



# Annual Report 2007

## President's statement

It has been a great privilege to be able to work with so many tremendous colleagues in the library and information science sector while President of ALIA. Australia libraries do truly inspiring work and the nation has never been in such desperate need of our services. Overall, slightly less than half of the Australian population approximately 7 million, failed to achieve the minimum required level or higher in prose and document literacy. Australian literacy ranks poorly compared to Canada and Norway, although it is higher than Italy or the United States. We must be recognised as major contributors to literacy, information access, business, education and communities across the nation.

2007 was a landmark year for ALIA. Now 70 years since its inception, ALIA is an Association that has moved and grown with the times. As a membership organisation, ALIA continues to focus on high level customer service in every part of its business. With close to six thousand members, ALIA provides a wide range of services for those in the library and information services sector.

In the lead up to the 2007 federal election, ALIA, in its role as an advocate for the free flow of information and ideas, raised pertinent issues relating to information and technology, particularly broadband, with representatives from all major political parties in an effort to ensure that Australians are able to access high-quality information services supported by their libraries to improve education, health, communities and industry. Australian libraries have been working together to identify resources that Australians should be able to access wherever they are. It has become evident that for all Australians to be able to access journals and online text reference resources, a relatively small national investment is required. Such national funding would assist in enabling Australians to have the services, which support literacy, education and communities with training and access through national, state and local libraries. A better informed and educated nation will ensue.

ALIA has joined with other likeminded member organisations, such as the Australian School Library Association, National and State Libraries Australasia and Public Libraries Australia to present a united front

in advocating on behalf of our profession. Addressing national issues such as information access needs a consolidated approach if they are to be on the public agenda. We also have continued to develop relations with other associations. An example is the regular communication ALIA has with ASLA concerning advocacy which culminated in the issuing of a joint media release for International School Library Day. ALIA will continue to nurture such relationships in the future.

Developing international relations has also been on ALIA's agenda, especially in light of Brisbane being selected to host the International Federation of Library Associations and Institutions (IFLA) 2010 World Library and Information Congress. Such an opportunity offers the chance of unparalleled networking—do put it on your calendar. We also formed a new relationship with the Library and Information Association of New Zealand and will work on international issues together.

The Board has had another busy and successful year. A major achievement was the review of Advisory Committees and representatives. The new set of committees, with invigorated roles and membership, will provide a new policy and program of benefit to all members. I would like to thank all Board members for their exceptional commitment to leadership in the Association and their contribution to assisting ALIA to relate to all members' needs.

ALIA has continued to support programs encouraging wide ranging community engagement. National Simultaneous Storytime, Library Lovers Day and Library and Information Week all generated a high level of interest. ALIA's first ever Summer Reading Club has been heralded a huge success, with libraries across the nation holding a range of events aimed at enticing the public, especially children, to make use of the services available in libraries over the summer months.

In 2007, ALIA continued to meet the challenge of ever evolving technology. Initiating a blog to run in parallel to the ABC TV program 'The Librarians', is one such example. Investigation into the use of wikis has begun, as the Association implements a range of methods by which

1. Australian Bureau of Statistics (2008) *Adult literacy and life skills survey*, Canberra, ABS.  
<http://www.abs.gov.au/ausstats/abs@.nsf/mf/4228.0/>



to engage with our membership. We also have a very active Board blog, [www.alia.org.au/blog](http://www.alia.org.au/blog), and are now on Facebook. We will use YouTube in early 2008 for the presentation of the ALIA fellowship to the distinguished educator Associate Professor Gillian Hallam.

ALIA Groups play an important role in the engagement of our members and the take up rate for Groups continues to rise. Without the generosity of volunteers ALIA would not be able to offer the wonderful program of events and activities.

ALIA's conferences continue to play a pivotal role in the future development of the Association. The National Library and Information Technicians Conference held in October and the Top End Symposium exceeded all expectations. I encourage all members to attend the Biennial conference in 2008 in Alice Springs to continue to network and develop professional knowledge.

The year has seen the outstanding contribution of libraries, librarians, library technicians and information specialists being recognised across the country. Congratulations to Gaynor Austen who was honoured as a Member of the Order of Australia, citing her service to library and information management.

I would particularly like to recognise the outstanding contribution that a number of ALIA National Office staff have made to the profession. Sue Hutley is a terrific leader, giving her wise advice to me, the Board and members. Thank you Sue. Three long standing ALIA staff completed their employment this year and deserve special recognition and thanks. Moyra McAllister retired

after outstanding services as Copyright Advisor, Kate Everett took the next step in her career after being the front of house so successfully and Marie Murphy (Mrs ALIA Education) retired after more than a decade with the Association.

During my tenure as President, I have met and discussed many issues affecting the library and information services sector with members. I have been enormously impressed by the commitment of members, especially their desire to identify and develop the skills needed to participate in effective information management practice. I hope that through our work in 2008 with the Australia 2020 summit, the public libraries' summit and continuing advocacy that we can encourage greater awareness of the contribution we make and consideration of new models.

Roxanne Missingham



## Mission

ALIA is the national professional organisation for the Australian library and information sector.

## About ALIA

The Association seeks to empower the profession in the development, promotion and delivery of quality library and information services to the nation, through leadership, advocacy and mutual support. ALIA has been representing the interests of members and the community since 1937. It fosters a vibrant professional culture in the library and information sector and its advice and opinions are sought and respected by decision-makers.

## Objects of the Association

- a. To promote the free flow of information and ideas in the interest of all Australians and a thriving culture, economy and democracy
- b. To promote and improve the services provided by all kinds of library and information agencies
- c. To ensure the high standard of personnel engaged in information provision and foster their professional interests and aspirations
- d. To represent the interests of members to governments, other organisations and the community
- e. To encourage people to contribute to the improvement of library and information services through support and membership of the Association.

## ALIA core values

- Promotion of the free flow of information and ideas through open access to recorded knowledge, information, and creative works
- Connection of people to ideas
- Commitment to literacy, information literacy and learning
- Respect for the diversity and individuality of all people
- Preservation of the human record
- Excellence in professional service to our communities
- Partnerships to advance these values.

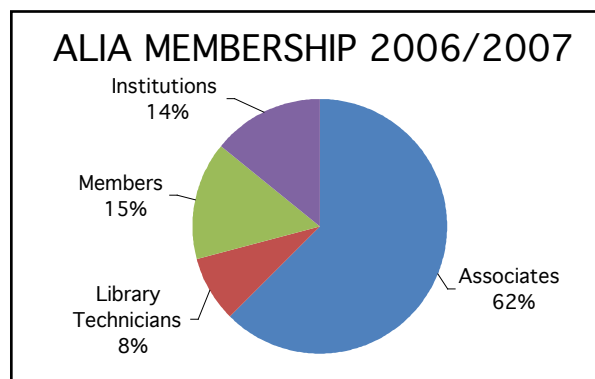
## Our structure and governance

The Association is established as a not-for-profit company, governed by an elected Board of Directors. Groups and committees within the Association provide a focus for communication and participation for members. A National Advisory Congress is convened regularly to review issues of relevance to the profession. The Association is supported by a National Office based in Canberra.

## 2007 in review

### Membership

ALIA achieved its target of 90 per cent membership retention for the 2006/2007 membership year. Membership growth was slightly down for the Association in comparison to 2005/2006 with a net membership loss of 0.2 per cent for the 2006/ 2007 membership year.



### Widened eligibility

50 membership enquiries under widened eligibility provisions were received in 2007. A total of 17 applications were made as a result, with eight Associates and one Library Technician being admitted.

### Awards

The awards presented in 2007 are listed in the table overleaf. Details of the conditions for ALIA awards are available on the website at <http://www.alia.org.au/awards>. ALIA's groups also present and administer their own awards. Details are available at <http://www.alia.org.au/awards/merit>.

## 2007 Awards

## Recipients

<b>Honours</b>	
Member of the Order of Australia	Gaynor Majorie Austen
<b>Fellowships</b>	
	Elizabeth Swan, Sherrey Quinn
<b>Redmond Barry Award</b>	
	The Hon Bruce Chamberlain AM (dec)
<b>Research Awards</b>	
Dunn & Wilson Scholarship	Rebecca Evans
Ray Choate Scholarship	Nicole Johnston
<b>Student Awards</b>	
Canberra Institute of Technology	Amanda Wrigley, Georgina McGrath
Charles Sturt University	Lynette Barker, Debra Hill, Colin Noud, Alinda Sheerman, Rosalind Wade
Curtin University of Technology	Jane Anderson
Edith Cowan University	Gregory Burford, Robyn Clifton, Nathan Hobby, Alison Spicer-Wensley
Institute of TAFE Tasmania	Andrea Bartley, Leanne Fitzpatrick, Penni Purton, Sylvia Strickland
Queensland University of Technology (Gardens Point)	Hero McDonald
Royal Melbourne Institute of Technology	Adam Fraser, Penelope Jose, Robin McComiskey
TAFE NSW	Caroline Banback (Mt Druitt), Kirsten Berridge (Sydney Institute), Marilyn Bryon (Hunter Institute), Yu Hang, Chingmy Lam, Anthony O'Brien (Hunter Institute), Rhonda Shorter (Sydney Institute), Danielle Suito (Western Sydney Institute)
University of South Australia	Alexandra Hester, Robyn Harrison
University of Tasmania	Vanessa Warren
Victoria University of Technology – TAFE division	Jennifer Kidd
<b>Certified Practitioner Certificates</b>	
	Michelle Blyton AALIA (CP) Qld, Maria Bowdler AALIA (CP) Qld, Yvonne Bray ALIATec (CP) NSW, Sandra Campbell AFALIA Tec (CP) CANADA (second triennium), Alyson Dalby AALIA (CP) NSW, Julie Fawcett AFALIA (CP) NT (second triennium), Jennifer Hall AALIA (CP) Qld, Carolyn Haynes ALIA (CP) Qld, Edward Kostraby AFALIA (CP) Vic (second triennium), Patricia Marsh ALIATec (CP) NSW, Leesa Philip AALIA (CP) Qld, Natasha Rudenno AALIA (CP) NSW, Jane Shelling AFALIA (CP) ACT (second triennium), Veronica Thickett AALIA (CP) NSW (second triennium), Kathryn Warrington AALIA (CP) Qld, Sandra Winchester AALIA (CP) Vic (second triennium),
<b>Silver Pins</b>	
	Lainey Furness ALIATec, Kay Harris AALIA, Louise Somerville ALIATec, Gaye Sweeney AALIA, Jean Broomhall AALIA, Natarsha Larment AALIA, Jennifer Dyer ALIATec, Bradley O'Brien, Gail Schmidt ALIATec, Dawn Keleher ALIATec, Wilhelmina Bancroft AALIA, Karen Marston AALIA, Silvia Muscardin AALIA, Fiona Thomson AALIA, Jenny Paradiso AALIA, Jeannine Hooper AALIA, Chris Griffiths AALIA, Tim Eggleston AALIA, Jenny Vaughan AALIA

## Local Liaison Officers

Throughout 2007 ALIA maintained a full complement of Local Liaison Officers supporting members and volunteers in their region as well as acting as the official ALIA representative in their state/territory.

In the last 12 months the Local Liaison Officers have been working effectively to support volunteers and members including offering training to group office bearers, attending member recruitment activities, visiting library schools and liaising with ALIA members. The ALIA Local Liaison Officers have also been actively involved in ALIA advocacy programs such as National Simultaneous Storytime and Library and Information Week.

## Group activities 2007

At the end of 2007 there were 50 endorsed self-nominating ALIA groups. Two groups were endorsed in 2007: ALIA Retirees Group and TALIATecs (Tas.) Two groups were dissolved during 2007: ALIA Media Information & Communications Technologies (VIC) Group and the ALIA TAFE NSW and one group, the ALIA Australian Serials Special Interest Group (Nat), was absorbed into ALIA Acquisitions (Nat). ALIA group membership was over 6000 and many members belonged to more than one ALIA group at the end of 2007.

Groups ran a wide variety of activities throughout 2007: ranging from e-lists, networking and social activities, through to professional development events, one-day workshops and symposia. ALIA Top End Group once again ran a successful symposium in Darwin and ALIA Acquisitions (National) seminar was another highlight of the year. Many ALIA groups discovered Web 2.0 as subject matter for discussion and there were a number of ALIA events introducing blogs, wikis and RSS feed. Many groups organised events for Library and Information Week including a number of quiz nights, seminars, breakfasts, after work networking events and the National Library Technicians Day. In 2007 a number of groups were involved in Careers Expo across Australia and many others visited university and TAFE library schools. Group e-newsletters continue to offer popular, local, interest-specific communication with members.

## Copyright Advisor report

ALIA's copyright advisor, Moyra McAllister, represented ALIA at the May and December meetings of the Australian Libraries' Copyright Committee (ALCC) of which ALIA is a member.

The ALIA Copyright and Intellectual Property Advisory Committee, for which Moyra serves as secretary, met twice during the year.

Copyright columns appeared in *inCite* in March, May, July, September, and December. The December issue of *inCite* had a nine page feature on copyright.

During the year the copyright advisor responded to 109 queries. During February, March and April, Moyra presented copyright seminars on the changes to the Copyright Act in Brisbane, Adelaide, Alice Springs, Hobart and Launceston.

In partnership with CAVAL, Moyra presented a series of ten practical workshops called Managing Copyright Compliance in Libraries and Information Services during July to October. The workshops were held in Townsville, Rockhampton, Brisbane, Sydney, Canberra, Darwin, Perth, Adelaide, Melbourne and Hobart. There was excellent attendance and feedback, especially from regional areas.

In December, Moyra McAllister retired from the position of part-time Copyright Advisor for ALIA. On behalf of ALIA members and the ALIA Board, we thank Moyra for her valuable contribution. Moyra will continue to be involved as a member of ALCC and the ALIA Copyright and Intellectual Property Advisory Committee.

## Industrial Relations and Human Resources

The main issue affecting most Australian workplaces during 2007 was the continuing impact of the Federal WorkChoices legislation. During 2007 one of the tasks of ALIA's IR and HR Advisor, Heather Nash, was to keep up-to-date with cases emerging from industrial tribunals where the legislation was applied. Key issues were unfair dismissal and conditions surrounding Australian Workplace Agreements (AWAs).

Retaining staff at National Office in the Canberra job market is challenging. For that reason, recruitment was a major part of the HR role in 2007.

The recommendations from the office review undertaken in late 2006 by an external consultant were implemented in early 2007. That process has resulted, firstly, in efficiencies arising from having fewer staff report directly to the Executive Director. Secondly, reorganisation of posts within the office has meant that staff specialisations now more appropriately meet the needs of ALIA members and the office.

### Professional Development (PD)

There was an increase in registrations for the ALIA Professional Development (PD) Scheme with over 10% of eligible members now registered in the program which currently has approximately 380 participants. This shows an increase of 2% on last year's figures.

The PD scheme continued to offer support to members through reduced rates for ALIA conferences, symposia, workshops, ALIA group events and regular communication with ALIA training partners. Existing partnerships were maintained and strengthened with training providers such as CAVAL Collaborative Solutions, Chifley Business School, The Institute of Public Administration Australia (NSW branch) and Information Enterprises Australia Pty Ltd. Memorandums of Understanding (MoU) have also been signed with a number of new training partners including Geraldine Barkworth, Education.au, Keyforums, Kevin Henna and ARK Group. The training agreement with the University of Sheffield, through their FOLIOz team, has had a significant impact in the area of online learning and has received very positive results for both members and the Association.

ALIA's PD Scheme is aligned with the ALIA membership year and registration is open to financial Associate and Library Technician members. Participation in the scheme is voluntary, however, compliance is mandatory. Members who have fulfilled the requirements of their PD triennium by June 2007 and applied for a Certified Practitioner certificate are listed in the table of Awards.

## Communications

### Advocacy and lobbying

#### Library Lovers Day

The inaugural Library Lovers Day was held on Valentine's Day in 2007. Library Lovers Day was set up as an initiative between the Australian Library and Information Association, Public Libraries Australia and the NSW Public Libraries Network. Events to mark the day were organised across the country. Interflora sponsored the Library Lovers Day competition.

#### Library and Information Week 21–27 May 2007

The 2007 theme was 'linking people with ideas @ your library'. Two media releases were written and distributed as well as a FAQ with background and statistical information. There were 15,100 bookmarks sold, as well as 759 posters, 4,475 wristbands, and 9,700 balloons. The Tuesday of LIW was National Library Technicians Day, with events across the country. Sponsors of 2007 LIW were NetAlert, Softlink and the Australian Government Information Management Office.

#### Information Awareness Month

Information Awareness Month was held in May, and was the second collaborative endeavour with several associations within the library information sector: ALIA, RMAA, HIMAA, ASLA, IIM and the National Archives. A poster was produced and events were jointly organised in many states and territories by ALIA and other participating associations.

#### @ your library®

In 2007, ALIA continued to be part of the worldwide public education campaign that was developed by IFLA and American Library Association (ALA) in 2001. Monthly themes were developed as a focus for library promotion. Library Lovers Day and Library and Information Week also used the @ your library® tagline.

#### National Simultaneous Storytime

National Simultaneous Storytime (NSS) was held on Thursday, 7 September 2007 at 11:00am. The selected book was *The Magic Hat* written by Mem Fox, illustrated by Tricia Tusa. Over 70,000 children at 880 locations around Australia participated, and 510 books and over 780 activity packs were sold. The event was sponsored by the book's publisher, Scholastic Australia.

## Summer Reading Club

ALIA hosted the National Summer Reading Club Program for the first time in 2007 during the school holiday period from 1 December 2007 - 13 February 2008. Public libraries throughout Australia offered Summer Reading Club and holiday activities for children aged five years and older and their families. ALIA offered merchandise for the Summer Reading Club program: 35,000 wristbands, 1,096 posters, 39,000 bookmarks and 39,000 stickers were sold. A national competition was also organised in which Encyclopaedia Britannica gave 3 winners from each state an Apple i-Pod. During the months that the Summer Reading Club Program was held, the ALIA Summer Reading Club web page received close to 6,000 hits.

## Publishing

ALIA's journals continued to be routinely published, and issues 3 & 4 of the *Australian Library Journal* were combined to create a bumper edition titled *Unfinished Business: papers from the forum on Australian Library History held at the State Library of NSW*. There was also a reprint of *AARL Australian Indigenous Knowledge and Libraries* vol 36 no 2 2005.

*inCite* continues to be the main focus of the publishing team with ongoing monthly publication. *aliaNEWS* has also become a regular monthly news e-bulletin.

In celebration of ALIA's 70<sup>th</sup> birthday, the publishing team worked with David Jones to complete *Uniting a Profession: the Australian Institute of Librarians 1937-1949* by Jean P Whyte and David J Jones which was launched at the Forum on Australian Library History in Sydney in September.

ALIA appointed a permanent Managing Editor, who took up the reins in December.

The publishing section has worked hard to support all other operational areas of ALIA, with an emphasis on producing material with appropriate ALIA branding.

## Events

### Conferences

Conferences and other meetings are one of the ways ALIA reaches out to members and the sector. Conferences and symposia in 2007 met the overall financial target for conferences and exceeded the delegate and exhibitors targets. Conferences and symposia for 2007 included:

- ALIA Information Online Conference and Exhibition, Sydney, 30 January – 1 February 2007, 995 delegates
- Health Libraries Australia Symposium, 2–3 February 2007, Sydney (Information Online satellite)
- ACOC Seminar 2007
- ALIA National Library and Information Technicians Conference, Melbourne, 9–12 October 2007, 379 delegates
- 5th ALIA Top End Symposium, 5–6 October 2007, Darwin
- Public Libraries Australia Conference, 5–7 August 2007, Adelaide (ALIA and PLA partnership)

## Education and research

### Education

As a major commitment the Association's Education and Professional Development Standing Committee began planning an Education and Workforce Summit to be held in March 2008. The Summit will bring together educators, employers, researchers and ALIA members to develop strategies that will effectively address major issues.

### Course recognition

In 2007 the Association continued developing a new model for recognition of the library technician Diploma of Library/Information Services based on the National Training Package for Museums and Library/Information Services. Library technician educators representing institutions which offer the course, met with members of the ALIA Education and Professional Development Standing Committee prior to the National Library and Information Technicians Conference and contributed to further developing the model which is to be finalised for implementation in 2008.

Recognition at Associate level was granted to the suite of library and information management courses offered at Bachelor, Graduate Diploma and Master level by Monash University and to Queensland University of Technology's Master of Learning Innovation (Teacher Librarianship).

## Research

The Association remained committed to encouraging research in the sector during 2007. It continued its support for the NeXus project as it moved to identify workforce planning activities currently being undertaken in Australia. ALIA is also supporting the Edith Cowan University Australian School Libraries Research Project which is investigating school library staffing and collections. It maintained support for the Research Applications in Information and Library Science Seminar through its involvement in RAILS4 hosted by Royal Melbourne Institute of Technology.

The ALIA e-prints repository became unavailable following failure of the host server at the University of Melbourne. However investigations into finding a new host are taking place so that ALIA e-prints can again be available as soon as possible. In the meantime the REAP e-list enables members to communicate and share research activities and to discuss various issues pertaining to research in the sector.

Two research awards were presented to members to assist them to undertake projects that will be of benefit to the profession in the longer term:

- Preserving our past to educate our future (Dunn & Wilson Scholarship)
- How can Instant Messaging improve the reference and information experiences of students in regional areas? (Ray Choate Scholarship)

## Governance

ALIA's strategies and processes have ensured that high standards of governance, reporting and compliance are met. The five Board of Directors' Standing Committees were reviewed and re-formed into six committees to address continuing and new significant areas of ALIA's work. These comprise: the Governance Standing Committee; Finance, Audit and Risk Management Standing Committee; Education and Professional Development Standing Committee; Conferences Standing Committee; Membership and Awards Standing Committee; and, Research and Publishing Standing Committee.

The ALIA Board of Directors met five times face-to-face and held two teleconferences.

August 20, 2007 marked ALIA's 70th anniversary with celebrations held across the country. The August 2007 issue of *inCite* featured on its cover the historic photo taken in August 1937 of the inaugural meeting of the Australian Institute of Librarians.

The ABC TV series, 'The Librarians' went to air in October 2007. ALIA set up a blog to facilitate discussion.

The 2007 National Advisory Congress (NAC) consisted of 16 regional meetings. One meeting was held via teleconference for rural and regional members. The final national meeting was held as a virtual meeting and included representatives from all the regional meetings. The 2007 NAC provided insights into the importance of regional activities, education and employment issues, and professional development issues.

One of the outcomes of the NAC was the development of and the planning for an Education and Workforce Summit to be held in early 2008.

The ALIA e-list review was held and included a consultation period with members. The Board endorsed the new ALIA Online Communication Guidelines.

In August, IFLA announced that Brisbane had been selected for the IFLA 2010 World Congress. The Board endorsed Keith Webster's appointment as the Chair of the National Committee.

A three-year Board Succession and Readiness Plan 'Boardroom Bound' was adopted. The program includes development of a web site and a training program for ALIA members.

The Governance Standing Committee reviewed ALIA's advisory groups. The Board's key decisions included that two groups were no longer required, and that all advisory, expert and reference groups would be re-named for consistency as Advisory Committees.

ALIA Conference guidelines were revised and updated. The draft ALIA Conference Manual was approved in principle by the Board of Directors and released to members for a six week consultation period. Final Board endorsement will be in early 2008.

The Board thanks members, committees and conference committees for their extensive and tremendously valuable work done for all members and the profession.

## Finance and business processes

All revenue streaming from ALIA's operating areas (membership income, employment listing charges on ALIANet, donations, conference income, seminars, professional development, and advertising income from print publications, advocacy events and group functions) increased during the year. The Board has kept a close watch on expenditure and most costs have been held at 2006 levels or lower. Salaries and on-costs, computer expenses and printing exceeded budget. Depreciation was high due to the building revaluation and writing down the carrying value of the old membership database.

The net effects of the increases in revenue and expenses combined to produce a surplus of \$49,769 compared to \$19,656 in 2006.

The Concise Annual Financial Report, including the independent audit report, and the charts provided in the following pages give further detail of ALIA financial status. A full report is available online at <http://www.alia.org.au/publishing/annual.reports>

### Investment strategy

In order to diversify its portfolio and to increase its return on investments ALIA has maintained a mix of high yield bank investments and a Managed Funds investment where the income earned is being reinvested. Although income earned on the Managed Fund investment appears to be unaffected, the problems with the U.S. financial market towards the end of 2007 adversely affected the market value. The advice to the Board is that the investment will continue to grow and that the current investment strategy is still correct for the organisation. Managed fund income doubled and interest income halved as a result of the change in the investment mix.

### ALIA House

ALIA House was fully tenanted this year for the whole year, and, full occupancy together with rent reviews, substantially improved rental income compared to the previous year. The Board has authorised a regular maintenance and improvement program begun in 2007 and to be reviewed yearly to ensure that the building's appearance and amenities continue to attract a high rent and quality tenants.

## IT systems

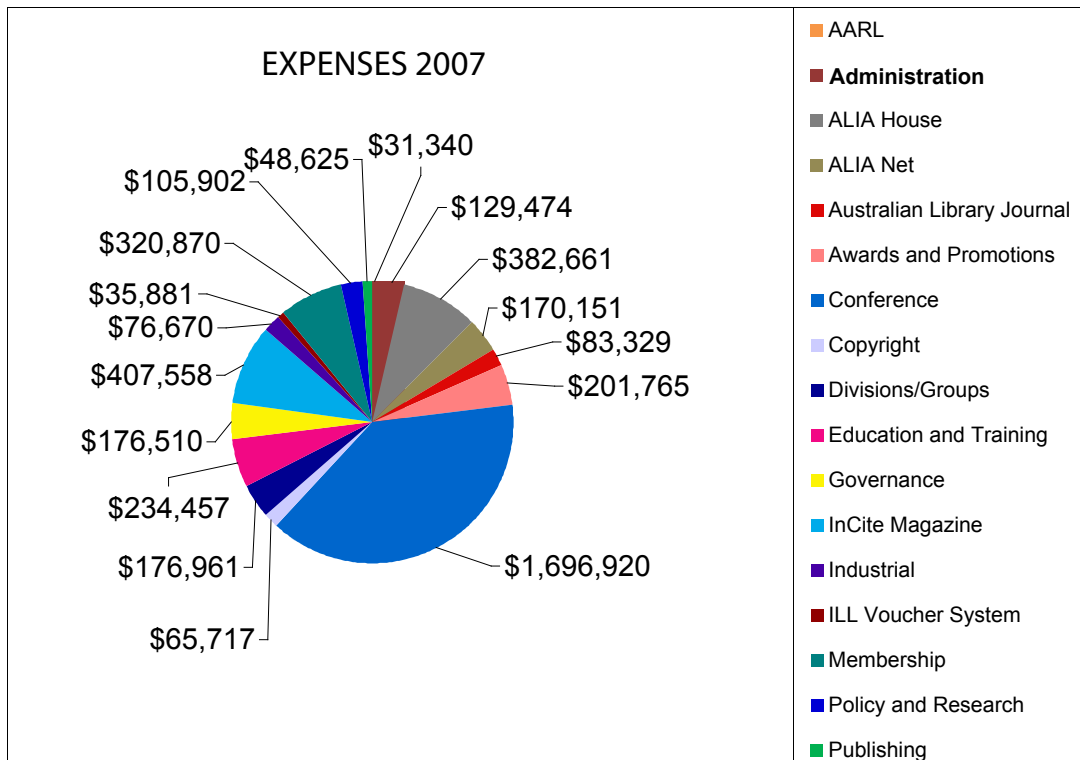
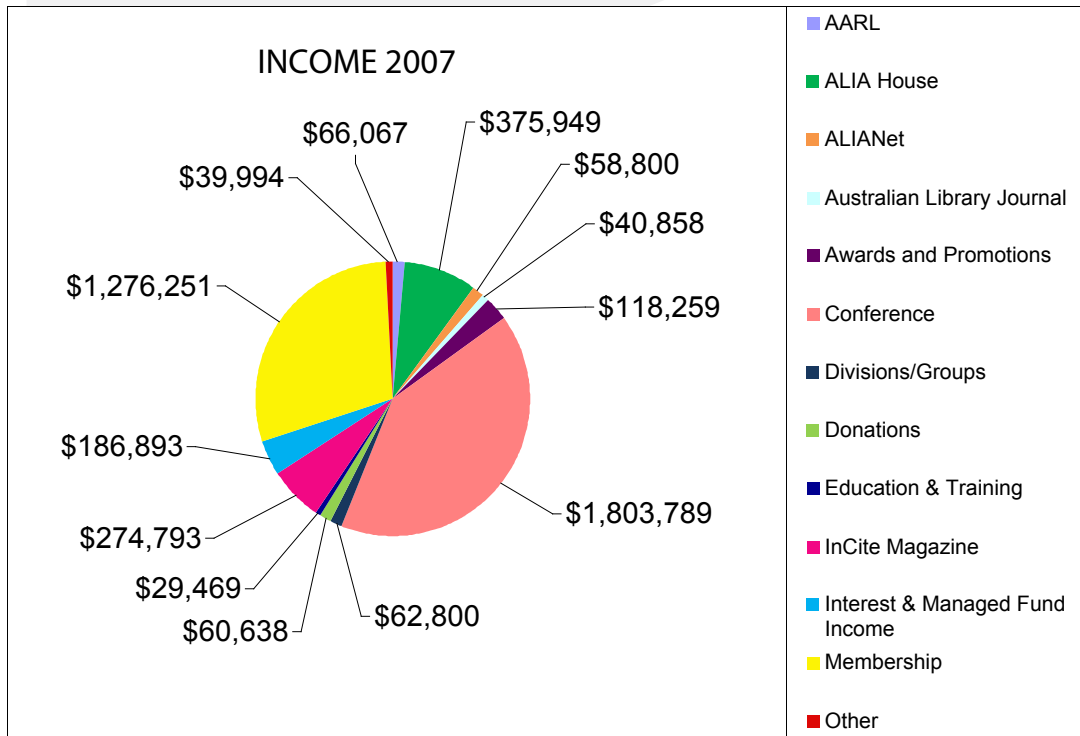
The IT staff planned and implemented a firewall and migrated the internal IT system (servers, email and office applications) from a Novell Netware environment to a Windows based environment. These changes have substantially improved the reliability and stability of our network.

Additionally, the IT staff have worked hard to research, plan and provide for the installation of a spam filter, to externally host our DNS Server (replacing the increasingly unstable internal server), to upgrade the web content management system by implementing web 2.0 technology including blogs and wikis and have changed the style of the ALIA website to display ALIA's corporate branding with a contemporary look and feel. The web style change has generated much positive feedback from users.

In 2007, following a tender and evaluation process, the Board approved a contract for a new customer relationship management system which incorporates systems covering membership, events, education, professional development, finance and content management. The system incorporates web and email communication and will improve our ability to service member's needs in a timely and efficient way. Testing and training is occurring and the system will be operating for processing the 2008 membership renewals.

## For further information

Australian Library and Information Association  
PO Box 6335 Kingston ACT 2604  
Telephone: 02 6215 8222  
Facsimile: 02 6282 2249  
Website: <http://www.alia.org.au>  
Email: [enquiry@alia.org.au](mailto:enquiry@alia.org.au)



**AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD  
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ACN 090 953 236**

**CONCISE FINANCIAL REPORT  
FOR THE YEAR ENDED  
31 DECEMBER 2007**

A full Financial Report is available from:  
<http://www.alia.org.au/publishing/annual.reports>

**AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD**  
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**DIRECTORS' REPORT**

Your directors present this report on the company for the financial year ended 31 December 2007.

**Directors**

The names of each person who has been a director during the year and to the date of this report are:

Mrs Roxanne Missingham  
Mr Derek Whitehead, OAM  
Ms Michelle Brennand  
Mr Philip Keane  
Mr Damian Lodge  
Dr Helen Partridge  
Miss Kate Watson  
Mrs Dagmar Schmidmaier, AM (Resigned 16 May 2007)  
Ms Rachael Browning (Resigned 16 May 2007)  
Ms Ann Ritchie (Resigned 16 May 2007)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

**Company Secretary**

The following person held the position of company secretary at the end of the financial year:

Mrs Sue Hutley – Executive Director of ALIA since January 2006. Mrs Hutley was appointed company secretary on 17 May 2006.

**Principal Activities**

The principal activity of the company during the financial year was representing the interests of the members engaged in the library and information science profession.

There were no significant changes in the nature of the company's principle activities during the financial year.

**Operating Results**

The Surplus of the company amounted to \$49,769 (2006: \$19,656).

**Review of Operations and Significant Changes in State of Affairs**

A review of operations of the company indicated there has been no significant change in the state of affairs of the company during the financial year.

**After Balance Date Events**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

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**DIRECTORS' REPORT (continued)**

**Future Developments**

The entity expects to maintain the present status and level of operations and hence there are no likely developments in the company's operations.

**Environmental Issues**

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

**Information on Directors**

<b>Directors</b>	<b>Experience, Special Responsibilities &amp; Qualifications</b>
Mrs Roxanne Missingham	President BSc, GDipLib, MPubAdmin, AALIA President from 15 May 2007 Serving fourth year on Board of Directors
Mr Derek Whitehead, OAM	Vice-President BA(Hons), BD(Hons), GradDipLib, MLib, FALIA Vice-President from 15 May 2007 Serving first year on Board of Directors
Ms Michelle Brennand	Board Director BA, GDipLIST, GradDipBus, MBA, AALIA Serving second year on Board of Directors
Mr Philip Keane	Board Director BSc, DipLib, MBA (Adel), MAICD, AALIA Serving second year on Board of Directors
Dr Helen Partridge	Board Director PhD, BA, PGDipPsych, MIT, AALIA Serving second year on Board of Directors
Mr Damian Lodge	Board Director BBus (Info & Lib Mgt), AssDipAppSci (Lib Tech), MAppSci (Lib & Info Mgt), MBA, AALIA Director from 15 May 2007 Serving first year on Board of Directors
Miss Kate Watson	Board Director BA, GradDipLib, MIT, AALIA Director from 15 May 2007 Serving first year on Board of Directors

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**DIRECTORS' REPORT (continued)**

**Meetings of Directors**

During the financial year, 7 meetings of directors were held. Attendances by each director were as follows:

**Directors' Meetings**

	<b>Number eligible to attend</b>	<b>Number attended</b>
Mrs Roxanne Missingham	7	7
Mr Derek Whitehead, OAM	5	4
Ms Michelle Brennand	7	7
Mr Philip Keane	7	7
Ms Helen Partridge	7	6
Mr Damian Lodge	5	4
Miss Kate Watson	5	4
Mrs Dagmar Schmidmaier, AM	2	2
Ms Rachael Browning	2	2
Ms Ann Ritchie	2	2

**Dividends Paid or Recommended**

In accordance with the company's Constitution, the company is one limited by guarantee and accordingly no shares have been issued. The Constitution precludes the declaration of dividends.

**Indemnifying Officers or Auditor**

During the financial year, the Australian Library and Information Association Ltd paid a premium of \$8,109 (2006: \$8,117) in respect of directors' and officers' liability insurance. The insurance covers any person who is or has been a director or an officer of the company for costs and expenses incurred in defending proceedings and any other payments arising from liabilities incurred for their actions as a director or officer other than for wilful breach of duty or improper use of position.

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an auditor of the company.

**Proceedings on Behalf of Company**

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any of those proceedings.

The company was not a party to any such proceedings during the year.

**Auditor's Independence Declaration**

The auditor's independence declaration for the year ended 31 December 2007 has been received and can be found on page 6 of the directors' report.

Signed in accordance with a resolution of the Board of Directors:



Director

Mrs Roxanne Missingham

Dated this 3<sup>rd</sup> day of March 2008



**WALTERTURNBULL**  
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**AUDITOR'S INDEPENDENCE DECLARATION  
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001  
TO THE DIRECTORS OF THE  
AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD**

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2007 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

A.B. Papps, CA  
Registered Company Auditor  
WalterTurnbull

Canberra ACT  
3 March 2008

WalterTurnbull Building  
44 Sydney Avenue  
Barton ACT 2600  
GPO Box 1955  
Canberra ACT 2601  
Tel 02 6247 6200  
Fax 02 6257 6655  
[www.walturn.com.au](http://www.walturn.com.au)

[walterturnbull@walturn.com.au](mailto:walterturnbull@walturn.com.au)

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**BUSINESS ADVISORY SERVICES**  
**ASSURANCE SERVICES**  
**MANAGEMENT CONSULTING**  
**FINANCIAL PLANNING**

**AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ACN 090 953 236**  
**INCOME STATEMENT**  
**FOR THE YEAR ENDED**  
**31 DECEMBER 2007**

	NOTE	2007 \$	2006 \$
<b>Revenue</b>	2	<u>4,394,560</u>	<u>3,143,416</u>
<b>Expenses</b>			
Administration		(129,474)	(177,516)
ALIA House		(382,661)	(255,224)
ALIANet		(170,151)	(237,352)
Australian Library Journal		(83,329)	(50,429)
Awards/promotions/library week		(201,765)	(105,751)
Board of Directors/governance		(176,510)	(266,608)
Conference		(1,696,920)	(835,996)
Copyright		(65,717)	(46,513)
Industrial		(76,670)	(80,742)
Divisions/groups		(176,961)	(167,429)
Education and training		(234,457)	(145,396)
Inter-Library (ILL) voucher system		(35,881)	(28,818)
InCite		(407,558)	(321,349)
Membership		(320,870)	(157,792)
Policy and research		(105,902)	(224,092)
Australian Academic and Research Libraries Publications		(31,340)	-
Publishing		<u>(48,625)</u>	<u>(22,753)</u>
<b>Total expenses</b>		<u>(4,344,791)</u>	<u>(3,123,760)</u>
<b>Surplus before income tax</b>		<u>49,769</u>	<u>19,656</u>
<b>Income tax expense</b>		<u>-</u>	<u>-</u>
<b>Surplus after income tax</b>		<u><u>49,769</u></u>	<u><u>19,656</u></u>

The accompanying notes form part of these financial statements

**AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ACN 090 953 236**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED**  
**31 DECEMBER 2007**

	2007	2006
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,821,821	2,493,863
Investments	2,154,457	2,050,747
Trade and other receivables	115,896	74,757
Inventories	29,867	-
Other current assets	118,212	53,353
<b>TOTAL CURRENT ASSETS</b>	<u>4,240,253</u>	<u>4,672,720</u>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	1,123,096	1,184,871
Investment property – ALIA House tenancies	3,084,991	3,179,614
<b>TOTAL NON-CURRENT ASSETS</b>	<u>4,208,087</u>	<u>4,364,485</u>
<b>TOTAL ASSETS</b>	<u><u>8,448,340</u></u>	<u><u>9,037,205</u></u>
<b>CURRENT LIABILITIES</b>		
Deferred income	34,937	554,221
Trade and other payables	233,110	258,200
Short-term provisions	23,616	20,810
Redeemable interlibrary loan vouchers	75,446	112,990
Other current liabilities – Prepaid membership and subscription income	632,795	639,831
<b>TOTAL CURRENT LIABILITIES</b>	<u>999,904</u>	<u>1,586,052</u>
<b>NON-CURRENT LIABILITIES</b>		
Long-term provisions	1,334	3,021
Redeemable interlibrary loan vouchers	1,540,708	1,591,507
<b>TOTAL NON-CURRENT LIABILITIES</b>	<u>1,542,042</u>	<u>1,594,528</u>
<b>TOTAL LIABILITIES</b>	<u>2,541,946</u>	<u>3,180,580</u>
<b>NET ASSETS</b>	<u><u>5,906,394</u></u>	<u><u>5,856,625</u></u>
<b>EQUITY</b>		
Reserves	2,774,064	2,687,972
Retained earnings	3,132,330	3,168,653
<b>TOTAL EQUITY</b>	<u><u>5,906,394</u></u>	<u><u>5,856,625</u></u>

The accompanying notes form part of these financial statements

**AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ACN 090 953 236**  
**STATEMENT OF RECOGNISED INCOME AND EXPENDITURE**  
**FOR THE YEAR ENDED 31 DECEMBER 2007**

	Retained Earnings	Reserves	Asset Revaluation Reserve	Total
	\$	\$	\$	\$
<b>Balance at 1 January 2006</b>	3,148,997	-	1,496,186	4,645,183
Surplus attributable to the company	19,656	-	-	19,656
Gain on revaluation	-	-	1,191,786	1,191,786
<b>Balance at 31 December 2006</b>	<u>3,168,653</u>	-	<u>2,687,972</u>	<u>5,856,625</u>
Surplus attributable to the company	49,769	-	-	49,769
Transfers to reserves	(86,092)	86,092	-	-
<b>Balance at 31 December 2007</b>	<u><u>3,132,330</u></u>	<u><u>86,092</u></u>	<u><u>2,687,972</u></u>	<u><u>5,906,394</u></u>

The accompanying notes form part of these financial statements

**AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ACN 090 953 236**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 DECEMBER 2007**

	2007	2006
	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from members and customers	3,904,616	3,099,666
Payments to suppliers and employees	(4,630,598)	(2,637,885)
Interest received	83,183	208,061
	<u>                    </u>	<u>                    </u>
Net cash (used in)/generated from operating activities	<u>(642,799)</u>	<u>669,842</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds from sale of investments	-	900,000
Proceeds from sale of property, plant and equipment	-	350
Payment for current investments	-	(2,050,748)
Payment for property, plant and equipment	(29,243)	(19,911)
Payment for purchase of investment property	-	(27,365)
	<u>                    </u>	<u>                    </u>
Net cash (used in) investing activities	<u>(29,243)</u>	<u>(1,197,674)</u>
<b>Net (decrease) in cash held</b>	<b>(672,042)</b>	<b>(527,832)</b>
<b>Cash at the beginning of the financial year</b>	<b><u>2,493,863</u></b>	<b><u>3,021,695</u></b>
<b>Cash at the end of the financial year</b>	<b><u><u>1,821,821</u></u></b>	<b><u><u>2,493,863</u></u></b>

The accompanying notes form part of these financial statements

**AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ACN 090 953 236**

**NOTES TO THE CONCISE FINANCIAL REPORT FOR THE  
YEAR ENDED 31 DECEMBER 2007**

**NOTE 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

The concise financial report is an extract of the full financial report for the year ended 31 December 2007. The concise financial report has been prepared in accordance with Accounting Standard AASB 1039: Concise Financial Reports, and the *Corporations Act 2001*.

The financial statements, specific disclosures and other information included in the concise financial report are derived from and are consistent with the full financial report of the Australian Library and Information Association. The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of the Australian Library and Information Association as the full financial report.

The financial report of Australian Library and Information Association Ltd complies with all Australian equivalents to the International Financial Reporting Standards (AIFRS) in their entirety. The presentation currency used in this concise financial report is Australian dollars.

	<b>2007</b>	<b>2006</b>
	\$	\$
<b>NOTE 2. REVENUE</b>		
Operating revenue		
- Membership	1,276,251	1,210,220
- InCite and other publications	274,793	227,149
- Conferences	1,803,789	964,111
- Divisions/Groups	62,800	34,608
- Australian Library Journal	40,858	35,851
- Australian Academic and Research Libraries including special issue	66,067	-
- Donations	60,638	18,264
- Awards/Promotions/Library Week	118,259	85,410
- ALIANet employment advertising	58,800	48,941
- Education and training	29,469	2,138
- Other revenue	39,994	11,763
	<u>3,831,718</u>	<u>2,638,455</u>
Other revenue		
- Interest revenue	83,183	176,613
- Managed fund income	103,710	50,747
- Rental income	375,949	277,601
	<u>562,842</u>	<u>504,961</u>
Total revenue	<u>4,394,560</u>	<u>3,143,416</u>

**NOTE 3. PROFIT**

**(a) Expenses**

Employee benefits expense	1,224,936	1,009,296
Depreciation of non-current assets		
- buildings	126,165	104,708
- plant and equipment	59,476	45,420
Total depreciation	<u>185,641</u>	<u>150,128</u>

**(b) Significant Revenue and Expenses**

- Net loss on disposal of property, plant and equipment	3,810	20,467
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**AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ACN 090 953 236**

**DISCUSSION AND ANALYSIS OF THE FINANCIAL STATEMENTS**

**Information on Australian Library and Information Association Concise Financial Report**

The concise financial report is an extract from the full financial report for the year ended 31 December 2007. The financial statements and disclosures in the concise financial report have been derived from the 2007 Financial Report of Australian Library and Information Association. A copy of the full financial report and auditor's report will be sent to any member, free of charge, upon request.

The discussion and analysis is provided to assist members in understanding the concise financial report. The discussion and analysis is based on Australian Library and Information Association financial statements and the information contained in the concise financial report has been derived from the full 2007 Financial Report of Australian Library and Information Association.

**Income Statement**

Total Revenue increased by \$1,251,144 (28%) to \$4,394,560 although \$839,678 (67%) of the increase is attributable to higher conference revenue (offset by higher conference expenses). All revenue streams were higher than in the previous year except for interest revenue, (revenue halved) as surplus cash is now being invested into Managed Funds (revenue doubled).

- Full occupancy and rent increases added \$98,348 (35%) to rental income.
- Membership revenue increased \$66,031 (5%).
- AARL recognised as an ALIA operation, which added \$66,067 to revenue.
- inCite revenue (mainly advertising) increased by \$47,644 (21%).
- Donations were up \$42,374 from recognition of the Ann Harrison Trust as an ALIA Asset.
- Group revenue increased \$28,192 (81%) from increased activities.
- Additional training and PD courses increased education, training and PD revenue from \$2,138 in 2006 to \$29,439 in 2007.

Total expenditure increased by \$1,221,031 (39%) to \$4,344,791 (2006: \$3,123,760) of which \$860,924 (70%) is higher conference expenses. The allocation of staff members and their time spent in each of the operations was reviewed in 2007 to more accurately reflect the current position. This has had a significant effect upon the allocation of salaries and overheads to each of the operating areas. Apart from conferences, substantial increases occurred in staff salaries and on-costs, computer expenses and depreciation. These were offset by reduction in a number of overhead expenditures due to cost reviews.

The net effects of the increases in revenue and expenses combined to produce a surplus of \$49,769 compared to \$19,656 in 2006.

**Balance Sheet**

Current assets decreased by \$432,467 and were used to reduce liabilities. Non-current assets reduced \$156,398 (asset purchases of \$29,243 less depreciation of \$185,641).

Total assets decreased by \$588,865 and total liabilities decreased by \$638,634, resulting in an increase in net assets and equity of \$49,769. \$519,284 of the decrease in total liabilities, related to the deferred income from the Information Online Conference in 2006 being expended in 2007.

**Cash Flow Statement**

Net cash decreased by \$672,042. \$29,243 was used to pay for the purchase of assets and the balance was used to extinguish debt, principally deferred income, and the purchase of current assets other than cash.

**Statement of Recognised Income and Expenditure**

Retained Earnings reduced by a net \$36,323. The surplus of \$49,769 increased retained earnings but transfers to reserves of \$86,092 reduced retained earnings.

Two new reserves (the Research Fund and the Ann Harrison Trust) were established during the year to reflect the specific nature and purpose of the use of certain funds as distinct to the Retained earnings attributable to the use of members. Net transfers to these reserves were \$31,183 and \$54,910 respectively.

The full Annual Financial Report of the Australian Library and Information Association Ltd for the year ended 31 December 2007, including the independent audit report, is available to all members. The Report may be downloaded from <http://www.alia.org.au/publishing/annual.reports/2007.pdf>. A hard copy will be sent to all members without charge upon request by telephoning freecall 1800 202 071 or by writing to the Australian Library and Information Association Ltd PO Box 6335, KINGSTON ACT 2604 requesting that a copy of the report be sent.

**AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD  
(A COMPANY LIMITED BY GUARANTEE)  
ACN 090 953 236  
DIRECTORS' DECLARATION**

The Directors of the company declare that:

1. The financial statements and notes, as set out on pages 7 to 26, are in accordance with the *Corporations Act 2001* and:
  - (a) comply with Accounting Standards and the Corporations Regulations 2001; and
  - (b) give a true and fair view of the financial position as at 31 December 2007 and of the performance for the year ended on that date of the company.
2. In the Directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director



Mrs Roxanne Missingham

Dated this 3<sup>rd</sup> day of March 2008



WALTERTURNBULL  
your extra asset

WalterTurnbull Building

44 Sydney Avenue

Barton ACT 2600

GPO Box 1955

Canberra ACT 2601

Tel 02 6247 6200

Fax 02 6257 6655

[www.walturn.com.au](http://www.walturn.com.au)

[walterturnbull@walturn.com.au](mailto:walterturnbull@walturn.com.au)

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## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD

### Report on the Financial Report

We have audited the accompanying financial report of the Australian Library and Information Association Ltd (the company) which comprises the balance sheet as at 31 December 2007, and the income statement, statement of recognised income and expenditure and cash flow statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the directors' declaration.

### *Directors' Responsibility for the Financial Report*

The Directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Act 2001. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



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## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LTD

### *Independence*

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We have given to the directors of the company a written Auditor's Independence Declaration, a copy of which is included in the directors' report.

### *Basis for Qualified Auditor's Opinion*

The financial report of Australian Library and Information Association Ltd as at 31 December 2007, was audited by another auditor, PricewaterhouseCoopers whose report dated 16 of March 2007, expressed an unqualified audit opinion on those statements. We were unable to obtain sufficient appropriate audit evidence regarding the comparatives.

### *Qualified Auditor's Opinion*

In our opinion, except for the effects on the comparatives for 2006 or such adjustments, if any, as might have been determined to be necessary had the limitation on the scope of our work as discussed in the qualification paragraph not existed, the financial report of the Australian Library and Information Association Ltd is in accordance with the Corporations Act 2001, including:

- (a) giving a true and fair view of the company's financial position as at 31 December 2007 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.

A.B. Papps, CA  
Registered Company Auditor  
WalterTurnbull

Canberra, ACT  
3 March 2008

WalterTurnbull Building

44 Sydney Avenue

Barton ACT 2600

GPO Box 1955

Canberra ACT 2601

Tel 02 6247 6200

Fax 02 6257 6655

[www.walterturnbull.com.au](http://www.walterturnbull.com.au)

[walterturnbull@walterturnbull.com.au](mailto:walterturnbull@walterturnbull.com.au)

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