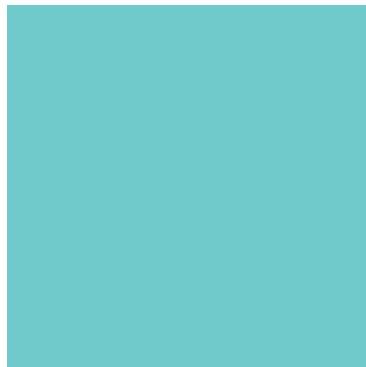
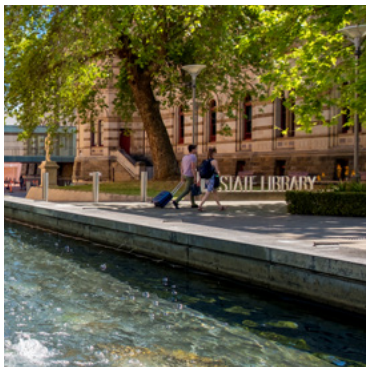




Australian Library and
Information Association

AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION ANNUAL REPORT 2016



© 2017

Australian Library and Information Association Annual Report 2016

Canberra ACT, Australian Library and Information Association, April 2017

www.alia.org.au

CONTENTS

ABOUT ALIA	1
Objects of the Association	1
Core values	1
Our structure and governance	1
Committee highlights	3
PRESIDENT'S REPORT	6
CHIEF EXECUTIVE OFFICER'S REPORT	8
DIRECTOR CORPORATE SERVICES' REPORT	10
DIRECTOR OF LEARNING'S REPORT	12
ASSISTANT DIRECTOR OF CONFERENCES AND EVENTS' REPORT	14
HOW WE PERFORMED AGAINST THE ALIA BOARD'S STRATEGIC PLAN	16
Outcome 1: Strong leadership	16
Outcome 2: Future-proofing for the sector and for ALIA	19
OUR MEMBERSHIP	21
ADVOCACY CAMPAIGNS	22
Library Lovers' Day (February 2016)	22
FAIR Great School Libraries (March 2016)	22
The Library and Information Agenda (May 2016)	22
Library and Information Week (May 2016)	22
10 things you never knew you could find in a library (May 2016)	23
National Simultaneous Storytime (May 2016)	23
The Reading Hour (August 2016)	23
Mood-boosting Books (October 2016)	24
GOVERNMENT AND STAKEHOLDER RELATIONS	25
Book industry	25
Early literacy	25
Copyright law reform	25
Digital inclusion	25
Libraries in private colleges	25
Research and data	26
Sustainable Development Goals	27
Submissions	27

SPECIAL PROJECTS	28
INELI Oceana (March 2016)	28
Voter information sessions in public libraries (June 2016)	28
GLAM Peak Digital Access to Collections (July 2016)	28
ALIA's 80th Anniversary (August 2016)	28
Relevance 2020 (September 2016)	29
Library Design Awards (September 2016)	29
CONFERENCES AND EVENTS	30
National Early Literacy Summit (March 2016)	30
IFLA World Library and Information Congress (August 2016)	30
ALIA National Conference (August/September 2016)	30
Parliament House Dinner (November 2016)	31
ALIA IN THE REGIONS	31
State and Territory Managers	31
ALIA Groups	31
EDUCATION, PROFESSIONAL DEVELOPMENT AND TRAINING	37
ALIA Education	37
ALIA PD Scheme	37
ALIA Training	39
AWARDS	40
Excellence Awards	40
Research Grant Award	40
Silver pins (for volunteer service to the Association)	40
Group awards	40
Student awards	41
COMMUNICATIONS	42
Publications	42
Social media	42
Website	42
THE ALIA BOARD HANDOVER	43
FINANCIAL STATEMENTS	44

ABOUT ALIA

The Australian Library and Information Association (ALIA) is the national professional organisation for the Australian library and information sector.

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 and continues to foster a vibrant professional culture while providing expert advice to decision-makers on the profession's behalf.

OBJECTS OF THE ASSOCIATION

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

CORE VALUES

- Promotion of the free flow of information and ideas through open access to recorded knowledge, information, and creative works.
- Connection of people and 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.

The Association is supported by more than 250 active volunteer Members who serve on the ALIA Board, on Advisory Committees, on Editorial Boards, on Course Accreditation and Judging Panels, and as Group officers; by a team employed at ALIA House, Canberra, and by State and Territory Managers across Australia.

BOARD OF DIRECTORS UNTIL MAY 2016

- John Shipp, President
- Patricia Genat, Vice-President
- Beatriz Aroche
- Fiona Emberton
- Marian Morgan-Bindon
- Ghylène Palmer
- Aileen Weir

BOARD OF DIRECTORS FROM MAY 2016

- Patricia Genat, President
- Vicki McDonald, Vice-President
- Jane Cowell
- Fiona Emberton
- Marian Morgan-Bindon
- Ghylène Palmer
- Monika Szunejko

SUB-COMMITTEES OF THE BOARD

- ALIA Finance, Audit and Risk Management Sub-Committee
- ALIA Professional Development, Education, Research and Publishing Sub-Committee
- ALIA Membership and Awards Sub-Committee

COMMITTEES APPOINTED BY THE ALIA BOARD

- ALIA Australian Public Library Alliance, Chair Jan Richards
- ALIA Copyright and Regulation Advisory Committee, Chair Derek Whitehead (committee ceased in May 2016)
- ALIA Book Industry and E-lending Advisory Committee, Chair Eve Woodberry
- ALIA Health Libraries Advisory Committee, Chair Ann Ritchie
- ALIA Interlibrary Lending Advisory Committee, Chair Margarita Moreno
- ALIA New Generation Advisory Committee, Chair Alisa Howlett
- ALIA Research Advisory Committee, Co-Chairs Diana Hodge and Suzana Sukovic (to September 2016) Bhuvu Narayan and Fiona Salisbury (from September 2016)
- ALIA Research Fund Committee, Chair John Shipp
- ALIA School Libraries Advisory Committee, Chair Anne Girolami
- ALIA Special Libraries and Information Services Advisory Committee, Chair Julie Rae
- ALIA VET Libraries Advisory Committee, Chair Debra Hannan

ALIA also benefits from the input of expert Members serving on the *Australian Library Journal* and *Australian Academic and Research Libraries Editorial Boards*, Education and Policy Working Groups, Course Accreditation and Judging Panels and Conference Program Committees.

- *Australian Library Journal* Editorial Board, Chair Philip Kent, Editor Ross Harvey, Book Reviews Editor Alison Fields
- *Australian Academic and Research Libraries* Editorial Board, Chair Paul Genoni, Editors Gaby Haddow and Mary Anne Kennan, Book Review Editor David Wells
- ALIA National 2016 Conference Program Committee, Chair Bernie McSwain
- ALIA Library Design Awards Judging Panel, Chair Janine Schmidt

COMMITTEE HIGHLIGHTS

While the primary purpose of Advisory Committees is to provide advice to the ALIA Board, these committees often undertake important projects, which add to our understanding of the issues facing the library and information science profession and help promote positive messages about the sector.

ALIA AUSTRALIAN PUBLIC LIBRARY ALLIANCE (APLA)

The ALIA Australian Public Library Association is the peak body for public libraries in Australia, comprising the heads of all the state-based library associations, together with representatives of the lead agencies from Tasmania and the territories. Activities during 2016 included: the Summer Reading Club, in partnership with the State Library of Queensland; eSmart Libraries, in partnership with the Alannah and Madeline Foundation and Telstra Foundation; The Reading Hour, supported by the Copyright Agency's Cultural Fund; Stay Smart Online Week, as a partner with the Department of Communications; eSafe Spaces, with the Office of the Children's eSafety Commissioner, and International Games Day.

Voter information sessions were delivered in June for the Australian Electoral Commission (see Special Projects). However, the major initiative for 2016 was the development of the revised *Australian Public Library Standards, Guidelines and Outcome Measures*, and their launch at Parliament House in November 2016 (see Conferences and Events). For this event, which was presented in partnership with National and State Libraries Australasia, ALIA produced a powerful advocacy document entitled *10 ways libraries power Smart Cities*.

ALIA BOOK INDUSTRY AND ELENDING ADVISORY COMMITTEE

Five teleconferences were held during the year, one with LIANZA counterparts in New Zealand. Discussions focused on local and international issues around ebook supply to libraries, including pricing models and the Public Lending Right in relation to ebooks. The committee updated ALIA's position statement on elending and provided expert members of the reference group for the ARC linkage grant-supported investigation into elending in Australia's public libraries, led by Monash University.

ALIA HEALTH LIBRARIES AUSTRALIA (HLA) ADVISORY COMMITTEE AND GROUP

Health Libraries Australia is one of ALIA's most active groups of Members. It is both a Committee appointed by the Board and a special interest Group, undertaking strategic initiatives in five key areas: professional development, education and training; demonstrating value; partnerships and collaborations; publishing and communication; membership.

During the year, meetings were held monthly and a strategic planning day was held in Sydney in July, alongside the National HLA PD Day.

A major achievement in 2016 was the publication in July of the report resulting from the 2012 Anne Harrison Award, *The Census of Australian Health Libraries and Health Librarians Working Outside the Traditional Library Setting*. The research presented in this report revealed that Australia is facing a potentially critical shortage of health librarians, and this informed advocacy for the sector during the year. HLA's contribution to the Health Information Workforce Summit, which took place in Melbourne in November, drew on the methodology and results of the Census, and ALIA made a submission to the Australian government for health librarians to be classified in the 'skills shortages' professions.

HLA achieved ABS classification in the health information professions for health librarians, which was another major achievement.

Further developing relationships with other health information bodies, memoranda of understanding were signed with the Health Information Management Association of Australia and the Australian College of Health Informatics.

HLA participated in a panel discussion at the ALIA National Conference in Adelaide; presented and participated in the Special Libraries Summit in Adelaide, following the ALIA National Conference, and attended the European Association of Health Information and Libraries conference and board meeting in Seville, Spain.

The 2016 Research Grant Award was awarded for the "Health Libraries for the National Standards (HeLiNS) Research" project.

ALIA NEW GENERATION ADVISORY COMMITTEE (NGAC)

The committee reported a productive and successful year. NGAC held monthly teleconferences to progress a number of valuable projects.

Following the success of a pilot, NGAC organised and hosted #auslibchat on the first Tuesday of every month. Topics ranged from professional development to collaboration cross-sector and between different organisations. This program provided opportunities for new library and information professionals to participate and engage in conversation, as well as connect with, and learn from experienced professionals in a friendly and welcoming environment.

In 2016, NGAC completed a research project that evaluated the effectiveness of Twitter activity and NGAC's online engagement more broadly. Findings of this research indicated opportunities for further improvement and development, as well as helping to inform NGAC's strategic direction in relation to how it connects with, and serves the students and new graduate library and information professional community.

NGAC members published in *INCITE* during 2016 and a proposal to present at the 8th New Librarians' Symposium in 2017 was submitted and accepted.

Earlier in 2016, NGAC put some questions to the ALIA Board election nominees. The responses were published on the ALIA Students and New Graduates Group (SNGG) blog and circulated through various SNGG and NGAC channels during the voting period.

ALIA RESEARCH ADVISORY COMMITTEE (ARAC)

ARAC set the parameters and reviewed the nominations for the ALIA Research Grant Award 2016. The committee ran a very successful research workshop at the ALIA National 2016 Conference and was highly supportive of the Relevance 2020 initiative (see Special Projects). Other support was provided for the Library Information Science Research Australia (LISRA) project and for ALIA submissions in response to Australian Government inquiries, for example the *National Research Infrastructure Roadmap Issues Paper*.

ALIA SCHOOLS ADVISORY COMMITTEE AND ALIA SCHOOLS GROUP

The ALIA Schools Advisory Committee reviewed ALIA's school library policies – a task which was carried over from 2016 – and made an important contribution to ALIA's professional development by promoting the ALIA PD schools specialisation. The committee was very much involved in the Great School Libraries project (see Advocacy Campaigns).

ALIA SPECIAL LIBRARIES AND INFORMATION SERVICES ADVISORY COMMITTEE

The committee supported the Special Libraries Summit at the ALIA National 2016 Conference in September. The summit attracted representatives from libraries across this diverse sector, including health, government, law, corporate, science and others. A work plan flowed from this event, for further development and delivery in 2017.

ALIA VET LIBRARIES ADVISORY COMMITTEE

The committee met quarterly by teleconference. During the year, the members finalised the *Guidelines for Australian VET Libraries*, providing a base line set of standards for library services in TAFE and private colleges; completed a national directory of all 246 TAFE libraries across Australia, and updated the participants in the National Reciprocal Borrowing Scheme (NRBS). The committee reviewed the results of the *Survey of TAFE Libraries* to assess the impact of funding cuts in the VET sector and updated the NRBS member guidelines.



PRESIDENT'S REPORT

This year at ALIA we celebrate an association which is 80 years strong and counting. Celebrating 80 years of membership services naturally assumes that we have had our share of struggles and challenges and as a Board we work hard to provide an effective path forward for all our current and potential Members and staff.

The 2016/2017 Board has representatives from Queensland, South Australia, Western Australia, and the ACT. We represent suppliers, academic and public libraries as well as state libraries and their extended services to regional areas. We are all women with individual stories which have shaped us - of family, culture, and learning. We thrive in the challenge of representing our 5000 Members adequately and developing and supporting the ALIA House staff to manage the daily task of implementing and communicating our strategy and vision for a strong effective membership organisation across Australia.

During this past year, our discussions and decisions at Board level have included:

- The transition of our journals into the *Journal of the Australian Library and Information Association*
- Membership demographics, fees and appropriate services for changing populations
- Adequate and effective reporting and meeting as a Board
- Two successful conferences completed and planning in place for the Asia Pacific Library and Information Conference in 2018 on the Gold Coast
- The details behind the FAIR campaigns for copyright and school libraries, and presentation of the Copyright Amendment Bill before Parliament
- What we can do to support areas that are under particular pressure, such as government and other special libraries
- How best to build our international expertise and involvement
- Supplier partnerships - how to make these a success for all parties
- Our steadily increasing social media presence and its responsibilities
- The GLAM sector, our involvement and support integrity truth and knowledge – how we can best communicate these values
- Supporting educators, their courses, and their institutions in providing best practice for our future library leaders.

In addition to lively discussions around the Board table, the other great joy of my year as President has been getting out and about to meet Members. I have travelled to every state and territory, representing ALIA at conferences, PD days, Group meetings and informal chats in the pub. I have met people who are just starting out in their careers, those who are well into their stride, and others nearing retirement. Every encounter has reinforced my view of library and information professionals as highly intelligent people, who have a strong sense of social justice running through their centre. It has made me even prouder of my profession – though more than a few years have passed since I worked as a teacher librarian in school libraries.

Eighty years ago, Australia's population was 6.8 million and life expectancy was an average of 67 years. Today 25 million Australians can expect to live to around 80.

In 1937, a regular airmail service between USA and Australia had just begun, Don Bradman captained a successful Australian cricket team for a test win and the Australian censorship board temporarily lifted their ban on Ulysses. Colleen McCullough, Ron Clarke, Lindsay Fox, Dawn Fraser and Lorraine Bayley were born.

Telecommunication and electricity were basic – no wi-fi, internet, instant streaming or messaging. Life has changed for the better for many of our Member groups, but there is still plenty of work to be done.

The year ahead will see us focus on our international agenda, work to solidify strong ties with all our GLAM sector colleagues, and be open to opportunities for technology to make our jobs and your jobs easier and better. We are believers in data, and in doing something about what the data tells us. We thank all of you for your support, for your tweets, letters of encouragement, pointing out our errors and providing chocolate and tea when needed. As ALIA President, this past year, it has been my privilege and delight to learn from and lead this Board, its CEO, Sue McKerracher, and the executive team.

Thank you

Patricia Genat

CHIEF EXECUTIVE OFFICER'S REPORT

2016 was a year for spreading the word about the value of libraries and the skills of library and information professionals to the broader reach of government and other stakeholders.

Our flagship event was the dinner in the Mural Hall at Parliament House in November. While this was couched as the launch of the *Australian Public Libraries Standards, Guidelines and Outcome Measures*, it was, in reality, an event to raise the profile of all kinds of libraries with politicians, government officers and peak bodies from other industries. The event saw library leaders from every state and territory in conversation with federal, state and local government representatives, and partners in museums, archives, the book industry, early childhood, digital inclusion and other related sectors.

While this was the very public end of our government relations, we were involved in other high level engagement which necessarily took place behind the scenes. We had a number of meetings with politicians to lobby for funding for the National Library of Australia's Trove platform – an essential and much loved piece of the nation's research infrastructure. We were also involved in discussions around copyright law reform and the Productivity Commission's review of Intellectual Property Arrangements; in the consultation for the National Research Infrastructure Roadmap; in planning for a new digital literacy for older Australians initiative, and we participated in the Department of the Prime Minister and Cabinet's roundtable on high-value datasets.

The mid-year federal election was both an opportunity – candidates were keen to talk about issues that would appeal to their electorates – and a delaying factor. Government decision-making effectively stalled in the lead up to the election and the weeks afterwards, but we used *The Library and Information Agenda* to promote the issues of most concern to our Members.

- We were pleased to be able to invite ALIA Members to attend a gathering at the State Library of Victoria, where Shadow Attorney General Mark Dreyfus announced \$12m in funding for Trove, as an election promise from the ALP.
- The Coalition made its own election promise of \$50m for digital literacy for older Australians, with libraries as one of the delivery points – and in December announced funding of \$16.4m for Trove and National Library digitisation projects.

It felt as though 2016 was the year for making advances at the political level, and it was also a good year for international relations. At the start of 2016, we had already agreed with LIANZA that we would host an Australia New Zealand conference on the Gold Coast in 2018 – the first joint conference since 1994. After a very successful visit by a National Library Board of Singapore delegation to the ALIA National 2016 Conference in Adelaide, in September, we signed a three-way memorandum of understanding, including the Library Association of Singapore, which turned the conference into the Asia Pacific Library and Information Conference.

Closer to home, there appeared to be more opportunities for connection than ever before for our Members. Thanks to the energy and commitment of ALIA Groups, our ALIA State and Territory Managers, and our ALIA Communications team, social media was buzzing with news and ideas. There was an exceptional calendar of events to enable face to face networking and professional development, often free to attend. We were particularly conscious of our Members who are not in the main metro areas, and rely on online means to connect with their peers.

As we move forward, change is inevitable. It was with much heart searching, and after consultation with past Editors, contributors and Members, that the ALIA Board endorsed the decision to replace *Australian Library Journal* (ALJ) and *Australian Academic and Research Libraries* (AARL) with one title, the *Journal of the Australian Library and Information Association*, commencing in 2017. The Editorial Boards and Editors of both titles helped us through the process, which, for some Members, was painful. However, the rich content of ALJ and AARL remains available in print and online for future generations of library and information science researchers, and new opportunities await for contributors to JALIA.

Some changes have been less visible, but very valuable to the profession. Our Learning team continued to introduce innovative new approaches to course accreditation and professional development during 2016, and we were proud to see these highlighted as best practice by international colleagues through the IFLA conference, satellite and webinar structure.

We have also created a new home for digital resources called READ ALIA, which will grow over time to contain electronic forms of ALIA conference papers, reports and other useful documents.

The Canberra property market remained flat during 2016, and several areas of ALIA House became vacant, as tenants reliant on government grants had their funding withdrawn. This reduction in rental income had a significant impact on the Association's bottom line, but the revenue generated by our highly successful ALIA National 2016 Conference helped offset some of this.

ALIA membership showed a slight decline, but this was less pronounced than the falls reported by other professional associations, in line with the age of our workforce and the number of people retiring from the library and information profession. We were pleased to note that student membership was flourishing, and students and new graduates accounted for the highest proportion of new Members.

The ALIA House team comprised just 17 full time equivalent staff in 2016, and the number and depth of activities described in this annual report will demonstrate to our Members the solid contribution of the staff they employ to run the Association. We were sad to lose one of the longest serving Members of the ALIA team when Victorian State Manager Margie Anderson departed at the end of July. However, Margie remains very much a part of the Association and continues to edit our public libraries newsletter.

The achievements contained in the report could not have been accomplished without the hard work, support and commitment of the ALIA Board, Advisory Committees, Groups and volunteer Members, who make all things possible. We continue to live by the motto 'Together we are stronger', and this theme of resilience and sustainability will be continued into 2017 when we celebrate ALIA's anniversary in August as '80 years strong.'

Sue McKerracher

DIRECTOR CORPORATE SERVICES' REPORT

OPERATING RESULTS

I am pleased to report a small deficit for the 2016 year of \$44,950 (2015 Surplus \$176,177), compared with the original budget deficit of \$292,000. The improved performance was mainly due to the return from the ALIA National 2016 Conference.

Some key points on the operating results are:

- Membership services achieved a surplus of \$1,065,000. This was only slightly down on the 2015 result as membership fee income has remained steady after a small decline in member numbers.
- Events and Conferences resulted in a net surplus of \$62,000. The major conference during the year was the ALIA National 2016 Conference in Adelaide which resulted in a surplus of \$271,000.
- The rental of ALIA House achieved a net result of \$59,000. This was achieved despite being unable to fill three vacant tenancies during the year. This result is \$97,000 lower than in 2015.
- The cost of support services was \$840,000 (2015 - \$877,000). Savings were made in business support, governance and award costs.
- The cost of professional services to Members was \$184,000 (2015 \$190,000). This included education, professional advice and accreditation of tertiary institutions.
- The cost of publishing and communications was \$220,000 (2015 \$223,000). This included *INCITE* magazine, ALIA journals and newsletters.

RESERVES

Total reserves were \$7,000,044 (2015 \$7,039,006). 2016 saw a reduction in the Asset Revaluation Reserve to \$3,888,557 but an increase in retained earnings to \$3,058,354.

CAPITAL EXPENDITURE

\$6,800 was spent on acquiring new computers and \$9,000 was expended on upgrades to the membership database. No major capital purchases were made during the year.

ALIA HOUSE

The decline in commercial property values in Canberra during 2015 slowed and no revaluation was required in 2016. (A valuation is normally carried out each three years). Due to the depressed office property market in Canberra, it was difficult to attract new tenants. Two leases expired in 2016 and consequently there were a number of vacant spaces in the building. A refurbishment plan was approved by the ALIA Board at the end of 2016 for implementation in 2017.

CASH POSITION

Our cash position remained strong with over \$4 million invested in cash and term deposits. ALIA's debt was minimal and total liabilities stood at \$2.2 million.

INFORMATION TECHNOLOGY

Network security was enhanced during the year to ensure membership data is protected from unauthorised access. This is an ongoing process and requires constant monitoring by IT staff.

A special project for a digital repository commenced during the year and resulted in the READ ALIA website.

Upgrades were made to the numerous websites hosted by ALIA and a new site for the inaugural ALIA Library Design Awards was set up during the year.

OTHER MATTERS

We continue to provide accounting assistance for the Australian Libraries Copyright Committee and Australian Digital Alliance. During the year we agreed to provide accounting and administration assistance to INELI Oceania.

David Pattrick

DIRECTOR OF LEARNING'S REPORT

The ALIA cycle of course accreditations continued in 2016 with a very busy schedule and the much-appreciated support of our excellent volunteer panel members travelling interstate and regionally. I thank our educators and their institutions for their work in enabling and supporting ALIA course accreditation. Four higher education (HE) institutions invited ALIA to undertake a Gold reaccreditation process which includes a panel site visit. They were: Charles Sturt University for both their Library and Information Science courses and their Teacher Librarian (TL) Course. Panel Members were: Craig Anderson, Sharan Harvey, Kym Holden and for the TL course Craig Anderson, Mark Brogan, Anne Girolami, and David Feighan; the University of South Australia with Panel Members: Philip Kent, Aileen Weir, and Noreen Kirkman; Curtin University with Panel Members: Damian Lodge, Cheryl Hamil, and Geoff Stempel and RMIT with Panel Members Alex Byrne, Carmel O'Sullivan and Bob Pymm. We also undertook a first accreditation process for a new Bachelor program offered by Box Hill Institute. Panel Members were Derek Whitehead, Bob Pymm and Karyn Siegmann.

As well as the HE institutions, three first accreditation invitations were also received for the vocational Diploma of Library and Information Services from TAFE NSW Western, Chisholm TAFE and Library Training Services Australia. Once again Bob Pymm, Kathryn Leong and Terri Pamment provided their expertise for the Diploma accreditations assisted by Mylee Joseph, Karen Ward-Smith, and Claudia Davies. Other changes to course accreditation included negotiated arrangements with the University of Canberra and Edith Cowan to accommodate teaching out of their HE LIS courses. Current accredited LIS courses were promoted in the *Education Handbook* printed with the November edition of *INCITE*.

At the beginning of 2016, the Diploma of Library and Information Services, the ALIA-accredited qualification leading to eligibility for ALIA Library Technician (LT) membership, was updated to meet the new National Skills Standards Council's Standards for Training Packages and moved from the Library, Information and Cultural Services Training Package to the Business Services Training Package as BSB521 15. This also involved a restructure of core units. I continue to represent ALIA in developing and maintaining the LIS Training Package as a member of the new Business Services Industry Reference Committee supported by PwC the Skills Service Organisation for Business Services. This committee had its first face to face meeting in Sydney in July.

Other achievements for the Learning team included successful HE and LT Educators Forums held in conjunction with the ALIA National 2016 Conference in Adelaide. Industry partners were invited to the HE forum and Tim Rawlings from PwC was a guest speaker at the LT forum. Also at the ALIA National 2016 Conference we held our Education and Employability Summit. Speakers were Alan Smith, Marian Morgan-Bindon, Sue Hutley and Ann Ritchie. Sue McKerracher and I presented on the 2016 ALIA LIS *Education, Skills and Employment Trend Report*.

During 2016, the Learning team presented a number of papers and webinars.

Presentations by Judy Brooker included:

- In February, at VALA as a member of the Professional Development Round Table,
- In March, a session during the ANDS 23 Research Data things webinar,
- In July, at the Australian and New Zealand Theological Library Association (ANZTLA) conference in Canberra and later that month joined a panel presentation with Tom Cochrane, Alex Byrne and Janine Schmidt at the 12th Australian Library History Forum: Diverse Voices in Brisbane;
- In August, at the IFLA Education and Training (SET) and Library Theory and Research (LTR) Sections, Satellite meeting: International Quality Assessment of LIS Education Programs, in Dublin, OHIO, USA. I delivered a joint paper 'Developing an international quality assessment framework' with Simon Berney-Edwards, Director of Professional Services, CILIP, and Karen O'Brien Director, Office for Accreditation, American Library Association. This paper was later presented again as an IFLA: Building Strong LIS Education (BSLISE) international webinar in November.

Following my paper presentation at the Satellite meeting, I went to the IFLA WLIC 2016 in Columbus OHIO where, as an elected Standing Committee member, I attended the IFLA Management of Library Associations Section Standing Committee meetings. I also participated in the inaugural IFLA Australian Caucus meeting and organised the Australian and Friends IFLA dinner.

During 2016, the ALIA PD Scheme established another Specialisation competency: Academic, Research and Data. We also celebrated the completion of the first triennium for a Specialisation with the awarding of Health Specialisation Certified Professional Certificates at the HLA PD Day in Sydney. The Public Library Proficiency initiative serving Institutional Members continued with Libraries ACT completing a program and with preparations for another round for LINC Tasmania. Personal members continued to take advantage of the career advice service.

ALIA Policies and Guidelines continue to be reviewed with the school libraries and teacher librarians joint ALIA and ASLA policies updated and revised in July 2016. Following on from the updating of the Prison Library Guidelines, Jane Garner and Bhuvya Narayan from the Prison Library Guidelines working group delivered a successful paper at the ALIA National 2016 Conference entitled 'Supporting prison libraries: the 2015 ALIA Minimum Standard Guidelines for Library Services to Prisoners' describing the activities of the working group and the importance of establishing workable guidelines.

All in all a very busy and productive 2016 for the Learning team and our wonderful volunteer Members.

Judy Brooker

ASSISTANT DIRECTOR OF CONFERENCES AND EVENTS' REPORT

The ALIA National 2016 conference took place at the Adelaide Convention Centre Monday 29 August to Friday 2 September 2016. The conference theme of 'Engage, Create, Lead' focused on the questions of how do we ensure we understand the broader environment in which we operate and how do we connect with it; how do we add value to our libraries and communities and actively participate in creative initiatives and how do we maintain and grow our place and relevance within the community through change and leadership?

The program was developed by a committee of ALIA Members in SA, led by the committee's chair Bernie McSwain. The conference program included workshops, presentations and poster sessions from international speakers and industry leaders addressing issues of change, service design, professional development, copyright, innovation, publishing and technology.

Technology is changing at a rapid pace and all industries are being affected by the changes. Conference trends over recent decades have followed the technological changes, and the meetings and events industry has seen moves towards the increasing popularity of webinars and remote events. Despite the increased use of virtual meetings technology, conferences and exhibitions remain popular professional development and networking options. Conferences still provide ideal opportunities to network, create new business opportunities, develop collaborations and establish relationships with colleagues, suppliers, industry leaders and innovators. The results of the ALIA National 2016 conference reflect this continued interest in face-to-face networking opportunities, with over 660 attendees representing every state and territory of Australia, as well as a strong international presence with attendees from New Zealand, Hong Kong, China, Singapore, India, France, United States, United Kingdom, Nepal, Canada and the United Arab Emirates.

Technology has also changed the way events are planned and the expectations of conference attendees. ALIA conferences have embraced available technologies for all recent conferences including interactive smart phone applications, live twitter feeds, streamed keynote videos available to view onsite and post conference. Integrating technology to enhance the attendee experience remains a priority for our future conferences. Recent trial innovations have included virtual reality, interactive robots and gamification. We are committed to continuing to explore new technologies within the conference program and in all aspects of the conference experience.

The visit to the conference of a delegation from the National Library Board of Singapore gave the conference a welcome regional dynamic. The delegation followed the visit to the conference with a tour of libraries and archives in Sydney, Canberra and Melbourne. This visit led to the signing of a memorandum of understanding in October, which turned the previously announced ALIA LIANZA 2018 joint conference into a three-way initiative with the Library Association of Singapore, the Asia Pacific Library and Information Conference to be held Monday 30 July to Thursday 2 August 2018 at the Gold Coast Convention and Exhibition Centre. There are future plans to continue the collaboration with another joint conference in New Zealand in 2021.

The 2016 conference became the first ALIA national conference to sell out the exhibition. The exhibition hall was filled by 67 exhibitors over three days and we were pleased to welcome a number of first-time industry partners to an ALIA conference. We understand that it would be impossible to run a conference without the valued contribution of industry partners so we appreciate all who participated and supported the conference. We particularly thank Taylor & Francis Group for supporting the ALIA National 2016 Conference as platinum sponsor.

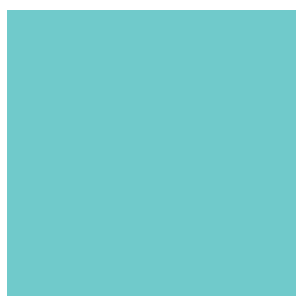
Christina Granata

HOW WE PERFORMED AGAINST THE ALIA BOARD'S STRATEGIC PLAN

OUTCOME 1: STRONG LEADERSHIP

1.1 We need to maintain ALIA's leadership position in helping to define and redefine what it means to be a library and information professional, in partnership with employers and the education sector.

Action	Activities
1.1.1 We will assist our Members to develop skills and confidence in advocacy, encouraging Members to participate in ALIA-generated activities and to develop their own initiatives.	<p>The FAIR Great School Libraries campaign ran from October 2015 to June 2016. Our target was 500 nominations and 200 school libraries. We received 582 nominations for 213 school libraries.</p> <p>Our annual campaigns were once again highly successful in engaging the sector and the public. Library Lovers' Day, 14 February, was based on an active social media campaign. Library and Information Week, which in May 2016, included National Simultaneous Storytime, with 530,000 children participating.</p> <p>We updated the ALIA advocacy toolkit on the website.</p>
1.1.2 We will support individuals in their ongoing professional learning and encourage personal responsibility for continuous professional development.	<p>There were 1363 Members of the ALIA PD Scheme at the end of 2016, compared with a target of 1000, and 4026 subscribers to our <i>PD Postings</i> Member-only newsletter.</p> <p>The research, academic and data PD specialisation was launched in April 2016, and, at the ALIA Health Libraries Australia PD Day in July, the first presentation was made to Certified Professionals completing their triennium in the health specialisation.</p> <p>We provided an attractive calendar of events promoting professional learning. There were 660 registrations for National Conference; 128 Group events in the calendar, and 12 ALIA Training courses were delivered.</p>
1.1.3 We will help to build and support the next generation of industry leaders.	<p>91 ALIA Members participated in the mentoring scheme delivered on our behalf by the International Librarians' Network.</p> <p>There was good attendance for the ALIA Leadership and Innovation Forum held in Darwin, in December 2016, and hosted by ALIA President Patricia Genat.</p> <p>Director General of the National Library of Australia, Anne-Marie Schwirtlich was the recipient of the Redmond Barry Award in 2016, providing an excellent example of leadership for future generations.</p>

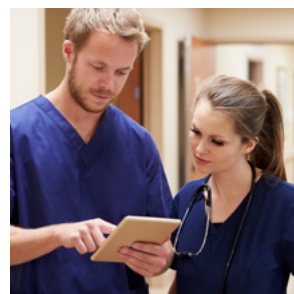


Action	Activities
<p>1.2.1 We will identify issues facing the industry and seek ways of addressing these through the development of activities, programs, products or services.</p>	<p>Despite running 121,000 storytimes, with 3.1 million participants, the role of libraries in early literacy is not well understood by government and other stakeholders. In March 2016, in partnership with other library and early childhood organisations, ALIA held the National Early Literacy Summit in Canberra, attracting more than 100 participants.</p> <p>We ran training to help our Members get to grips with new technologies and 241 people participated in ALIA Training courses specific to digital skills and knowledge during 2016.</p> <p>We assisted with the roll out of esafety spaces, working with the Office of the Children's eSafety Commissioner.</p> <p>We continued to advocate for copyright law reform, through the Australian Libraries Copyright Committee.</p> <p>We participated in two roundtables for the book industry, including representatives from the Australian Publishers Association, the Australian Booksellers Association and the Australian Society of Authors.</p> <p>We partnered with the Australian Publishers Association to create a landmark agreement to enable libraries to use book cover images without fear of copyright infringement, to promote books and authors.</p> <p>We promoted digital access to collections through our contribution to the leadership of GLAM Peak and to the delivery of the Catalyst-grant funded development of a national framework for digital access and a toolkit for smaller institutions.</p>
<p>1.2.2 We will work with library leaders to ensure that our activities reflect the needs of libraries and information services.</p>	<p>We have remained in close contact with National and State Libraries Australasia and with the Council of Australian University Librarians. We have also worked with state-based library associations to strengthen the voice of the sector.</p> <p>We have continued to partner with library and information science educators in higher education and vocational education institutions. There was strong attendance at the Higher Education and Library Technicians' Education Forums at the ALIA National 2016 Conference in Adelaide, in September.</p>
<p>1.2.3 We will develop closer bonds with industry partners, to achieve insight into trends and a broader perspective on the challenges and opportunities for the industry.</p>	<p>Partnerships during 2016 included: Harper Collins (National Simultaneous Storytime); Taylor and Francis (platinum partner for National Conference); Civica (Most Borrowed Books announcement for Library and Information Week); Architecture Australia (Library Design Awards); Bookseller+Publisher (advertising contra deal).</p> <p>We held industry partner roundtables at the National Conference in Adelaide, in September, and at ALIA House in December.</p> <p>We welcomed three new Corporate Members during 2016.</p> <p>We continued to work with ANDS to provide free research data training, and supported the roll-out of their 23 Research Data Things PD program nationally.</p>

Action	Activities
1.2.4 We will aim to involve other stakeholders in the work of the Association, as the opportunity arises.	<p>In addition to the activities already described above, the Great School Libraries campaign involved eight partners (school library associations); the National Early Literacy Summit developed into a coalition of early childhood care and education stakeholders, and we established new memoranda of understanding with health information associations. We also investigated areas of mutual interest with the Australian Local Government Association.</p> <p>We were pleased to welcome ALIESS (libraries in the emergency services) as a Group within ALIA in April.</p>

3. The Association has always promoted and advocated for the library and information profession, and that will not change. However, we need to recognise that the people who work in library and information services no longer come from an exclusively library and information science background.

Action	Activities
1.3.1 We will continue to place a firm emphasis on library, information and allied qualifications and professional development as Australia's library and information science accrediting body.	<p>Course accreditation was provided for Charles Sturt University, RMIT, Curtin University, UniSa and Box Hill Institute. QUT was granted an extension to the end of 2017. Three new ALIA accreditations for the Library Technician Diploma were granted to TAFE NSW Western, Chisholm TAFE and LTSA (our first private RTO).</p> <p>The <i>ALIA LIS Education, Skills and Employment Trend Report</i> was published in November 2016, and the <i>ALIA LIS Education Handbook</i> appeared in the November/December issue of <i>INCITE</i>.</p> <p>Educators rely on ALIA for course materials and in 2016 we initiated a two-year revision of policies and guidelines. School and public library guidelines were reviewed and the latest versions published on the ALIA website.</p>



OUTCOME 2: FUTURE-PROOFING FOR THE SECTOR AND FOR ALIA

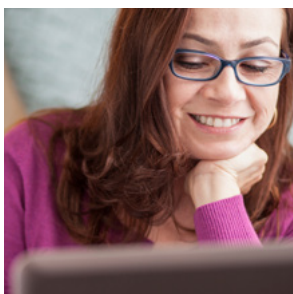
1. The Association will embrace change and assist Members as our industry evolves.

Action	Activities
2.1.1 We will continue to build on the ALIA Futures work, initiated by the Board in 2013, revisiting the findings at an appropriate time.	Five ALIA Training courses were branded ALIA Futures, indicating their forward focus: Info sessions on robotics with The Brainary and Altmetrics; Futureproof, practical digitisation skills; Catching the third wave; Intro to metadata, and Digital trends round up.
2.1.2 We will continue to evolve as an association, further developing the flexibility and adaptability of our team.	ALIA staff position descriptions were updated during 2016. Skills gaps were identified and the team was asked to use the ALIA PD tracking tool to note the activities they were undertaking to close these gaps. There were also three in-house training sessions during the year, covering technology issues.
2.1.3 We will find affordable ways of upgrading our technology infrastructure and our engagement with Members through social media and other platforms.	ALIA's engagement on social media grew from 14,455 to 19,728 during 2016 (ALIA and FAIR Twitter and Facebook likes). Periscope was used for an Australia Day celebration preview at National Museum of Australia; video links were a new feature in <i>ALIA Weekly</i> , and in December, the ALIA Board participated in a Mannequin Challenge for Christmas. An investigation into the licensing of webinar software for PD Scheme support led to the selection of GoToWebinar for implementation in 2017.
2.1.4 We will review our activities to identify how new technologies can improve or expand our Member services.	Our ALIA State and Territory Managers and ALIA Groups investigated ways for Members to participate in events remotely through social media, webstreaming and session recordings.



2. The long term future of the Association lies in its ability to manage our resources, respond to the needs and concerns of our Members and retain a strong, broad, sector-wide membership.

Action	Activities
2.2.1 We will maintain a strong focus on recruiting and retaining Members.	<p>A report and action plan based on the 2015 Member Survey was presented to the ALIA Board in February and changes and refinements were introduced as a result. The full story was published in <i>INCITE</i> July/ August issue.</p> <p>We continued to support LIS students and early career practitioners. In 2016, 30 student awards were presented.</p>
2.2.2 We will aim to maximise current income streams and identify new sources of income.	<p>Income remained tight in 2016, primarily because of vacant space unlet in ALIA House.</p> <p>The ALIA National 2016 Conference performed well in terms of financial return and Member engagement. We were pleased to see that 15% of exhibitors were first timers, and that we attracted 25 delegates from NZ, US, UK, Canada, China, Singapore, Hong Kong and UAE.</p> <p>Online advertising (<i>ALIA Weekly</i> and recruitment) also held up well.</p>
2.2.3 We will seek to minimise financial risk through good governance and careful management.	<p>New ALIA Directors completed a Board induction in May 2016, enabling them to participate fully in governance discussions. The ALIA risk register was reviewed in September.</p>
2.2.4 We will develop a long term strategy for our management of ALIA House as the Association's major asset.	<p>KPMG was commissioned to develop a five year plan for improvements, upgrades and repairs to ALIA House. Works have been scheduled for 2017 and subsequent years.</p>



OUR MEMBERSHIP

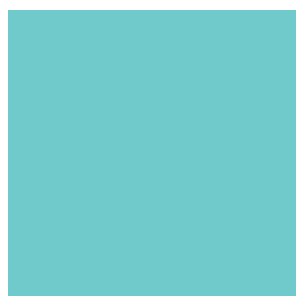
Our total membership was 4744 on 30 June 2016, compared with 4874 at 30 June 2015. There were 742 new Members between July 2015 and June 2016, compared with 855 in the previous 12 months. The retention rate remained just above 80%, which was a good result considering the mature age of the workforce and the high level of retirements.

More than 40 Members reached their 25 year membership milestone in 2016 and joined the 25 Year (and over) Club.

TOTAL MEMBERS BY CATEGORY AT 30 JUNE 2016

Associate Members	53.4%
Library Technician Members	9.9%
General Members	8%
Institutional Members	13.2%
Corporate Members	0.3%
Students	15.2%
	100%

A Membership Survey was carried out at the end of 2015, and the results were reported to the ALIA Board in February 2016. The main themes were the importance of professional development and ALIA's role in supporting Members' ongoing learning; the value of communication through a variety of media; satisfaction with customer service; finding ways to engage Members in regional areas and the need to keep services and activities affordable.



ADVOCACY CAMPAIGNS

ALIA supported many national and local advocacy programs during 2016. Notable national campaigns included:

LIBRARY LOVERS' DAY (FEBRUARY)

This annual event saw celebrations taking place across Australia, mainly in public, school and academic libraries.

FAIR GREAT SCHOOL LIBRARIES (MARCH)

In October 2015, through the FAIR platform, a campaign was launched to promote Great School Libraries across the nation, collaborating with other school library associations aiming to provide a united voice for the sector. Nearly 600 students, teachers, parents, principals, library staff and other members of the community nominated more than 200 school libraries across Australia by the closing date of 18 December. There was a good mix of government, Catholic and independent; K-12, primary and secondary schools.

The honours list of Great School Libraries was announced via a four-page lift-out in *Australian Teacher Magazine* and we used this opportunity to contact politicians, their advisers, education departments, principals' and parents' associations and other important stakeholders.

At the same time as announcing the honours list, we published a report entitled *The impact of Great School Libraries*, based on the findings from the nominations, and an independent report from the Australian Council for Educational Research describing the crisis in school library staffing, *What the Staff in Australia's Schools surveys tell us about teachers working in school libraries*.

THE LIBRARY AND INFORMATION AGENDA (MAY)

ALIA once again consulted with the sector and developed a document setting out the library and information agenda in the run up to the federal government election in July. The document was accompanied by key points and a template letter for Members to send to candidates.

LIBRARY AND INFORMATION WEEK (MAY)

Library and Information Week took place from 23-29 May. The 2016 theme was 'Discover More'. National Simultaneous Storytime, held on Wednesday 25 May, was one of the key events during Library and Information Week. Other national events included National Library Technicians Day, Libraries Celebrate the Cancer Council's Morning Tea and ALIA Day.

The list of Australia's Most Borrowed Books, compiled by Civica and promoted by the ALIA Communications team, generated good media coverage. In total, there were 17 radio interviews and enquiries and more than 180 print and online articles for Library and Information Week.

10 THINGS YOU NEVER KNEW YOU COULD FIND IN A LIBRARY (MAY)

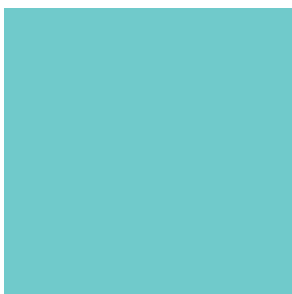
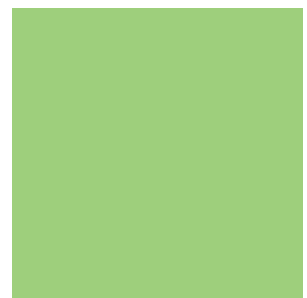
This campaign launched in February, with a request for ALIA Members to send in a description and photograph of the unexpected things in their libraries. This provided content for a lively social media campaign leading up to the announcement, at the start of Library and Information Week, of the top #fabulousfinds.

NATIONAL SIMULTANEOUS STORYTIME (MAY)

Celebrating its 16th year, National Simultaneous Storytime was based on *I Got This Hat* by Kate and Jol Temple and illustrated by Jon Foye. Approximately 530,000 people participated in the event. Highlights included the authors reading the book at Kings Cross Library (Sydney), Leslie Williams (NSW Minister for Early Childhood Education) reading at Wunanbiri preschool, Senator Simon Birmingham reading in South Australia, appearances from NRL players including a NRL live stream reading of the book, and a radio broadcast of the book on Kinderling radio. Other guest readers included authors Frances Watts and Emma Allen and comedian Josh Earl. Resources provided for participants included Story Box library video, AUSLAN translation, podcast, PDF book, teachers notes, activity sheets and templates.

THE READING HOUR (AUGUST)

Trust &C once again delivered The Reading Hour on 16 August on behalf of ALIA and the Love2Read founding partners, engaging with libraries, publishers, authors and readers around the nation. Actress, comedian and author Magda Szubanski was the national face of the campaign and the Copyright Agency Cultural Fund provided \$15,000 to support author touring as part of the event.

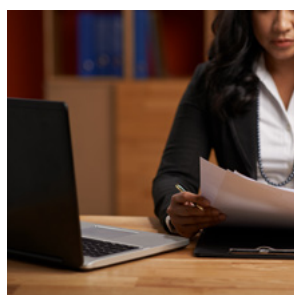


MOOD-BOOSTING BOOKS (OCTOBER)

ALIA sought recommendations of mood-boosting books which resulted in an uplifting list of good reads on World Mental Health Day in October. The request, to support the Books on Prescription program, being trialled in libraries in Central West and Far Western NSW, created a lively social media campaign and more than 250 nominations were received.

We also advocated for individual Members and causes during the year, through ALIA and using the FAIR platform. Examples included:

- Investigating the impact for libraries of the removal of News Corp titles from PressReader (February);
- Adding our voice to the call for a halt to State Library of WA funding cuts (February);
- Opposing the closure of the Public Service Association of NSW library (May). The good news in October was that the library gained a reprieve, thanks to the action of its Members, supported by ALIA;
- Supporting the National and State Libraries Australasia stance on halting subscriptions to Standards Australia in the light of significant price increases (June);
- Attending the opening of Rockdale City Library (July), which was an advocacy success for the Association in 2013;
- Supporting Members concerned by the funding cuts at the State Library of SA, with an evening careers event at the Adelaide City Library (November); and
- Protesting the removal of one floor of the Ultimo TAFE library to convert into an administrative facility (December, carrying forward into 2017).



GOVERNMENT AND STAKEHOLDER RELATIONS

BOOK INDUSTRY

We continued to strengthen relationships with the Australian Publishers Association (APA), the Australian Society of Authors, the Australian Booksellers Association and the Copyright Agency. We supported the Australian Book Industry Awards (ABIAs) through social media and with the front cover of *INCITE*; with the APA, we made an agreement that libraries could use book covers to promote books and authors without breaching copyright; we participated in a workshop with disability groups in the context of the Marrakesh Treaty, and we formed an alliance with other book industry associations to champion Australian writing in 2017.

EARLY LITERACY

Following on from the National Early Literacy Summit in March, we formed an alliance with other stakeholders, including National and State Libraries Australasia, Early Childhood Australia, the Australian Literacy Educators' Association, ARACY, the Murdoch Children's Research Institute, Speech Pathology Australia and the Australian Literacy and Numeracy Foundation, to develop a business case for government investment.

COPYRIGHT LAW REFORM

On 23 December, 2015, the Australian Government released a draft Amendment Bill for copyright law reform, which addressed many of the issues library and information professionals had been facing. However, the federal election delayed its introduction and there was little we could do during 2016 beyond keeping up the momentum through our active participation in the Australian Libraries Copyright Committee. We were able to contribute to the discussions around the Productivity Commission's review of Intellectual Property and we attended the hearing in Canberra, in June.

DIGITAL INCLUSION

ALIA was part of the Telstra Digital Inclusion Advisory Group and we attended the launch of the Index in Melbourne, in August. Using the findings, we made presentations at the National and State Libraries Australasia Digital Citizenship events in Canberra (March) and Adelaide (August). Following the Coalition's election promise of \$50 million for digital literacy for older Australians, we initiated discussions with the Department of Social Services in September and participated in two further industry consultations before the end of the year.

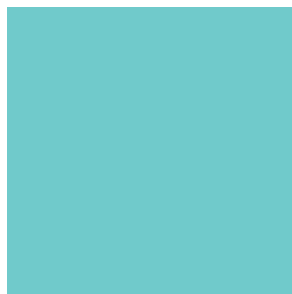
LIBRARIES IN PRIVATE COLLEGES

We were concerned by reports that higher education students attending some private colleges were not receiving the appropriate level of library and information support. We engaged in discussions with the Tertiary Education Quality Standards Agency, attending the Standards Transition roundtable meeting at its office in Melbourne in September. Further investigation of the issue was underway at the end of 2016.

RESEARCH AND DATA

We advocated strongly behind the scenes for Australian Government funding for the National Library of Australia's Trove platform, positioning it as part of the national research infrastructure. We were delighted by the announcement in June, by Shadow Arts Minister Mark Dreyfus, at the State Library of Victoria, of \$12 million funding for Trove if the ALP won the election. In the event, the Coalition won and awarded the National Library of Australia \$16.4 million in the December MYEFO round for Trove and digitisation projects.

We worked with GLAM Peak colleagues and the Australian Academy of the Humanities on a collaborative response to the National Research Infrastructure Roadmap, and attended the peak bodies consultation, chaired by the Chief Scientist, at The Australian National University in August. ALIA was also a participant at the Department of the Prime Minister and Cabinet roundtable on high-value datasets in Canberra, in October.



SUSTAINABLE DEVELOPMENT GOALS

The Australian Library and Information Association attended several meetings with the Federal Government Department of Foreign Affairs and Trade (DFAT), with discussions based around three roles for libraries:

1. Libraries supporting the freedom of access to information outcomes
2. Libraries providing examples of success, which can be used as part of Australia's reporting
3. Libraries helping to communicate the 2030 agenda to the general population

Towards the end of 2016, ALIA arranged for DFAT executives to attend a meeting of GLAM Peak (with representatives from galleries, libraries, archives, museums, historical societies and other collecting institutions), to explore the opportunity for a broader GLAM approach to the Sustainable Development Goals.

SUBMISSIONS

We made nine submissions to inquiries and reviews during 2016:

- Submission in response to the Australian Taxation Office Digital by Default Consultation Paper | January 2016
- Submission in response to the Productivity Commission National Education Evidence Base Issues Paper | May 2016
- Submission in response to the Review of the Australian Communications and Media Authority Draft Report | June 2016
- Submission in response to the Australian Government Smart Cities Plan | June 2016
- Submission in response to Redesigning VET FEE-HELP | June 2016
- Submission in response to the Productivity Commission Data Availability and Use Issues Paper | July 2016
- Submission in response to the Australian Government Department of Education and Training Driving Innovation, Fairness and Excellence in Australian Higher Education Options Paper | July 2016
- Submission in response to the 2016 National Research Infrastructure Capabilities Issue Paper | September 2016
- Submission in response to the public consultation on Australia's first Open Government National Action Plan | November 2016

SPECIAL PROJECTS

INELI OCEANIA (MARCH)

ALIA took over responsibility for the administration of the INELI Oceania funding from Yarra Plenty Regional Libraries in the first quarter of 2016. This program for emerging library leaders in the Asia Pacific region is supported by the Bill & Melinda Gates Foundation.

VOTER INFORMATION SESSIONS IN PUBLIC LIBRARIES (JUNE)

In advance of the federal government elections in July, ALIA was approached by the Australian Electoral Commission to coordinate grants for libraries to hold voter information sessions in electorates with a high level of informal voting in previous government elections. Working with the ALIA Australian Public Library Alliance, 19 library services were identified as grant recipients. This resulted in participating libraries in every state and territory except for the Northern Territory, where a new LMS roll out and other commitments prevented participation. We finished the program with 115 sessions confirmed at 63 library locations.

GLAM PEAK DIGITAL ACCESS TO COLLECTIONS (JULY)

Together with Museums Galleries Australia and National and State Libraries Australasia, ALIA was one of the lead agencies in securing and delivering the Digital Access to Collections project, funded through a \$111,000 Ministry of the Arts Catalyst Grant. This project commenced in July and required the development of a national framework for digital access, a toolkit for smaller institutions and six in-depth case studies. The work was carried out to a very tight timeline and completed in December in time for a stage 2 grant application to be submitted.

ALIA'S 80TH ANNIVERSARY (AUGUST)

Planning began for ALIA's 80th anniversary in 2017 and the year of celebrations began in August 2016 at the ALIA National Conference. We created a membership tree and asked delegates to attach their wishes for the future of the library profession and the sector. The responses fed into a social media campaign which ran through to the end of the year.



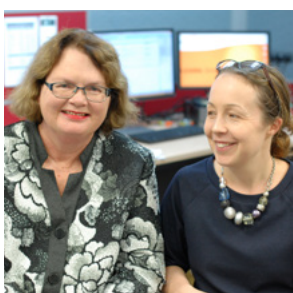
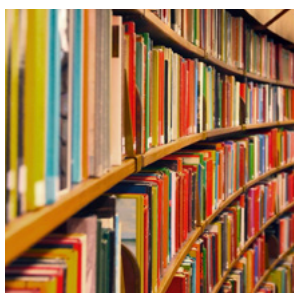
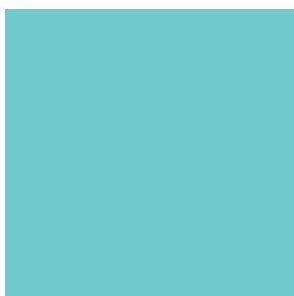
RELEVANCE 2020 (SEPTEMBER)

ALIA partnered with Charles Sturt University to present free LIS research events in six capitals during the second half of 2016, working with host LIS schools in each location. There were 172 participants from LIS schools, academic, special, TAFE, school, public and state

Libraries, which demonstrated the high degree of interest in LIS research from library and information professionals across the sector. A full report on the outcomes of the workshops was published in February 2017 on the ALIA website, describing the priority topics for further research and the needs of the sector relating to research infrastructure.

LIBRARY DESIGN AWARDS (SEPTEMBER)

The inaugural ALIA Library Design Awards were launched in September 2016 and 33 entries were received by the closing date in December from public, school, academic and special libraries. The judging, awards presentation and associated conference carried forward into 2017.



CONFERENCES AND EVENTS

NATIONAL EARLY LITERACY SUMMIT (MARCH)

Around 130 participants took part in the National Early Literacy Summit, in March, in Canberra. It was a very successful event in terms of achieving the goal of positioning libraries in the early literacy space and a major project emerged from the summit, as multiple stakeholders committed to work together on a National Early Language and Literacy Strategy.

IFLA WORLD LIBRARY AND INFORMATION CONGRESS (AUGUST)

The ALIA President, Patricia Genat, and Director of Learning, Judy Brooker, attended the International Federation of Library Associations and Institutions (IFLA) conference in Columbus, Ohio, in August. ALIA hosted the Australian Caucus at the Congress and organised the dinner for Australian delegates.

ALIA was invited to submit a joint paper with the American Library Association and the Chartered Institute of Library and Information Professionals (UK) on course accreditation at the IFLA Education and Training and Library Theory and Research Satellite on the theme "International Quality Assessment of LIS Education Programs."

ALIA NATIONAL CONFERENCE (AUGUST/SEPTEMBER)

The ALIA National 2016 Conference was very successful. There were 660 registrations, the exhibition was a sell out, and more than 800 attendees took part in the event at the Adelaide Convention Centre, from 29 August to 2 September. ALIA's improved financial performance against the original budget estimate for 2016 was primarily a result of the success of the conference.

We were pleased to host a delegation from the National Library Board of Singapore, which gave the conference a welcome regional dynamic. This led to the signing of a memorandum of understanding in October, which turned the previously announced ALIA LIANZA joint conference on the Gold Coast in 2018 into a three-way initiative with the Library Association of Singapore.

Conference papers and presentations were made available on the conference website afterwards.



PARLIAMENT HOUSE DINNER (NOVEMBER)

Around 80 guests attended the ALIA-organised, ALIA Australian Public Libraries Alliance and National and State Libraries Australasia sponsored event on 7 November in the Mural Hall. They included:

- From Parliament, the Hon Craig Laundy MP, Mr Mark Dreyfus MP
- Ministry for the Arts, Australian Electoral Commission, Australia Council for the Arts, together with ACT and local government representatives, including the Australian Local Government Association
- From the book industry, Australian Booksellers Association, Australian Publishers Association, Australian Society of Authors, Copyright Agency Cultural Fund, Better Reading and multi-award winning author Jackie French
- Our partners in delivering cybersafety and digital programs, Telstra, the Telstra Foundation, the Alannah and Madeline Foundation, together with the Australian Computer Society
- And partners in early literacy and language, Early Childhood Australia, ARACY, the Australian Literacy Educators' Association, Speech Pathology Australia, Indigenous Literacy Foundation and The Smith Family
- Fellow participants in the GLAM Peak roundtable, National Archives of Australia, Museums Australia and AIATSIS
- Colleagues from public, national, state, territory, university and parliamentary libraries
- And the consultants who helped us produce the Standards Guidelines and Outcome Measures, which were launched at the event.

ALIA IN THE REGIONS

STATE AND TERRITORY MANAGERS

Our State and Territory Managers were highly active in their areas, attending and organising events, making presentations, keeping Members informed through social media, and ensuring that there were plenty of opportunities for Member engagement. They provided valued support to Members, and in addition to local events, often run by ALIA Groups (see over), they organised meetings where Members were able to meet the ALIA Board, share insights from conferences, celebrate achievements, gain helpful career advice and simply have fun.

ALIA GROUPS

In 2016, ALIA Groups ran more than 100 events. They provided outstanding library tours and professional networking events to the library and information community and beneficial, low cost professional development events across Australia.

ALIA Children's and Youth Services Group, ALIA Health Libraries Australia and ALIA Schools all published newsletters for Members.

JANUARY 2016

ALIA VIC Library Technicians	Tex and the City Lunch	VIC
ALIAWest	Summer Soiree	WA

FEBRUARY 2016

ALIA SA	Library Lover's Event	SA
ALIA URLs ACT	Library Lover's Day Breakfast	ACT
ALIA SA Specials	Group AGM	SA
SLA ANZ ALIA and AGLIN	Saturday Lunchtime Talk by Richard P. Hulser	ACT
ALIA Top End	Welcome Event	NT
ALIA VIC Library Technicians	Geelong Library Tour	VIC
ALIA WA Library Technicians	ALIA WALTG High Tea	WA
ALIAWest	Wikidata Evening	WA
ALIA SA	Writers' Week Book club	SA

MARCH 2016

ALIA NSW Library Technicians	Group Meeting	NSW
ALIA WA Library Technicians	Library Tour	WA
ALIA QLD Library Technicians	Group Lunch Event	QLD
ALIA Students and New Grads VIC	Check Us Out Event	VIC
ALIA URLs ACT	Lunchtime Talk	ACT
ALIA ARL WA	The Anne Clyde Memorial Prizes Presentation Night	WA
ALIA WA Library Technicians	Tech Talk	WA
ALIA Schools	PD Event: 21 st century resourcing: digital collection development	VIC
ALIA Hunter	AGM	NSW
ALIA Students and New Grads QLD	Picnic in the Park	QLD
ALIA VIC Library Technicians	Skool Library Trek	VIC

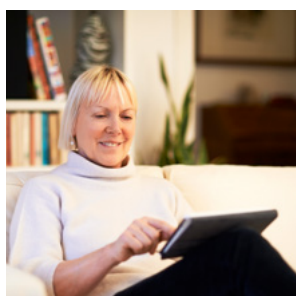


APRIL 2016

ALIAWest	Abstract Writing Workshop	WA
ALIA VIC Specials	Annual Edible Book Festival	VIC
ALIA QLD	Crafty Catch Up	QLD
ALIA SA Specials	International Special Librarian's Day	SA
ALIA LARK	Show & Tell Networking Opportunity	NSW
ALIA VIC Library Technicians	Tex and the City Lunch	VIC
ALIA WA Library Technicians	Group Meeting	WA
ALIA Schools	Victorian Curriculum	Online
ALIA Top End	NTL Services to the Library Sector	NT
ALIA NSW Library Technicians	Bankstown Library and Knowledge Centre Library Tour	NSW

MAY 2016

ALIAWest	Celebratory Dinner for Kerry Smith	WA
ALIA SA	Tour: Escape to the Library	SA
ALIA SA	Group Meeting	SA
ALIA Hunter	Newcastle Museum Collection Talk	NSW
ALIA Schools	My Country, My Story: Reading Matters Seminar	VIC
ALIA QLD	LIW: Trivia Night	QLD
ALIA Library Technicians	Library Week Breakfast	NSW
ALIA WA Library Technicians	National Library Technician's Day Dinner	WA
ALIA Tas	National Library Technician's Day Dinner	TAS
ALIA VIC Library Technicians	National Library Technician's Day Dinner	VIC
ALIA SA	LIW Breakfast	SA
ALIA URLs ACT	Lunchtime Talk	ACT
ALIA Sydney	Job Smart: Writing Resumes and Job Applications	NSW
ALIA Top End	LIW Dinner and Awards Night	NT



JUNE 2016

ALIA Students and New Grads VIC	Key Selection Criteria Seminar	NSW
ALIA APSIG	Collaborative networking of electronic databases: a postcard from Germany	ACT
ALIA QLD Library Technicians	Group Lunch	QLD
ALIA SA and SALIN	Quiz Night: Let's Get Digital	SA
ALIA New Grads, RIMPA and Curtin LIS Alumni	Networking Event	WA
ALIA ACTive	Information Awareness Month evening talk at the National Archives of Australia.	ACT
ALIA VIC Library Technicians	Group tour: Darwin Libraries	NT
ALIATas	Networking Event	TAS
ALIA Hunter	Group Meeting	NSW

JULY 2016

ALIAWest ALIA WA Library Technicians	Library Fight Club Event	WA
ALIA Sydney	Social Night	NSW
ALIAWest ALIA WA Library Technicians	ALIA WA Symposium	WA
ALIA Top End	Group Beach Breakfast	NT
ALIA HLA	Professional Development Day	NSW
ALIA SA	July Meeting	SA
ALIA Students and New Grads QLD	Tour of Brisbane's Art Libraries	QLD
ALIA QLD Library Technicians	Library Tour	QLD
ALIA URLs ACT and ALIA ACTive	Lunchtime Talk	ACT
ALIA RAIS	Seminar: What is it you really do?	VIC

AUGUST 2016

ALIAWest	Wikipedia to the Moon Workshop	WA
ALIA URLs ACT	Midwinter Dinner	ACT
ALIA Sydney	Speak up! Presenting at Conferences for the First Time	NSW
ALIA WA Library Technicians	WALTG Annual General Meeting	WA
ALIA Students and New Grads ACT	Speak up! Presenting at Conferences for the First Time	ACT
ALIA Schools	Beyond the walls: online learning seminar	VIC
ALIA VIC Library Technicians	Tex and the City Lunch	VIC
ALIA Students and New Grads SA	#bibliotweetup ALIA National Conference	SA

SEPTEMBER 2016

ALIA Students and New Grads VIC	Interview Skills Seminar	VIC
ALIA Hunter	Group Meeting	NSW
ALIA APSIG	Pacific Archive and Library update	ACT
ALIA URLs ACT	Data and Libraries: Harnessing the Possibilities seminar	ACT
ALIA Sydney	Meet the Expert: Open Data	NSW
ALIA SA	Pizza and Post Conference event	SA
ALIA QLD	#National16 Wrap-up event	QLD
ALIA Tas	ALIA National Conference 2016 Highlights	TAS
ALIA West	Report Back Meeting	WA

OCTOBER 2016

ALIA WA Library Technicians	Weekend Seminar	WA
ALIA NSW	8 th Library Unconference	NSW
ALIA LARK	LARKMeet	Online
ALIA URLs ACT, ALIA Students and New Grads ACT	#National16 Wrap Up	ACT
ALIA SA	Meeting	SA
ALIA VIC Specials	Geelong Library Tours	
ALIA Schools	Online Forum: Online learning	Online
ALIA SA Specials	Waite Library Tour	SA
ALIA VIC Library Technicians	9 th River of Opportunities symposium	VIC
ALIA QLD Library Technicians	Library Visit	QLD
ALIA Students and New Grads QLD	Resume Review	QLD
ALIA ACTive	Tour of the Canberra Campus (Signadou) interim library	ACT
ALIA QLD	Mini Conference	QLD
ALIA Top End	Becoming a Learning Organisation PD Event	NT
ALIA SA, ALIA Students and New Grads SA, SALIN	Launching your Library Career	SA
ALIA Hunter	Unconference 2016	NSW

NOVEMBER 2016

ALIA HLA	Advanced Searching workshop	WA
ALIA Sydney	Reserve Bank of Australia Library Tour	NSW
ALIATas	The Power of Libraries	TAS
ALIA LARK	#EBLIPRG Twitter Discussion	Online
ALIA Top End	AGM	NT
ALIA SA Specials	End of Year Breakfast	SA
ALIA HLA	Advanced Searching workshop	VIC
ALIA Students and New Grads VIC, ASAs' GLAMR New Professionals, RIMPA Noobs	Connect More Networking event	VIC
ALIA QLD	End of Year Christmas Function	QLD
ALIA NSW Library Technicians	Speak up! Presenting at Conferences for the First Time	NSW
ALIA QLD Library Technicians	Speak up! Presenting at Conferences for the First Time	QLD
ALIA ARL	Creating Impact in Library Spaces and End of Year Celebration	WA
ALIA LARK	Eat, Drink and Plan	Online

DECEMBER 2016

ALIAWest	Great Library Quiz Night	WA
ALIA HLA	Advanced Searching workshop	QLD
ALIA Hunter	Group Meeting	NSW
ALIA HLA	Advanced Searching workshop	NSW
ALIA LLQ	Christmas Drinks	QLD
ALIA Students and New Grads WA	Meet up at the Movies	WA
ALIA Students and New Grads, ALLA, AGLIN	GLAMR End of Year function	ACT
ALIA VIC Library Technicians	End of Year Christmas function	VIC
ALIA Top End	Christmas Function	NT
ALIA VIC	Browse & Brunch	VIC
ALIA WA Library Technicians	End of Year Christmas Lunch	WA
ALIA APSIG	Christmas Lunch	ACT
ALIA SA, SALIN	Christmas Dinner and Drinks	SA

EDUCATION, PROFESSIONAL DEVELOPMENT AND TRAINING

ALIA EDUCATION

We carried out seven course accreditations in 2016, three at the Diploma level (Chisholm TAFE, LTSA, TAFE NSW Western) and four at the higher level (Charles Sturt University, Curtin University, RMIT and UniSA). We were grateful to our panels of expert Members, who gave their time freely to visit these institutions and provide advice and guidance to the LIS educators.

In August, we produced the third edition of the *ALIA LIS Education, Skills and Employment Trend Report* and we published our annual education supplement in *INCITE* in November/December, which included listings of all ALIA accredited courses.

Oversight of the LIS Diploma training package moved from IBSA to PwC at the start of 2016. ALIA's Director of Learning team was invited to join the PwC Industry Reference Committee and engaged in discussions with other industry leaders and peak bodies about the future of VET qualifications in the Business Services and ICT area.

ALIA PD SCHEME

As ever, ongoing learning remained a focus for the Association in 2016 – and there was something for every professional Member.

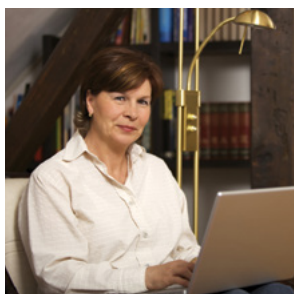
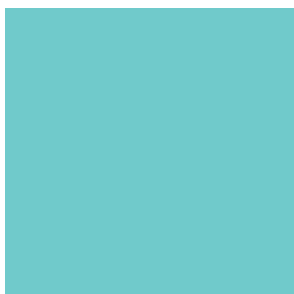
A new research and academic specialisation was introduced in March, during the ANDS 23 Research Data Things webinar, to complement the health, public, school and government library specialisations introduced over the previous two years.

We established the ALIA Mentoring Scheme, powered by the International Librarians' Network, with the first round commencing in January. Over the two rounds in 2016, 91 Members participated.

In addition, public library proficiency programs were run in Tasmania and the ACT for non-LIS professionals, following a successful pilot with LINC Tasmania, and careers advice was provided to ALIA Members by the Learning team.

The following members received Distinguished Certified Professional Certificates in 2016:

VIC	Jenny	Mustey	AALIA (DCP)	7 November 2016
WA	Lizelle	Smith	AALIA (DCP)	7 November 2016
QLD	Clare	Thorpe	AALIA (DCP)	14 April 2016



We also congratulate the following Members, who received Certified Professional Certificates in 2016:

NSW	Victoria	Anderson	AALIA (CP)	
NSW	Jennie	Andrews	AALIA (CP)	
WA	Helen	Archer	AALIA (CP)	Health
VIC	Helen	Baxter	AALIA (CP)	Health
WA	Jeanette	Bunting	AALIA (CP)	Health
VIC	Kirsten	Burkett	AALIA (CP)	Health
VIC	Kerrie	Burn	AFALIA (CP)	
VIC	Josella	Chan	AALIA (CP)	Health
NSW	Laura	Chiappara-Estevez	ALIATec (CP)	
SA	Rachel	Davey	AALIA (CP)	Health
VIC	Veronica	Delafosse	AALIA (CP)	Health
NT	Michelle	Dewar	AALIA (CP)	
VIC	Sharon	Filer	ALIATec (CP)	
VIC	Catherine	Gatt	AALIA (CP)	Health
NSW	Donna	Green	AALIA (CP)	Health
VIC	Yvonne	Hamey	AALIA (CP)	Health
NSW	Suzanne	Hannan	AALIA (CP)	Health
NSW	Tracie	Hartley	AALIA (CP)	
SA	Benjamin	Hollister	AALIA (CP)	
NSW	Kate	Jonson	AALIA (CP)	Health
NSW	Suzanne	Lewis	AALIA (CP)	Health
WA	Matthias	Liffers	AALIA (CP)	
WA	Margie	Lundy	AALIA (CP)	
VIC	Fiona	Malcolm	AALIA (CP)	
NSW	Maggie	McCafferty	AALIA (CP)	Health
ACT	Elizabeth	Murphy	AALIA (CP)	
VIC	Fiona	Murphy	AALIA (CP)	Health
VIC	Jenny	Mustey	AALIA (CP)	
ACT	Anne	Newton	AALIA (CP)	
TAS	Phoebe	Nimanis	ALIATec (CP)	Health
SA	Jannette	Novice	AALIA (CP)	Health
VIC	Ann	Ritchie	AALIA (CP)	Health
NT	Aninthitha	Seshakumaran	AALIA (CP)	
WA	Lizelle	Smith	AALIA (CP)	
NSW	Alicia	Starr	AALIA (CP)	
WA	Deborah	Talbot	AALIA (CP)	
QLD	Nigel	Waters	AALIA (CP)	
VIC	Margaret	Wilson	ALIATec (CP)	Health

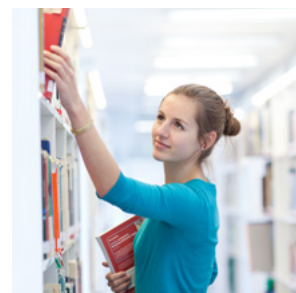
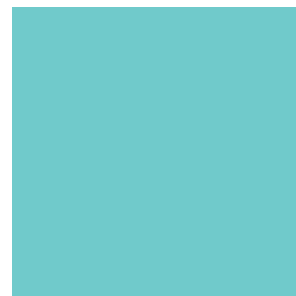
ALIA TRAINING

ALIA Training delivered 11 courses and workshops to approximately 513 participants during the year, alongside the free-for-members workshops and information evenings provided locally with our ALIA State and Territory Managers, to several hundred participants.

A range of courses were offered to cover the interests of our varied sector and to support the growing need for digital skills. Courses included: Copyright And Libraries, Digital DIY (making promotional and instructional materials in house), Once Upon a Story (storytelling resources, ideas and best practice), Rapidly Reviewing the Evidence (literature searching and evidence summaries), Cataloguing Basics, Digital Roundup (a review of new and useful technologies), Catching the Third Wave (digital repository management, Grow the Love (library program development and advocacy), RDA for Practitioners, Futureproof (practical digitisation skills), and Cultural Connections (developing library services for Aboriginal and Torres Strait Islanders).

We were pleased to work with the University of Sheffield again in 2016, and to continue our partnerships with TAFESA, Sydney TAFE and other industry organisations such as the Australian National Data Service (ANDS).

Through ALIA Training, we provided over 11,780 hours of professional development to the sector.



AWARDS

EXCELLENCE AWARDS

National Library of Australia Director General, Anne-Marie Schwirtlich, was announced as the Redmond Barry Award recipient in 2016.

A special award was made posthumously to John Murrell, President of Public Libraries Victoria Network, for his outstanding contribution to public libraries in Victoria and to the national agenda through his work with the ALIA Australian Public Library Alliance.

No Fellowships were conferred during 2016.

RESEARCH GRANT AWARD

The Research Grant Award for 2016 was presented to Michele Gaca and Ann Ritchie for their project "Health Libraries for the National Standards (HeLiNS) Research."

SILVER PINS (FOR VOLUNTEER SERVICE TO THE ASSOCIATION)

Rebecca Barber

Catherine Clark

Edith Fullalove

Duncan Furphy

Kathleen Gray

Robyn Griffiths

Sharon Karasmanis

Suzanne Lewis

Romany Manuell

Jane Orbell-Smith

Rolf Schafer

Tilly Stoove

Rob Thomson

Aileen Weir

GROUP AWARDS

- The ALIA Top End Group awarded the ALIA NT Recognition Award to the Charles Darwin University Library Living Archive of Aboriginal Languages Technology team during Library and Information Week.
- The Bess Thomas Award for children's and youth services was presented to City of Darwin Libraries for the 'Get That Job' program.
- The Queensland Library Achiever of the Year Award was presented to Clare Thorpe.

STUDENT AWARDS

Box Hill Institute	Felipe Andres Jeges
Charles Darwin University	Colleen Kerr
Chisholm Institute	Helen Brosche
Canberra Institute of Technology	Catherine Meshcherskij* (2015 award)
Charles Sturt University	Ruth Butcher
Charles Sturt University	Erin Davey
Charles Sturt University	Amanda Lucas
Charles Sturt University	Janette Pelosi
Edith Cowan University	Sarah Ellis* (2015 award)
Edith Cowan University	Rachel Kleiner* (2015 award)
Edith Cowan University	Stacey Pritchard* (2015 award)
RMIT University	Corrie Ambrose
RMIT University	Elizabeth Payne
Swinburne Institute of Technology	John Leslie Scott Martin
Sydney TAFE	Sandra Masuch
TAFE Queensland Brisbane	Morgan Johns
TAFE Queensland East Coast	Simon Hotton
TAFE NSW Hunter	Catherine Fox
TAFE NSW Illawarra	Alicia May Evans
TAFE NSW North Coast TAFEnow	Kim Cousins
TAFE NSW Western Sydney	Leah Rayner
TAFESA	Jin Soo Shin
University of Canberra	Scott Osborne Francis
University of Canberra	Ruth Woolven* (2015 award)
University of South Australia	Christine Sass
University of South Australia	Michelle Snooks
University of Technology, Sydney	Pamela Fransen-Taylor
University of Technology, Sydney	Madeleine Lofkvist
University of Technology, Sydney	Anthony Paes
Victoria University	Shane Himmelreich

COMMUNICATIONS

PUBLICATIONS

During 2016, we published six issues of *INCITE*, together with four editions each of *Australian Library Journal* (ALJ) and *Australian Academic and Research Libraries* (AARL), under the Taylor and Francis Routledge imprint. We also published more than 140 enewsletters – *ALIA Weekly*, *RecruitLIS*, *PD Postings*, *FAIR*, as well as newsletters specifically aimed at health, public and school library Members. *ALIA Weekly* had the most subscribers (8081), followed by *PD Postings* (4027) and *RecruitLIS* (3832) as at December 2016.

Following the ALIA Board's decision to merge ALJ and AARL into one title in January 2017, consultation on the best way to achieve this goal commenced in January 2016 and the form of the new Journal of the Australian Library and Information Association was confirmed mid-year.

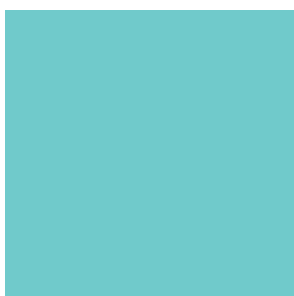
SOCIAL MEDIA

We averaged nine tweets a day on the @ALIANational account and some 2250 tweets in total during 2016 across three handles @ALIANational, @aliaconference and @ALIAonline. We posted on average nine times a day to Facebook, with more than 2200 posts recorded for the year.

By December 2016, we had more than 10 000 Facebook likes for ALIA and FAIR and 8000 followers for our Twitter handles.

WEBSITE

During 2016, the ALIA website was well used. Statistics included: 1,856,233 page views, 318,049 users, 649,876 sessions, 47.49% new visitors and 86% Australian visitors.



THE ALIA BOARD HANDOVER

MAY 2016



FROM LEFT: John Shipp, Marian Morgan-Bindon, Vicki McDonald, Ghylène Palmer, Jane Cowell, Fiona Emberton, Beatriz Aroche, Monika Szunejko, Aileen Weir, Patricia Genat.



**Australian Library and Information
Association Ltd**

A.C.N: 090 953 236

**Annual report
for the year ended 31 December 2016**

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2016

Contents

Directors' report	Page 1
Financial Statements	6
Directors' declaration	21
Independent auditor's report to the members	22

Australian Library and Information Association Limited
31 December 2016

Directors' report

Your directors present their report on the company for the year ended 31 December 2016.

Directors

The following persons were directors of Australian Library and Information Association Ltd during the whole of the financial year and up to the date of this report:

Mr John Shipp, President (resigned 18 May 2016)
Ms Beatriz Aroche (resigned 18 May 2016)
Ms Aileen Weir (resigned 18 May 2016)
Ms Patricia Genat, President
Ms Fiona Emberton
Ms Ghylene Palmer
Ms Marian Morgan-Bindon (re-appointed 18 May 2016)
Ms Jane Cowell (appointed 18 May 2016)
Ms Vicki McDonald, Vice-President (appointed 18 May 2016)
Ms Monika Szunejko (appointed 18 May 2016)

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.

Short term and long term objectives

The short term financial objective is to maintain current services, while delivering a modest surplus.

In the longer term, the company aims to ensure long term financial sustainability through modest year-on-year surpluses. This will be achieved through development of programs which support the profession and membership and with strong financial processes.

Strategies and key performance measures

The core income drivers for the company are membership fees, conferences, property rental income and training. Some key performance measurements are:

- (1) Maintain membership numbers and income.
- (2) Maintain the overall membership level at or above the 4,500 mark.
- (3) Maintain conference income.
- (4) Deliver successful annual conferences.
- (5) Maintain training income.
- (6) Contain costs and deliver budgeted surpluses.
- (7) Manage the ALIA House property to deliver a surplus.

Dividends - Australian Library and Information Association Ltd

The Constitution of the Association does not permit the distribution of dividends to members.

Review of operations

The (loss) profit from ordinary activities after income tax amounted to (\$44,950)(2015: \$176,177).

Significant changes in the state of affairs

There have been no significant changes in the state of affairs of the company during the year.

Matter subsequent to the end of the financial year

No matter or circumstance has arisen since 31 December 2016 that has significantly affected the company's operations, results or state of affairs, or may do so in future years.

- (a) the company's operations in future financial years, or
- (b) the results of those operations in future financial years, or
- (c) the company's state of affairs in future financial years.

Australian Library and Information Association Limited
31 December 2016

Directors' report

Information on directors

Directors	Experience, Special Responsibilities & Qualifications
Mr John Shipp	Board Director – Vice-President May 2014 – May 2015 President May 2015 – May 2016 Appointed 21 May 2014 BA, Dip Ed, Dip Archives Admin, FALIA, Fellow of the University of Wollongong Serving second year on the Board of Directors
Ms Beatriz Aroche	Board Director Appointed 21 May 2014 M Info Studies (Library Leadership), BA, Grad Dip Info Man - Lib, Cert IV Training and Assessment and Workplace Training, AALIA (CP) Serving second year on the Board of Directors
Ms Aileen Weir	Board Director Appointed 15 May 2012, reappointed 21 May 2014 B.A. (Hon), M.L.S., Grad Cert in Higher Education, AALIA (CP) Serving second year of second term on the Board of Directors
Ms Patricia Genat	Board Director – Vice-President May 2015 – May 2016 President May 2016 – May 2017 Appointed 20 May 2015 MBA, Grad Dip Info Studies (Lib), B. Ed, Dip. Teach, AALIA (CP) Serving second year on the Board of Directors
Ms Fiona Emberton	Board Director Appointed 20 May 2015 MA, Dip. Lib Info Sci., Cert V1 Workplace Training, AALIA (CP) Serving second year on the Board of Directors
Ms Ghylene Palmer	Board Director Appointed 20 May 2015 Higher Education Learning Management program, Grad Dip Info Serv., BA, AALIA (CP) Serving second year on the Board of Directors
Ms Marian Morgan-Bindon	Board Director Appointed 21 May 2014, reappointed 18 May 2016 B.A. (Modern Asian Studies), Grad Dip Arts (LIS), Grad Cert Public Sector Management, Certificate 4 Project Management, AALIA (CP) Serving first year of second term on the Board of Directors
Ms Jane Cowell	Board Director Appointed 18 May 2016 B Applied Science: Information Management, AALIA (CP) Serving first year on the Board of Directors
Ms Vicki McDonald	Board Director – Vice-President May 2016 – May 2017 Appointed 18 May 2016 Lib. Tech. Cert., BA (Librarianship), Grad. Dip. Business Administration, AALIA Serving first year on the Board of Directors
Ms Monika Szunejko	Board Director Appointed 18 May 2016 Grad Dip Library and Information Studies, BA (Hons), AALIA (CP) Serving first year on the Board of Directors

Australian Library and Information Association Limited
31 December 2016

Directors' report

Likely developments and expected results of operations

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 regulation

The company is not affected by any significant environmental regulation in respect of its operations.

Meetings of directors

The numbers of meetings of the company's board of directors and of each board committee held during the year ended 31 December 2016, and the numbers of meetings attended by each director were:

	Full meetings of directors	
	A	B
Mr John Shipp	3	3
Ms Beatriz Aroche	3	3
Ms Aileen Weir	3	3
Ms Patricia Genat	7	8
Ms Fiona Emberton	7	8
Ms Ghylene Palmer	6	8
Ms Marian Morgan-Bindon	7	8
Ms Jane Cowell	4	5
Ms Vicki McDonald	5	5
Ms Monika Szunejko	5	5

A = Number of meetings attended

B = Number of meetings held during the time the director held office during the year

Insurance of officers

(a) Insurance of officers

During the financial year, Australian Library and Information Association Ltd paid a premium of \$3,504 to insure the directors and officers of the company.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the company, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a willful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to the company. It is not possible to apportion the premium between amounts relating to the insurance against legal costs and those relating to other liabilities.

Proceedings on behalf of the company

No person has applied to the Court under section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of the company, or to 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 part of those proceedings.

No proceedings have been brought or intervened in on behalf of the company with leave of the Court under section 237 of the *Corporations Act 2001*.

Australian Library and Information Association Limited
31 December 2016

Directors' report

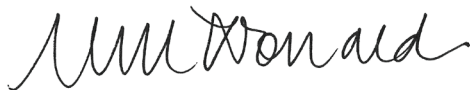
Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 5.

This report is made in accordance with a resolution of directors.



.....
Marian Morgan-Bindon
Director



.....
Vicki McDonald
Director

Canberra ACT

19 April 2017

HOUSTON & HANNA
CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

Telephone: (02) 6248 0352
0414 526 136

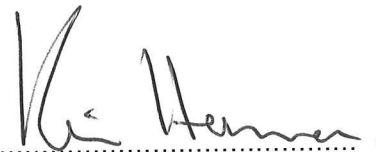
Suite 15, George Turner Offices
11 McKay Gardens, Turner ACT
GPO Box 810, Canberra ACT 2601

email: kim@khanna.com.au

AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF THE AUSTRALIAN LIBRARY and INFORMATION ASSOCIATION LIMITED

I declare that, to the best of my knowledge and belief during the year ended 31 December 2016 there has been:

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



.....
K.D. Hanna FCA, Auditor.

Date.....18/4/17

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2016

Contents

	Page
Financial statements	
Statement of profit or loss and other comprehensive income	7
Statement of financial position	8
Statement of changes in equity	9
Statement of cash flows	10
Notes to the financial statements	11
Directors' declaration	21
Independent auditor's report to the members	22

These financial statements are the financial statements of Australian Library and Information Association Ltd as an individual entity. The financial statements are presented in the Australian currency.

Australian Library and Information Association Ltd is a company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Australian Library and Information Association Ltd
ALIA House
9-11 Napier Close
DEAKIN ACT 2600

A description of the nature of the entity's operations and its principal activities is included in the directors' report on page 1, which is not part of these financial statements.

The financial statements were authorised for issue by the directors on 19 April 2017. The directors have the power to amend and reissue the financial statements.

Australian Library and Information Association Limited
31 December 2016

Statement of profit or loss and other comprehensive income

		2016	2015
	Notes	\$	\$
Revenue from Continuing Operations	1	3,250,415	3,743,312
Administration expenses		(174,233)	(188,232)
Awards and honorarium expenses		(39,361)	(42,047)
Bank and merchant fees		(43,824)	(54,625)
Conference expenses		(724,093)	(957,834)
Contractors and consultant expenses		(217,227)	(194,582)
Depreciation and amortisation expense		(97,103)	(97,867)
Employee benefits expense		(1,408,376)	(1,384,324)
Information technology expenses		(57,846)	(70,332)
Insurance expense		(35,254)	(28,247)
Property maintenance expenses		(131,801)	(187,025)
Publication expenses		(135,315)	(185,831)
Travel and accommodation expenses		(133,803)	(129,496)
Other expenses		(97,129)	(46,692)
Total expenses		(3,295,365)	(3,567,135)
Profit (Loss) for the year		(44,950)	176,177
Items that will not be reclassified to profit or loss			
Revaluation of land and buildings		-	(86,941)
Revaluation of investment property		-	(551,025)
Other comprehensive income		-	(637,966)
Total comprehensive income for the year		(44,950)	(461,789)
Total comprehensive income for the year is attributable to:			
Members of Australian Library and Information Association		(44,950)	(461,789)

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Australian Library and Information Association Limited
31 December 2016

Statement of financial position

	Notes	2016 \$	2015 \$
ASSETS			
Current assets			
Cash and cash equivalents	2(a)	426,999	260,586
Investments	2(c)	3,645,968	2,890,624
Trade and other receivables	2(b)	392,370	275,463
Total current assets		4,465,337	3,426,673
Non-current assets			
Property, plant and equipment	3(a)	1,334,592	1,395,369
Investment properties	3(b)	3,342,885	3,342,885
Intangible assets	3(c)	69,294	89,817
Total non-current assets		4,746,771	4,828,071
Total assets		9,212,107	8,254,744
LIABILITIES			
Current liabilities			
Trade and other payables	2(d)	2,090,548	1,133,036
Provisions	3(d)	88,613	65,157
Total current liabilities		2,179,161	1,198,193
Non-current liabilities			
Provisions	3(d)	32,902	17,545
Total non-current liabilities		32,902	17,545
Total liabilities		2,212,063	1,215,738
Net assets		7,000,044	7,039,006
EQUITY			
Reserves	4(a)	3,986,640	3,980,652
Retained earnings	4(b)	3,013,404	3,058,354
Total equity		7,000,044	7,039,006

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Australian Library and Information Association Limited
31 December 2016

Statement of changes in equity

	Retained earnings	Reserves	Revaluation reserve	Total equity
	\$	\$	\$	\$
Balance at 1 January 2015	2,880,042	94,230	4,526,523	7,500,795
Profit for the period	176,177	-	-	176,177
Other comprehensive income				
Revaluation of land and buildings	-	-	(86,941)	(86,941)
Revaluation of investment property	-	-	(551,025)	(551,025)
Total comprehensive income for the period	176,177	-	(637,966)	(461,789)
Transactions with owners in their capacity as members:				
Transfer from reserves	2,135	(2,135)	-	-
Balance as 31 December 2015	3,058,354	92,095	3,888,557	7,039,006
Balance at 1 January 2016	3,058,354	92,095	3,888,557	7,039,006
Profit (Loss) for the period	(44,950)	-	-	(44,950)
Other comprehensive income	-	-	-	-
Total comprehensive income for the period	(44,950)	-	-	(44,950)
Transfer to reserves	-	5,988	-	5,988
Balance as 31 December 2016	3,013,404	98,083	3,888,557	7,000,044

*The above statement of profit or loss and other comprehensive income should be read
in conjunction with the accompanying notes*

Australian Library and Information Association Limited
31 December 2016

Statement of cash flows

	Notes	2016 \$	2015 \$
Cash flows from operating activities			
Receipts from customers (inclusive of goods and services tax)		4,101,663	3,381,893
Payments to suppliers and employees (inclusive of goods and services tax)		<u>(3,237,768)</u>	<u>(3,466,708)</u>
		863,895	(84,815)
Interest received		<u>73,665</u>	<u>67,702</u>
Net cash (outflow)inflow from operating activities		<u>937,560</u>	<u>(17,113)</u>
 Cash flows from investing activities			
Payments for investments		(755,344)	(639,380)
Payment for property, plant and equipment		(6,813)	(5,864)
Payments for intangibles		<u>(8,990)</u>	<u>(20,636)</u>
Net cash (outflow) from investing activities		<u>(771,147)</u>	<u>(665,880)</u>
 Net (decrease) in cash and cash equivalents		166,413	(682,993)
Cash and cash equivalents at the beginning of the financial year		<u>260,586</u>	<u>943,579</u>
Cash and cash equivalents at end of year	2(a)	<u>426,999</u>	<u>260,586</u>

The above statement of cash flows should be read in conjunction with the accompanying notes

Australian Library and Information Association Limited

31 December 2016

1 Revenue

	2016	2015
	\$	\$
Membership fees	1,297,925	1,344,703
Events/conference income	838,370	1,183,809
Professional services income	236,645	204,301
Publishing/advertising income	224,111	260,669
Groups income	97,305	101,380
Sale of merchandise	28,846	33,723
Sundry revenue	166,565	153,802
	<u>2,889,767</u>	<u>3,282,387</u>
Other income		
Interest revenue	72,613	74,711
Managed fund (loss)/gain	-	(2,057)
Rental income	288,035	388,271
Total other income	<u>360,648</u>	<u>460,925</u>
Total revenue from continuing operations	<u>3,250,415</u>	<u>3,743,312</u>

(a) Recognising revenue from major business activities

Revenue is recognised for the major business activities using the methods outlined below.

(i) Membership fees

Membership fees are brought to account as income in the period to which the membership fee relates. The portion of membership fees received that relates to the following financial year is brought to account at balance sheet date as income in advance.

(ii) Interest income

Interest income is recognised using the effective interest method. When a receivable is impaired, the company reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income. Interest income on impaired loans is recognised using the original effective interest rate.

(iii) Rental revenue

Revenue from rental is recognised on an accrual basis.

(iv) Conference income

Conference revenue is measured at fair value of the consideration received or receivable and is recognised as revenue in the year in which the event is held. Conference revenue received for conferences not held by reporting date is recognised as income in advance.

Australian Library and Information Association Limited
31 December 2016

2 Financial assets and financial liabilities

(a) Cash and cash equivalents

	2016	2015
	\$	\$
CURRENT		
Cash at bank and in hand	426,999	260,586
Total cash and cash equivalents	<u>426,999</u>	<u>260,586</u>

(b) Trade and other receivables

	2016	2015
	\$	\$
CURRENT		
Trade receivables	55,100	123,964
Prepayments	303,421	131,098
Accrued income	33,849	20,401
	<u>392,370</u>	<u>275,463</u>

(c) Held-to-maturity investments

	2016	2015
	\$	\$
CURRENT		
Term deposits	3,645,968	2,890,624
Total Investments	<u>3,645,968</u>	<u>2,890,624</u>

(d) Trade and other payables

	2016	2015
	\$	\$
CURRENT		
Trade payables	54,150	79,756
Other Payables	200,408	143,763
Project Funds in Advance	437,935	-
Income in advance	1,398,055	909,517
	<u>2,090,548</u>	<u>1,133,036</u>

Australian Library and Information Association Limited
31 December 2016

3 Non-Financial assets and liabilities

(a) Property, plant and equipment

	Leasehold land \$	Freehold buildings \$	Office equipment \$	Fixtures and Fittings \$	Total \$
At 31 December 2015					
Cost	289,708	917,407	97,437	631,446	1,935,998
Accumulated depreciation	-	-	(72,372)	(468,257)	(540,629)
Net book amount	289,708	917,407	25,065	163,189	1,395,369
Year ended 31 December 2016					
Opening net book amount	289,708	917,407	25,065	163,189	1,395,369
Additions	-	-	6,813	-	6,813
Depreciation charge	-	(30,237)	(9,144)	(28,209)	(67,590)
Closing net book amount	289,708	887,170	22,734	134,980	1,334,592
At 31 December 2016					
Cost	289,708	917,407	104,250	631,446	1,942,811
Accumulated depreciation	-	(30,237)	(81,516)	(496,466)	(608,219)
Net book amount	289,708	887,170	22,734	134,980	1,334,592

(i) Depreciation methods and useful lives

Depreciation is calculated using the straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives or, in the case of leasehold improvements and certain leased plant and equipment, the shorter lease term as follows:

- Buildings	30 years
- Furniture and fittings	3 - 11 years
- Computer equipment	1 - 3 years
- Leasehold improvements	10 years

Land and buildings are shown at fair value, based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

(b) Investment properties

	2016 \$	2015 \$
Non-current assets - at fair value		
Opening balance at 1 January	3,342,885	3,893,910
Revaluation	-	(551,025)
Closing balance at 31 December	3,342,885	3,342,885

The fair value model is applied to all investment properties. The investment property was independently valued at 10 March 2016. At the end of each reporting period, the directors update their assessment of the fair value taking into account the most recent independent valuations. The directors therefore believe no impairment indicators exist and that the fair value of the investment is correctly reflected as at 31 December 2016 (2015: \$Nil).

Australian Library and Information Association Limited
31 December 2016

Non-financial assets and liabilities

(b) Investment properties

(i) Leasing arrangements

The investment property is leased to tenants under long term operating leases with rentals payable monthly. Minimum lease payments receivable on leases of the investment property are as follows:

	2016	2015
	\$	\$
Within one year	223,224	190,958
Later than one year but not later than 5 years	466,538	-
	<u>689,762</u>	<u>190,958</u>

(c) Intangible assets

	Software	Total
	\$	\$
At 31 December 2015		
Cost	470,496	470,496
Accumulated amortisation	(380,679)	(380,679)
Net book amount	<u>89,817</u>	<u>89,817</u>

Year ended 31 December 2016

Opening net book amount	89,817	89,817
Additions	8,990	8,990
Amortisation charge	(29,513)	(29,513)
Closing net book amount	<u>69,294</u>	<u>69,294</u>

At 31 December 2016

Cost	479,486	479,486
Accumulated amortisation	(410,192)	(410,192)
Net book amount	<u>69,294</u>	<u>69,294</u>

(d) Provisions

	2016			2015		
	Current	Non-Current	Total	Current	Non-Current	Total
	\$	\$	\$	\$	\$	\$
Employee benefits	88,613	32,902	121,515	65,157	17,545	82,702
	<u>88,613</u>	<u>32,902</u>	<u>121,515</u>	<u>65,157</u>	<u>17,545</u>	<u>82,702</u>

(i) Provision for long-term employee benefits

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data. The measurement and recognition criteria relating to employee benefits have been included in note 11(e).

Australian Library and Information Association Limited
31 December 2016

4 Equity

(a) Reserves

	2016	2015
	\$	\$
Asset revaluation reserve	3,888,557	3,888,557
Research fund reserve	31,318	36,318
Anne Harrison trust reserve	66,765	55,777
	<u>3,986,640</u>	<u>3,980,652</u>

	2016	2015
	\$	\$

Movements:

Asset revaluation reserve

Balance 1 January	3,888,557	4,526,523
Revaluation of land and buildings	-	(86,941)
Revaluation of investment property	-	(551,025)
Balance 31 December	<u>3,888,557</u>	<u>3,888,557</u>

Research fund reserve

Balance 1 January	36,291	36,291
Transfer to (from) reserves	(4,973)	27
Balance 31 December	<u>31,318</u>	<u>36,318</u>

(i) Nature and purpose of reserves

Asset revaluation reserve

The asset revaluation reserve records the revaluation of property, plant and equipment.

Research fund reserve

This reserve records funds set aside for all awards administered by the ALIA Research Committee.

Anne Harrison trust reserve

This reserve records funds set aside for the Anne Harrison Award, which is awarded every two years.

(b) Retained earnings

	2016	2015
	\$	\$
Balance 1 January	3,058,354	2,880,042
Net profit (loss) for the period	(44,950)	176,177
Transfer from (to) reserves	-	2,135
Balance 31 December	<u>3,013,404</u>	<u>3,058,354</u>

Australian Library and Information Association Limited
31 December 2016

5 Critical estimates, judgements and errors

The preparation of financial statements requires the use of accounting estimates which, by definition, will seldom equal the actual results. Management also needs to exercise judgement in applying the company's accounting policies.

Impairment

Land, buildings and investment properties were independently valued at 10 March 2016. The valuation, prepared by CBRE Valuations Pty. Ltd. in Canberra, was based on the fair value less cost to sell. The critical assumptions adopted in determining the valuation included recent prices of similar properties, discounted cash flow projections based on estimates of future cash flows, and capitalised income projections based upon the land and buildings' estimated net market income and a capitalised rate derived from an analysis of market evidence.

The company assesses impairment at each reporting date by evaluating the conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations.

6 Contingent liabilities and contingent assets

As at balance date the entity has no known contingent liabilities or contingent assets (2015: \$Nil).

7 Commitments

(a) Non-cancellable operating leases

	2016 \$	2015 \$
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows;		
Due within 12 months	6,360	5,782
Due greater than 12 months but less than 5 years	5,300	10,600
	<u>11,660</u>	<u>16,382</u>

(b) Conference commitments

The Australian Library and Information Association has commitments outstanding for a conference.

The value of these commitments at 31 December 2016 is \$718,457.

8 Events occurring after the reporting period

No matter or circumstance has occurred subsequent to 31 December 2016 that has significantly affected, or may significantly affect, the operations of the company, the results of those operations or the state of affairs of the company or economic entity in subsequent financial years.

9 Related party transactions

The Board members did not receive any remuneration in connection with services provided.

(a) Key management personnel compensation

The totals of remuneration paid to key management personnel (KMP) of the company during the year are as follows:

	2016	2015
Key management personnel compensation	<u>\$369,672</u>	<u>\$359,703</u>

Australian Library and Information Association Limited
31 December 2016

10 Members liability

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 31 December 2016, the total number of members was 4,568 (2015: 4,874).

11 Summary of significant accounting policies

(a) Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under the Australian Accounting Standards.

(i) Historical cost convention

These financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

(ii) Compliance with Australian Accounting Standards - Reduced Disclosure Requirements

The financial statements of the Australian Library and Information Association Ltd comply with Australian Accounting Standards - Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).

(b) Property, plant and equipment

The company's accounting policy for land and buildings is explained in note 3(a) and 6. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains or losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised, net of tax, in other comprehensive income and accumulated in reserves in equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset are first recognised in other comprehensive income to the extent of the remaining surplus attributable to the asset; all other decreases are charged to profit or loss.

The depreciation methods and periods used by the group are disclosed in note 3(a).

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount (note 11(d)).

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in profit or loss. When revalued assets are sold, it is company policy to transfer any amounts included in other reserves in respect of those assets to retained earnings.

Summary of significant accounting policies

(c) Financial instruments

(i) Classification

The company classifies its financial assets in the following categories:

- financial assets at fair value through profit or loss,
- loans and receivables,
- held-to-maturity investments, and
- available-for-sale financial assets.

The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and, in the case of assets classified as held-to-maturity, re-evaluates this designation at the end of each reporting period. See note 2 for details about each type of financial asset.

Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss are financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term. Derivatives are classified as held for trading unless they are designated as hedges. Assets in this category are classified as current assets if they are expected to be settled within 12 months; otherwise they are classified as non-current.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the reporting period which are classified as non-current assets. Loans and receivables are included in trade and other receivables and receivables in the balance sheet.

Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the company's management has the positive intention and ability to hold to maturity. If the company were to sell other than an insignificant amount of held-to-maturity financial assets, the whole category would be tainted and reclassified as available-for-sale. Held-to-maturity financial assets are included in non-current assets, except for those with maturities less than 12 months from the end of the reporting period, which are classified as current assets.

Available-for-sale financial assets

Available-for-sale financial assets, comprising principally marketable equity securities, are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless the investment matures or management intends to dispose of the investment within 12 months of the end of the reporting period. Investments are designated as available-for-sale if they do not have fixed maturities and fixed or determinable payments and management intends to hold them for the medium to long-term.

(ii) Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade-date - the date on which the company commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the company has transferred substantially all the risks and rewards of ownership.

Summary of significant accounting policies

(c) Financial instruments

(iii) Measurement

At initial recognition, the company measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in profit or loss.

Loans and receivables and held-to-maturity investments are subsequently carried at amortised cost using the effective interest method.

Available-for-sale financial assets and financial assets at fair value through profit or loss are subsequently carried at fair value. Gains or losses arising from changes in the fair value of the 'financial assets at fair value through profit or loss' category are presented in profit or loss within other income or other expenses in the period in which they arise. Dividend income from financial assets at fair value through profit or loss is recognised in profit or loss as part of revenue from continuing operations when the company's right to receive payments is established. Interest income from these financial assets is included in the net gains/(losses).

(iv) Impairment

The company assesses at the end of each reporting period whether there is objective evidence that a financial asset or a group of financial assets is impaired. A financial asset or a group of financial assets is impaired and impairment losses are incurred only if there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset (a 'loss event') and that loss event (or events) has an impact on the estimated future cash flows of the financial asset or group of financial assets that can be reliably estimated. In the case of equity investments classified as available-for-sale, a significant or prolonged decline in the fair value of the security below its cost is considered an indicator that the assets are impaired.

(v) Fair value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

(d) Impairment of assets

Intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value-in-use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

(e) Employee benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

Summary of significant accounting policies

(f) Cash and Cash equivalents

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position.

(g) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows

(h) Income tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(i) Intangible assets

Software

Software is initially recognised at cost. It has a finite life and is carried at cost less any accumulated amortisation and impairment losses. Software has an estimated useful life of between one and five years. It is assessed annually for impairment.

(j) Provisions

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

(k) Comparative figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(l) Trade and other payables

These amounts represent liabilities for goods and services provided to the company prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest method.

(m) New accounting standards and interpretations

There are no other standards that are not yet effective and that are expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

Directors' declaration

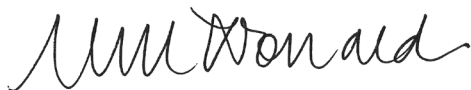
In the directors' opinion:

- (a) the financial statements and notes set out on pages 6 to 20 are in accordance with the *Corporations Act 2001*, including:
 - (i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - (ii) giving a true and fair view of the entity's financial position as at 31 December 2016 and of its performance for the year ended on that date, and
- (b) 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 directors.



Marian Morgan-Bindon
Director



Vicki McDonald
Director

Canberra ACT
19 April 2017

HOUSTON & HANNA

CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

GPO Box 810, Canberra ACT 2601

Telephone: (02) 6248 0352
0414 526 136

Suite 15, George Turner Offices
11 McKay Gardens, Turner ACT

email: kim@khanna.com.au

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LIMITED ACN: 090 953236

Opinion

I have audited the financial report of Australian Library and Information Association Limited ("the Company") which comprises the statement of financial position as at 31 December 2016 the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In my opinion, the accompanying financial report of the Company 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 2016 and of its financial performance for the year then ended; and
- b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Basis for Opinion

I conducted my audit in accordance with 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 our report. I am independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's Report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

HOUSTON & HANNA

CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

GPO Box 810, Canberra ACT 2601

Telephone: (02) 6248 0352
0414 526 136

Suite 15, George Turner Offices
11 McKay Gardens, Turner ACT

email: kim@khanna.com.au

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

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 our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with 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.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional skepticism throughout the audit.

I identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

HOUSTON & HANNA

CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

GPO Box 810, Canberra ACT 2601

**Telephone: (02) 6248 0352
0414 526 136**

Suite 15, George Turner Offices
11 McKay Gardens, Turner ACT

email: kim@khanna.com.au

I obtain an understanding of internal control relevant to the audit 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.

I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

I conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

I evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during my audit.

I also provide the directors with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards



**K D Hanna FCA
Principal
Houston & Hanna
Canberra:
Dated: 20 April 2017**

