company Director
Mr Jim Briscoe	6 Sep 2023	6 Jun 2025	4	3	Company Director
Ms Susan Hocking	1 Feb 2023	31 Jan 2026	5	3	Company Director
Mr Tony Kinivan	14 Oct 2019	13 Oct 2022	5	0	Company Director
	1 Feb 2023	18 Jun 2025			
Mr Ken MacDonald AM	14 Oct 2019	13 Oct 2022	5	4	Company Director
	1 Feb 2023	31 Jan 2026			
Mrs Debbie Best	1 Mar 2023	28 Feb 2026	5	4	Ex-officio Company Director and Chair, Library Board of Queensland
Ms Vicki McDonald AM	5 Sep 2016	4 Sep 2026	5	5	Ex-officio Company Director and State Librarian and CEO
Emeritus Professor Tom Cochrane AM	N/A	N/A	1	1	Library Board of Queensland Deputy Chair as proxy for Chair

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

Ms Courtney Talbot
Mr Michael Hogan
Ms Helen Barnard
Mr Jim Briscoe (resigned 6 June 2025)
Ms Susan Hocking
Mr Tony Kinivan (resigned 18 June 2025)
Mr Ken MacDonald AM
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	ARRs – section 9.1	4
	Glossary		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	<i>Copyright Act 1968</i> ARRs – section 9.4	95
	Information Licensing	<i>QGEA – 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
	Summary of financial performance	ARRs – section 12.1	50
Financial performance	Organisational structure	ARRs – section 13.1	44
	Executive management	ARRs – section 13.2	45
	Government bodies (statutory bodies and other entities)	ARRs – section 13.3	46
	Public Sector Ethics	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	40
	Human Rights	<i>Human Rights Act 2019</i> ARRs – section 13.5	41
	Queensland public service values	ARRs – section 13.6	n/a
Governance – risk management and accountability	Risk management	ARRs – section 14.1	40, 46, Appendix A
	Audit committee	ARRs – section 14.2	40, 46, Appendix A
	Internal audit	ARRs – section 14.3	40
	External scrutiny	ARRs – section 14.4	40
	Information systems and recordkeeping	ARRs – section 14.5	40
	Information Security attestation	ARRs – section 14.6	40
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	41
	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
	Charter of Victims' Rights	<i>VCSVRB Act 2024</i> ARRs – section 31.4	data.qld.gov.au
Financial statements	Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	87
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FAA *Financial Accountability Act 2009* (Qld)

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

ARRs Annual report requirements for Queensland Government agencies

GLOSSARY

AI	Artificial intelligence
AIATSIS	Australian Institute of Aboriginal and Torres Strait Islander Studies
AISA	Australian Information Security Association A not-for-profit organisation and charity that champions the development of a robust information security sector
ALIA	Australian Library and Information Association
ARC	Australian Research Council
ARMC	Audit and Risk Management Committee
ARRs	Annual report requirements for Queensland Government agencies
ATO	Australian Taxation Office
BDO	An accountancy and advisory organisation
CAA	Corporate Administration Agency A shared service agency providing services for State Library
DPC	Department of the Premier and Cabinet
EBA	Enterprise bargaining agreement
eDRMS	Electronic document and record management system
FAA	<i>Financial Accountability Act 2009</i> (Qld)
FBT	Fringe benefits tax
FPMS	<i>Financial and Performance Management Standard 2019</i> (Qld)
FTE	Full-time equivalent
GLAM	Galleries, libraries, archives and museums An industry sector
GST	Goods and services tax
IAG	Indigenous Advisory Group
ICIP	Indigenous Cultural and Intellectual Property
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
NAIDOC	National Aborigines and Islanders Day Observance Committee
NED	National edeposit
NSLA	National and State Libraries Australasia Australia's and New Zealand's national and state libraries working together
PLAG	Public Libraries Advisory Group
Q ANZAC 100	A 5-year project of legacy initiatives supported by the Queensland Government to commemorate the centenary of the First World War and Anzac history
QAO	Queensland Audit Office
QBI	Queensland Brain Institute
QGEA	Queensland Government Enterprise Architecture
QPLA	Queensland Public Libraries Association
QUT	Queensland University of Technology
QVC	Queensland Veterans' Council
QWC	Queensland Writers Centre
RLQ	Rural Libraries Queensland
the Foundation	Queensland Library Foundation
UQ	The University of Queensland
UQP	University of Queensland Press
VALA	An independent, Australian-based not-for-profit organisation that supports the use and understanding of information technology in libraries and the GLAM sector
VCSVRB	<i>Victims' Commissioner and Sexual Violence Review Board Act 2024</i> (Qld)

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The Annual Report documents State Library of Queensland's activities, initiatives and achievements during 2024–25 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 complete the feedback form on the Get Involved website (getinvolved.qld.gov.au/gi/).

Library Board of Queensland Annual Report for the year ended 30 June 2025

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