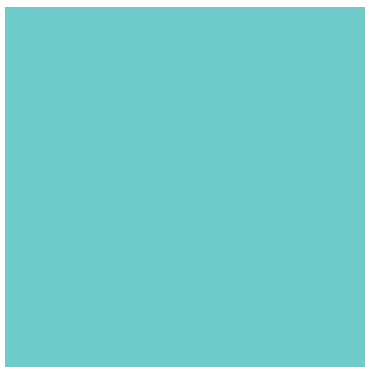
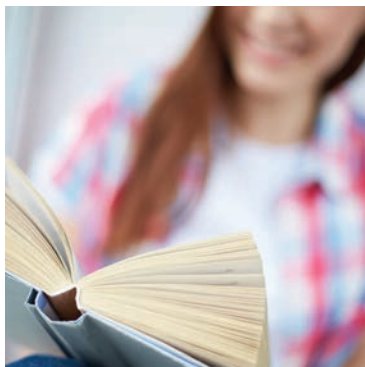




Australian Library and
Information Association

AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION ANNUAL REPORT 2015



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Australian Library and Information Association Annual Report 2015

Canberra ACT, Australian Library and Information Association, May 2016

www.alia.org.au

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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 1932 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 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 2015

- Damian Lodge, President
- John Shipp, Vice-President
- Beatriz Aroche
- Alyson Dalby
- Anne Lahey (resigned 16 March 2015)
- Marian Morgan-Bindon
- Aileen Weir

BOARD OF DIRECTORS FROM MAY 2015

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

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
- ALIA Book Industry and E-lending Advisory Committee, Chair Eve Woodberry (this Committee replaced the Ebooks and E-lending Reference Group from July 2015)
- ALIA Health Libraries Advisory Committee, Chair Ann Ritchie
- ALIA Higher Education and Research Libraries Advisory Committee, Chair Ruth Quinn (committee ceased 31 Dec 2015)
- ALIA Interlibrary Lending Advisory Committee, Chair Margarita Moreno
- ALIA New Generation Advisory Committee, Chair Wendy Davis
- ALIA Public Sector Information Advisory Committee, Chair Roxanne Missingham (committee ceased September 2015)
- ALIA Research Advisory Committee, Co-Chairs Diana Hodge and Suzana Sukovic
- ALIA Research Fund Committee, Chair John Shipp
- ALIA School Libraries Advisory Committee, Chair Anne Girolami
- ALIA Special Libraries Advisory Committee, Chair Julie Rae
- ALIA TAFE Libraries Advisory Committee, Co-Chairs Debra Hannan and Paul Kloppenborg

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 Panels and Conference Program Committees.

- Australian Library Journal Editorial Board, Chair Philip Kent, Editor Ross Harvey, Book Review Editor Gary Gorman (until August 2015) Alison Fields (from November 2015)
- Australian Academic and Research Libraries Editorial Board, Chair Paul Genoni, Editors Gaby Haddow and Mary Anne Kennan, Book Review Editor David Wells
- Information Online 2015 Program Committee, Chair Michelle Simon

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. These are some examples:

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, HLA ran six PD events:

- Expert searching/systematic reviews, in Melbourne, Sydney and Adelaide
- PubMed Train-the-Trainer workshops (an Anne Harrison Award project, led by Cheryl Hamill) in Perth, Melbourne and Brisbane (the latter as part of the PD Day)
- HLA PD Day in Brisbane

In 2015 HLA partnered with QUT to deliver the first online Health Librarianship Essentials course, targeting new and aspiring health librarians and focusing on four of the eight HLA health librarian competency areas. As this was a university course, it was possible for the unit to be articulated into a post-graduate qualification. A mentoring program was organised to support the 29 participants and provide a mechanism for more experienced members to pass on their knowledge to new health librarians.

HLA produced two regular publications, *HLA News* and *HLA Alerts*, and managed the ALIAHealth elist.

HLA's Online Journal Club, facilitated by members of the HLA Executive, ran on a bimonthly schedule.

HLA Executive members attended EAHIL (European Health Libraries Association) and MLA (Medical Library Association) annual conferences and strengthened international relationships with professional colleagues.

A Memorandum of Understanding was signed with Health Libraries Inc and discussions were underway with Health Information Management Association of Australia (HIMAA), following attendance at a health information professionals workforce planning summit.

The Anne Harrison Award and HLA/Medical Director Innovation Awards were presented and HLA also prepared a submission in response to the Teaching, Training and Research Costing Study Public Consultation Paper – Independent Hospital Pricing Authority (IHPA) in January 2015.

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 2015 included: the Summer Reading Club, in partnership with the State Library of Queensland; eSmart Libraries, in partnership with the Alannah and Madeline Foundation; The Reading Hour, supported by the Copyright Agency's Cultural Fund; Stay Smart Online Week, as a partner with the Department of Communications, and International Games Day.

In 2015, APLA published a summary of its achievements from 2010 to 2015, which detailed the significant contribution made by the Members over a five year period. Emerging from the ALIA Public Library Summit in 2009, there were two Memoranda of Collaboration between the state-based public library associations and territory libraries; the publication of national standards and guidelines; an early literacy framework; advocacy work with government, the book industry and other stakeholders; support of the IFLA Lyon Declaration; professional development initiatives; research; publications; recognition and awards, and the National Year of Reading 2012.

For 2015, a big focus was on cybersafety, rolling out eSmart Libraries and running a pilot for the Children's eSafety Commissioner's eSafe Spaces program through Libraries ACT. In addition, the Members commissioned a major new study into standards, guidelines and impact measures for public libraries, the outcomes of which will be reported in 2016.

ALIA RESEARCH ADVISORY COMMITTEE (ARAC)

The 2015 ALIA Research Grant Award was presented by the ALIA Board to Heather Brown for her project Approaches to digital and traditional preservation management in Australian national and state libraries, on the recommendation of the ALIA Research Advisory Committee. ARAC had previously carried out a great deal of work on revising the application process and forms.

For the first time in 2015, the Research Grant Award was funded from the ALIA Research Fund rather than from the operating budget.

ARAC prepared a research agenda, which was accepted by the Board; established a database of research and collaboration interests, which was published on the ALIA website, and ran a workshop at EBLIP8, in Brisbane.

ALIA SCHOOLS ADVISORY COMMITTEE AND ALIA SCHOOLS GROUP

The ALIA Schools Advisory Committee reviewed ALIA's school library policies – a task which overflowed into 2016 – and made an important contribution to ALIA's professional development offering by preparing three documents:

- ALIA PD Scheme Specialisation Skills Audit Checklist – Schools: Teacher librarian
- ALIA PD Scheme Specialisation Skills Audit Checklist – Schools: Librarian
- ALIA PD Scheme Specialisation Skills Audit Checklist – Schools: Library technician

PRESIDENT'S REPORT

It has been an enormous pleasure serving as ALIA president during the past 12 months. The Association has changed considerably since the last time I was President in 1998. New challenges abound but some were around 17 years ago. What has remained constant is the need for a strong association to represent the profession and the commitment of members.

Soothsayers constantly predict that libraries and information services face extinction due to the pervasiveness of internet-based services. Time has proven that their prophesies are valid only for those who ignore the warning signs. Adaptors to change survive and prosper. They will continue to thrive for as long as they evolve their skills and the services they offer to their communities.

ALIA has tried to predict and prepare for the future rather than react to change after it has occurred. This has involved altering some of the services and activities undertaken especially by ALIA staff. The Association now employs about half the number of staff than 17 years ago. Our focus is increasingly on promoting the profession, lobbying policy and funding agencies and supporting education.

A wide range of activities were undertaken during the year and they are detailed elsewhere in this report. Campaigns run under the FAIR banner proved to be an effective way of improving lobbying and advocacy. The success of these campaigns lay in the engagement of ALIA Members, library users and other concerned members of the broader Australian community.

FAIR is an alternative approach that in many ways mirrors the increasing use by ALIA of social media. We continue to publish INCITE but use other media to allow more immediate dissemination of news and information. Social media also facilitates the participation of Members in discussions and the sharing of their knowledge and opinions.

The Board also considered the future of scholarly communication and the likely implications for the two academic journals published by the Association — Australian Library Journal and Australian Academic and Research Libraries. The Board resolved to merge the journals and to commence a process to take greater advantage of emerging technologies. The overall intent is for ALIA to support research through an internationally pre-eminent library and information services publication.

Throughout the history of our journals, we have been fortunate to have Editors and contributors of high quality. I would like to acknowledge the work done by the Editors and members of the Editorial Boards. The profession has been well served by their commitment, hard work and dedication.

Another area of ALIA activity and success during the year was our interaction with other organisations in the GLAM sector. GLAM is the acronym for Galleries, Libraries, Archives and Museums. Representatives of the peak bodies met a number of times to identify ways in which the sector can work cohesively to promote mutual issues. This is a long term strategy and one that depends on understanding the differences and similarities of the constituent professions.

Accreditation of library and information education courses continues to be an important ALIA function along with support for continuing professional development. Forty per cent of members now participate in the ALIA PD Scheme and from 2020 participation will be mandatory for new Members wishing to retain professional status. Members of other professions, such as teaching, pharmacy and medicine, are already required to undertake a minimum level of structured professional development each year.

The future for ALIA and the profession will be bright but there are challenges ahead. We need to improve our member numbers. Currently only 15% of the library and information services workforce are members of ALIA. Some non-members belong to related organisations that represent sectors of the industry but many have no affiliations. ALIA has established memoranda of understanding with other organisations in the sector to encourage greater interaction. An issue for the future will be to reconsider what qualifications are required for membership of ALIA.

Every meeting of the Board has included consideration of ALIA finances. Through judicious and prudent operation, the Association is in an excellent financial position. Our major asset is ALIA House in Canberra which we own outright. It is also one of our potential major liabilities. We depend on rental income for 75% of the building and have had difficulty attracting new tenants in a highly competitive property market.

The Board considered whether the building should be sold and other premises acquired but decided that it was not an option at this time. Consultants were engaged to advise on strategies for improving the building in order to make it an attractive rental proposition. ALIA House opened in 1990 and no major upgrade to the fabric has occurred. Renovation will be a major charge against our financial reserves over the next few years.

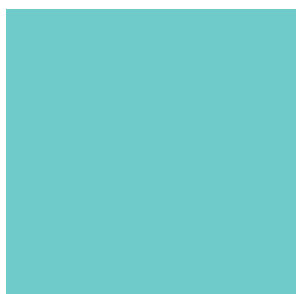
In addition to ALIA House, the Association will need to continue its investment in its technical infrastructure. The membership system was replaced during the past year. Further enhancement will be necessary to ensure that we are able to meet the legislative, fiscal and services demands of a complex organisation. Resources will also be required to complete the implementation of our digital repository. This investment is essential if ALIA is to make information such as conference papers, reports and other organisation documents available online.

During the year, I had the pleasure of attending the New Librarians Symposium, National Library and Information Technicians' Symposium and the Top End Symposium in Darwin. Each of these conferences renewed my faith in the future of the profession. The enthusiasm and knowledge of speakers and attendees was amazing. It reflected the commitment and engagement by ALIA members who are involved in the numerous ALIA Advisory Committees and Working Groups. Without this involvement, ALIA would not function as effectively and would have no future.

My thanks to every member of the Association for your support. I urge you to remain a Member, increase your involvement and encourage colleagues to join. I am also thankful for the assistance and support given to me as President by members of the ALIA Board and by ALIA staff. We are extremely fortunate to have such a competent workforce. Our Chief Executive Officer, Sue McKerracher, has provided a very high level of leadership which has increased the profile and reputation of ALIA. My congratulations and best wishes to Patricia Genat and the incoming Board.



John Shipp



CHIEF EXECUTIVE OFFICER REPORT

As the peak body for library and information professionals in Australia, there are factors that set us apart from other library-related associations. For example, we are the only national, cross-sector association; we have the largest membership; we are the only library and information science education accrediting body, and we are the association that has the greatest reach and impact in terms of advocacy.

So, for new initiatives in 2015, we focused on professional development and advocacy as unique strengths of the Association.

Our learning team broke new ground with a PD specialisation for government library and information services, while rolling out the health, public and school library specialisations launched over the previous 18 months. The team also followed up the successful completion of a public libraries proficiency program trial with LINC Tasmania, with a further pilot program for Libraries ACT.

In February, at the Information Online conference, we launched the FAIR (Freedom of Access to Information and Resources) platform for advocacy. This enabled us to build an audience of people from outside the profession who share our values and will campaign alongside the library and information sector. We were also able to raise \$5,000 in donations to support our advocacy for Members.

The FAIR platform proved its worth with Cooking for Copyright Day on 31 July, drawing attention to the need for copyright law reform. Thanks to the efforts of our communications team, Members and thousands of supporters, we ran a highly successful social media campaign around vintage recipes and on 23 December, the Australian Government released a draft Bill for copyright law reform incorporating many of the changes we had been lobbying for through the Cooking for Copyright campaign.

2015 was also an important year for relationship-building, following our theme of 'Together we are stronger' in 2014.

We partnered with the Australian Society of Archivists and Records and Information Management Professionals Australasia to develop a joint accreditation process for higher education library and information science courses. We were one of the lead organisations behind the GLAM Peak Bodies roundtable, promoting digital access to collections, together with galleries, archives, museums, historical societies and other collecting institutions. In the absence of the promised Book Council of Australia, we built closer ties with book publishers and arranged a full day for senior library leaders to exchange ideas with representatives of the Australian Publishers Association and the Copyright Agency. We collaborated with other school library associations to deliver the FAIR Great School Library campaign, and we were pleased to host Children's Book Council of Australia ACT meetings at ALIA House.

We have always had good relationships with our equivalent associations overseas, but we were especially pleased to be able to announce that the first joint ALIA LIANZA conference since 1994 will be taking place at the Gold Coast Convention Centre between 30 July and 2 August 2018.

We were also active with participation outside the GLAM sector. We welcomed the opportunity to be part of the Roundtable on the Draft National Strategy for International Education at Parliament House in June, attended by no less than five Government Ministers; the inaugural Friends of the Internet meeting at Parliament House in September, and we were pleased to be invited to join the Telstra Digital Inclusion Index Working Group, which met for the first time in November, in Melbourne.

As ever, the Association's lively calendar of events and activities was largely thanks to the contribution of approximately 250 Member volunteers through our 40 or so Groups. The WA Library Technicians' Group celebrated its 35th anniversary in February, and we were delighted with the launch of a new ALIA South Australia Group, which held its first meeting in April 2015. Later in the year, the Members reviewing the prison library policy decided to form a new Prison Libraries Group.

On the staff front, there were a number of personnel changes at ALIA House and with our State and Territory Managers during 2015. We would like to thank all members of the team, past and present, for their contribution and I would especially like to highlight the roles of Membership and Marketing Manager Jade Dawes and IT Manager Jedd Casella, who led the delivery of the new membership database. This was close to a two-year project from scoping our requirements through to full implementation and it demanded an extraordinary level of commitment throughout the long and involved process.

Finally, despite a challenging environment across the board for professional associations, we ended the year on a positive financial footing, with a healthy surplus of just over \$176,000. This included the sum of \$54,000 earned by ALIA Groups through professional development and other activities, and carried forward for their use in 2016.

A handwritten signature in black ink that reads "Sue McKerracher". The script is cursive and fluid, with the first letters of "Sue" and "McKerracher" being capitalized and prominent.

Sue McKerracher

DIRECTOR CORPORATE SERVICES REPORT

I am pleased to report a surplus for the 2015 year of \$176,177 (2014 \$85,169). This was a good result considering the original budget anticipated a deficit. This was largely due to the performance of the Information Online conference.

Some key points on the operating results were:

- Membership services achieved a surplus of \$1,108,000. This was similar to the 2014 result as membership fee income remained steady.
- Events and Conferences resulted in a surplus of \$163,000 overall. The major conference during the year was the Information Online Conference which delivered a surplus of \$305,000.
- The rental of ALIA House achieved a net result of \$156,000. This was despite being unable to fill a space that had remained vacant for over two years.
- The cost of support services was \$877,000, a decrease of \$60,000 on 2014 costs. Savings had been made in governance and executive costs.
- The cost of professional services to members was \$212,000. This included education, professional advice and accreditation of tertiary institutions.
- The cost of publishing and communications was \$223,000. This was \$29,000 less than in 2014.

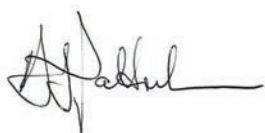
There were no major capital expenditure items during the year, with just \$5,864 spent on acquiring new computers and furniture.

Total reserves were strong at \$7,039,006 (2014 \$7,500,795). In 2015, as a result of the tough Canberra property market, there was a reduction in the Asset Revaluation Reserve to \$3,888,557 but an increase in retained earnings to \$3,058,354.

Our cash position also remained strong with over \$3 million invested in cash and term deposits. ALIA had no debt other than current payables and staff leave provisions.

Declining commercial property values in Canberra reduced the paper value of ALIA House by \$750,000 since the last valuation three years before. Competition from new build properties in a lessee's market made it difficult to attract new tenants and consequently there remained vacant spaces in the building. Toward the end of 2015, we sought external advice on the future prospects for ALIA House which would help us plan for upgrades and maintenance over the next five years.

We continued to make improvements to the ALIA IT infrastructure during 2015, including internet speed, website, membership database and security. In addition, our new three-year Enterprise Agreement was negotiated with staff and approved by Fair Work on 21 September.



David Pattrick

DIRECTOR OF LEARNING REPORT

2015 was a major year for ALIA Library Technician (LT) Course reaccreditation. Fifteen Institutions invited ALIA to undertake a reaccreditation process for their Diploma of Library and Information Services CUL11. Fourteen chose the red documentation-only process and one the ALIA Gold process with the additional scrutiny of a panel visit. With the extraordinary help of our LT course accreditation panel including Dr Bob Pymm, Kathryn Leong, Terri Pamment and Kathryn Cass, all 15 were assessed and completed by the end of the year. The final outcome was reaccreditation for 14 courses with only one withdrawal, despite all the pressures of a national upheaval in the organisation and financial support for vocational education.

During 2015 work continued with LT educators and our Industry Business Skills Council IBSA to improve the Diploma of Library and Information Services and to facilitate the Diplomas' move to the Business training package. Although this move was approved in October 2015, endorsement was not completed until early 2016 due to the corresponding Creative Arts and Culture Training Package (CUA) changes not being finalised. IBSA did not win the contract to continue in the new system of Skills Service Organisations (SSOs) and PWC became the new SSO for Business and therefore the Library Diploma in January 2016.

Another achievement in the LT space was a successful ALIA LT Educators' Forum held in conjunction with the ALIA Library Technicians' Symposium in Hobart, in September 2015.

As well as the Diploma accreditations, ALIA undertook the successful reaccreditation of the University of Technology Sydney (UTS) and Monash University courses. The Monash University reaccreditation was the first joint accreditation process undertaken in conjunction with the Australian Society of Archivists (ASA) and Records and Information Management Professionals Australasia (RIM Professionals Australasia). Thank you to the UTS panel members: Dr Stuart Ferguson, Di Booker, Dr Suzanne Lewis and Rowan Brownlee and the ALIA members of the Monash joint panel: Professor Helen Partridge, Di Booker and Christine Mackenzie. ALIA Course accreditation relies on the contribution of volunteers such as those listed above.

Over 30 accredited LIS courses were listed in the Education Handbook printed with the September edition of *INCITE*.

Conversion of the ALIA PD Scheme to the new database was a major task during 2015. All the MyPD tracking tool records had to be meticulously transferred and enhanced with the addition of goals. The transition to the new database also added the ability for members to include supporting documents in their ALIA PD Scheme member records.

During 2015 we launched the ALIA PD Scheme Government Specialisation and had the excellent result of Health Specialisation random audit with 100% compliance. We also celebrated the successful finalisation of the LINC Tasmania Public Library Proficiency Pilot Program and established two more Proficiency programs with Libraries ACT.

The career advice service continued to be a valued service for members but we ceased our formal copyright advice service at the end of 2015, as the number of enquiries referred to the team at Swinburne University had dropped below 30 per annum.

A Prison Library Guidelines working group, led by Jane Garner, was formed to update the ALIA Guidelines. The new guidelines were completed and submitted to the December Board meeting. The 'Free access to information' ALIA policy was also updated; ALIA Schools Members continued their work on the schools policy and draft TAFE library guidelines were produced for further development in 2016.

During 2015, I was elected to the IFLA Management of Library Associations Section Standing Committee for 2015–2019 and at the IFLA World Library and Information Congress in Cape Town in August 2015 I presented a paper on ALIA's accreditation of library technician courses. I also presented at the international webinar series by IFLA CPDWL, NPSIG and ALA "New Librarians Global Connection: best practices, models and recommendations."



Judy Brooker



HOW WE PERFORMED AGAINST THE ALIA BOARD'S STRATEGIC PLAN

OUTCOME 1: STRENGTHENING OUR MEMBERSHIP

<p>1. Our membership will represent a minimum of 15% of the potential individual and institutional members</p>	<p>We had a total membership of 4874 at the July 2015 renewal date, representing close to 15% market share.</p> <p>In order to improve the user experience, we introduced a new membership database in April 2015. This required us to "clean" our list and as a result, we discovered nearly 200 expired and duplicate memberships, which reduced our figure for total memberships compared with the previous year but meant we held more robust data for the future.</p>
<p>2. ALIA members will be supported in advocating for the profession and the sector.</p>	<p>We worked on six major national campaigns during 2015:</p> <ul style="list-style-type: none"> ■ Library Lovers' Day ■ Library and Information Week ■ National Simultaneous Storytime ■ FAIR Cooking for Copyright (law reform) ■ FAIR Great School Libraries ■ The Reading Hour <p>We were also a founder partner in the GLAM Peak Bodies roundtable, promoting digital access to collections.</p> <p>Throughout the year, we were on standby to help members when they needed our help. We were there for Members facing library closures, funding cuts and job losses, and we provided an independent expert voice for local media.</p> <p>We made nine submissions to government:</p> <ul style="list-style-type: none"> ■ Submission in response to the Independent Hospital Pricing Authority Teaching, Training and Research Costing Study Public Consultation Paper January 2015 ■ Submission in response to the Australian Government Enhancing Online Safety for Children Bill 2014 January 2015 ■ Inquiry into access to Australian Standards adopted in delegated legislation by the Joint Standing Committee on Delegated Legislation, Legislative Council of Western Australia January 2015 ■ Submission in response to the Draft National Strategy for International Education – April 2015 May 2015 ■ Submission in response to the Regional Telecommunications Independent Review Committee review into telecommunications services in regional Australia July 2015

	<ul style="list-style-type: none"> ■ Submission in response to the Australian Government proposal to extend GST to digital products and other services imported by consumers July 2015 ■ ALIA letter of response to the Review of the Protection of Movable Cultural Heritage Act August 2015 ■ Submission in response to the Review of Research Policy and Funding Arrangements for Higher Education September 2015 ■ Submission in response to the Telstra Australian Digital Inclusion Index Discussion Paper November 2015 <p>In addition, we partnered with other stakeholders for four further submissions:</p> <ul style="list-style-type: none"> ■ Australian Digital Alliance and Australian Libraries Copyright Committee joint submission to the Australian Law Reform Commission Traditional Rights and Freedoms Inquiry March 2015 ■ Australian Digital Alliance and Australian Libraries Copyright Committee joint submission to the Senate Standing Committee on Foreign Affairs Defence and Trade Inquiry into the Treaty Making Process March 2015 ■ Joint response to the National Arts and Culture Accord: Digital Technology Survey August 2015 ■ Australian Libraries Copyright Committee submission to the Productivity Commission Inquiry on Australia's Intellectual Property Arrangements December 2015 <p>We also provided input, with the Council of Australian University Librarians, to TEQSA's draft Threshold Standards for library and information provision for university students.</p>
<p>3. Ensure ALIA members continue to value their membership.</p>	<p>We collated comments from Members during the year, taking on board opportunities for improvement and monitoring the positive responses. Good feedback was received, especially for Information Online, our PD Scheme, INCITE magazine, ALIA Weekly enewsletters, active lobbying and advocacy campaigns and the work of our State and Territory Managers.</p> <p>We ran a Membership survey, closing date 1 December, with the results to be reported early in 2016. This will help us improve and adapt services to ensure we continue to provide Members with the elements they value the most.</p>

OUTCOME 2: STRENGTHENING OUR ASSOCIATION

1. ALIA will be a financially sustainable organization	<p>Despite a challenging environment for the Association and our Members, we achieved a surplus of just over \$176,000. This was largely due to the skill of our Conference and Events team, under the leadership of Christina Granata, Assistant Director Conferences and Events, returning a \$305,000 surplus from the Information Online conference and exhibition.</p>
2. Governance which meets the needs of the Association	<p>We developed new and updated MoUs with Health Libraries Inc, the Australian Law Librarians' Association, LIANZA, Special Libraries Association.</p> <p>We held a competitive election for the ALIA Board, starting the year with four candidates for two vacant Director positions for the 2015–2017 Board term of office. Patricia Genat stood unopposed as Vice-President, President-elect.</p> <p>Members were able to join the May AGM by teleconference for the first time, with the prospect of video conferencing at a future time.</p>
3. Improve recognition of ALIA volunteers	<p>We provided free day registrations for 25 students who volunteered to help at the conference and a special morning tea for volunteers attending Information Online in February. This was attended by 30 Members.</p> <p>During National Volunteers Week in May we ran a 'thank you' social media campaign and sent out approximately 250 letters and certificates of thanks.</p> <p>We continued to profile Groups in issues of <i>INCITE</i>. More than 300 certificates of appreciation were sent out in the first half of 2015 and we presented 11 volunteers on Groups and Advisory Committees with ALIA silver pins, recognising their long term contribution.</p>

OUTCOME 3: STRENGTHENING OUR PROFESSION

1. All Members, partners and stakeholders are well informed about professional issues	<p>During 2015, we ran the ALIA Information Online conference, in Sydney (February). Our State and Territory Manager provided local opportunities to meet and discuss important topics, and we continued to keep Members informed through social media, enewsletters, <i>INCITE</i> magazine and our scholarly publications <i>Australian Library Journal</i> and <i>Australian Academic and Research Libraries</i>.</p>
2. Establish and support a viable and relevant research agenda within the profession	<p>Following the publication of the <i>ALIA LIS Research Environmental Scan Report</i> in October 2014 the ALIA Research Advisory Committee developed a research agenda based on this report in 2015.</p> <p>Optional peer review was provided for Information Online conference papers and Members were encouraged to publish their research in <i>Australian Library Journal</i> and <i>Australian Academic and Research Libraries</i>.</p>

3. Our publishing program will meet the needs of members and be sustainable	<p>We continued to provide a diverse mix of online and print publications, with the electronic versions providing a significant saving in production and distribution costs. Our enewsletters included <i>RecruitLIS</i> and <i>PD Postings</i>, exclusively for ALIA Members, and Group enewsletters for the ALIA Australian Public Libraries Alliance, ALIA Health Libraries Australia, ALIA Children's and Youth Services and ALIA Schools.</p> <p>ALIA Weekly grew from 6500 subscribers in January 2015 to 7409 subscribers by December. We ended the year with more than 7740 Twitter followers through ALIA and FAIR, including an increase of 20% for ALIA. Facebook likes for ALIA grew by 34%.</p>
4. Provide professional development programs for members that meet their ongoing needs	<p>During 2015, participation in the ALIA PD Scheme increased to more than 1000 Members for the first time. Use of the My PD tracking tool continued to grow and was chosen by a majority of ALIA PD Scheme members to record their professional development as well as an increasing number of Student and general Members.</p> <p>Following on from the launch of the health public and school library specialisations in 2013/2014, a government library specialisation was developed in 2015, enabling professional Members to work towards the Certified Professional (Government) postnominal.</p>
5. Provide a sustainable course accreditation model	<p>The new course accreditation model developed in 2014 was rolled out in 2015, with institutions offering existing accredited courses able to choose between an online only assessment (red) or a panel visit (gold).</p> <p>We also carried out the first joint accreditation with the Australian Society of Archivists and the Records and Information Management Professionals of Australasia.</p>

OUTCOME 4: THE FUTURE OF OUR PROFESSION

1. Understand the longer term future of our profession	<p>We carried forward the ALIA Futures brand from the ALIA Future of the Library and Information Science Profession reports published in May 2014. This was used for several of our training programs and for the <i>ALIA Education, Skills and Employment Trend Report 2015</i>.</p>
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OUR MEMBERSHIP

Our total membership was 4874 at 30 June 2015, compared with 4964 at 30 June 2014. This represented close to 15% of the library and information workforce – a market share which compared favourably with that of library associations in other countries. Just over three-quarters of Members (76%) were professional members (Associate and Library Technician) or students. During the year 39 Members joined more than 800 Members already in the ALIA 25-year Club and received special pins to celebrate their commitment to ALIA.

Retention remained strong, with 82% of Members renewing their membership (85% in 2013/2014), 855 new Members joining (773 in 2013/2014) and 170 lapsed Members being readmitted (171 in 2013/2014).

Just under half of all Members paid the full membership fee (47%), with 53% paying the reduced, new graduate, retiree or student rates.

TOTAL MEMBERS BY CATEGORY AT 30 JUNE 2015

Associate Members	52%
Library Technician Members	9.4%
General Members	10.2%
Institutional Members	13.3%
Corporate Members	0.3%
Students	14.8%
	100%

In April 2015, we implemented our new Member database. This was a significant investment for the Association. As with all major IT initiatives, there were glitches, but the new system was successfully bedded in by the end of the year and Members were very supportive throughout the process. The new system makes it easier for Members to access and manage their membership details and PD records online, and it provides more robust data reporting for the ALIA Board.

A Membership Survey was carried out at the end of 2015, closing date 1 December, with the results to be reported in 2016.

NATIONAL ADVOCACY CAMPAIGNS

ALIA supported many national and local advocacy programs during 2015. Notable national campaigns included:

LIBRARY LOVERS' DAY (FEBRUARY)

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

LIBRARY AND INFORMATION WEEK (MAY)

Library and Information Week took place from May. The 2015 theme was 'Imagine'. National Simultaneous Storytime, held on Wednesday 27 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 the ALIA Communications team, generated a big boost in media coverage, with 15 radio interviews and extensive print media column centimetres.

NATIONAL SIMULTANEOUS STORYTIME (MAY)

Celebrating its 15th year, National Simultaneous Storytime was based on *The Brothers Quibble*, written by Aaron Blabey and published by Penguin Australia. Some 500,000 children in more than 3,000 locations around Australia participated. Highlights included a reading at the Royal Children's Hospital in Melbourne by the author, and songs and activities with a children's entertainer at the Adelaide Women's and Children's Hospital. Guest readers included the Australian Children's Laureate, Jackie French, Leader of the Opposition Bill Shorten and Federal Minister for Education, Christopher Pyne. We were delighted that the National Rugby League once again supported us and, as for previous years, we partnered with SBS, who created multiple language resources and promoted the event to listeners from diverse cultures.

DIGITAL ACCESS TO COLLECTIONS CONVERSATION (JUNE AND ONGOING)

ALIA was a founder member of the GLAM Peak Bodies roundtable, which met for the first time in June 2015), and one of the lead agencies behind the bid for a Ministry for the Arts Catalyst Grant to develop a national framework for digital access to cultural collections. This application was made on 18 December, with the outcome anticipated in the first quarter of 2016. In any event, the coming together of the roundtable represented an unprecedented level of collaboration between peak bodies and other stakeholders around digital access.

FAIR COPYRIGHT LAW REFORM (JULY/AUGUST)

We announced Cooking for Copyright Day on 31 July, highlighting the need for copyright law reform. We reached 28,500 people through Facebook; 9.9 million through Twitter impressions; featured in 25 radio news items, and gained online and print media coverage. We were also active behind the scenes with colleagues from the Australian Libraries Copyright Committee, and on 23 December the Australian Government released a draft Bill for copyright law reform.

THE READING HOUR (AUGUST)

Trust and C once again delivered The Reading Hour on 18 August on behalf of the Love2Read founding partners, engaging with libraries, publishers, authors and readers around the nation. Broadcaster, author and columnist Chrissie Swan 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.

FAIR GREAT SCHOOL LIBRARIES (OCTOBER 2015/MARCH 2016)

In October 2015, through the FAIR platform, we launched a campaign to promote Great School Libraries across the nation, collaborating with other school library associations to provide a united voice for the sector.

We were looking for libraries that help children and young people find reliable information; use the information effectively; think critically; make informed decisions; work productively with others; build knowledge and understanding of the world; safely navigate the internet; communicate and share their ideas; and find great reads to meet personal interests and abilities.

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.

We used the opportunity to contact politicians, their advisers, education departments, principals' and parents' associations and other important stakeholders. We also generated media interest including radio, newspaper and magazine items.

We also advocated for individual members and causes during the year, through ALIA and using the FAIR platform. Examples included fundraising for school libraries in Vanuatu following the devastation of Cyclone Pam and activating support for the State Library of Western Australia following leaked information about proposed budget cuts. The latter activity resulted in more than 300 emails and letters being sent to the WA Arts Minister John Day and extensive coverage on ABC Radio in the state.

CONFERENCES AND EVENTS

ALIA INFORMATION ONLINE (FEBRUARY)

ALIA Information Online 2015 was held at the Hilton Hotel, Sydney, from 2 to 5 February 2017. The theme was 'At the Edge' and the program included presentations from international speakers and Australian industry leaders. Chaired by Michelle Simon, the program committee comprised Vicki McDonald, Fiona Emberton, Alison Neil and Anne Lahey. They delivered an excellent program of pre-conference workshops, breakfast events and three full days of sessions and keynotes.

A total of 827 delegates attended the conference and the trade exhibition comprised 84 booths. The conference provided a significant return to the Association, contributing a surplus of \$305,000.

NLS7 (JULY)

The seventh New Librarians Symposium took place from 24–26 July at the New South Wales Teachers Federation Conference Centre in Sydney. It was attended by 173 delegates. Led by committee chairs Amy Croft and Jeffery Cruz, the symposium was organised by the ALIA Sydney Group and the ALIA NSW New Grads Group. The theme was 'Trajectories' and the program included international and Australian keynotes, workshops and well attended networking events.

IFLA WORLD LIBRARY AND INFORMATION CONGRESS (AUGUST)

The ALIA Vice-President, Patricia Genat, and Director of Learning, Judy Brooker, attended the International Federation of Library Associations (IFLA) conference in Cape Town, South Africa, in August. Judy Brooker was elected to the IFLA Management of Library Associations Section Standing Committee for 2015–2019 and at the IFLA World Library and Information Congress in Cape Town in August 2015 she presented a paper on ALIA's accreditation of library technician courses.

LIBRARY TECHNICIANS' SYMPOSIUM (SEPTEMBER)

More than 170 delegates travelled to Wrest Point in Hobart for the Library Technicians' Symposium from 2–4 September. The symposium was organised by a committee led by Pauline Lister and Rachel Adams from the University of Tasmania. The symposium theme "Right here, right now – it's a devil of a time in libraries" included daily program themes focusing on the topics of exploring, engaging and evolving. The highlights included daily keynote speeches, one from Olympic Swimmer Shane Gould; a very popular program of tours which included the MONA library and museum, and the well attended symposium dinner.

STATE AND TERRITORY MANAGERS

Our State and Territory Managers were highly active in their areas, attending and organising events, making presentations, 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 below), there were several national initiatives:

- Wikipedia editing workshops were held in partnership with the State Library of New South Wales, in Adelaide, Sydney, Darwin, Melbourne, Perth and Brisbane. Approximately 80 people learned the ins and outs of Wikipedia editing, following on from our 2014 Wikipedia and Libraries information sessions.
- Inaugural Leadership and Innovation Forums were held in every state and the ACT. The panel discussions with leaders from the GLAM (galleries, libraries, archives and museums) sector attracted more than 400 participants. Not only were ALIA Members able to hear from, and mingle with, our high calibre speakers, it was also an opportunity for leaders to engage more actively with ALIA. In addition, there were annual member forums in the Northern Territory and Tasmania, attended by ALIA Directors and providing ALIA Members with the opportunity to help shape the future direction of the Association.
- We worked with the Australian National Data Service (ANDS) to run events in ACT, the Northern Territory, Queensland, South Australia and Western Australia. Follow up events in New South Wales and Victoria were scheduled for early 2016. Attendees learned about how they could better provide and utilise data sets and how to open up access to their institutions' data output via the ANDS portal.

ALIA GROUP EVENTS

In 2015, 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.

Our most active Groups achieved surpluses which totaled \$54,000. While this sum appears in our consolidated accounts, it has been credited to the Groups to pay for activities in 2016.

ALIA Children's and Youth Services Group (from October 2015), ALIA Health Libraries Australia and ALIA Schools all published monthly newsletters for Members.

JANUARY

- | | |
|--------|-------------------------------------|
| 15 Jan | Tex and the city lunch |
| 21 Jan | ALIA LLQ New Year networking drinks |

FEBRUARY

01 Feb	ALIA Students and New Graduates WA/RIMPA picnic
07 Feb	Brisbane Library Tours with ALIA VIC Library Technician's
09 Feb	MINDSHIFTS, MAKEOVERS AND MAGIC: Your mission should you choose to accept it
10 Feb	ALIA WA Library Technicians meeting
12 Feb	ALIA & SALIN Library Lovers Day event
13 Feb	Library Lovers' Day Breakfast with ALIA URLS
13 Feb	Library Lovers' Day/ALIA Top End drinks
19 Feb	ALIA West Networking and Professional Development Soiree
22 Feb	ALIA WALT 35th year anniversary celebration
23 Feb	Meet up at Max Brenner with ALIA Sydney
27 Feb	ALIA NSW Library Technican's Group meeting

MARCH

01 Mar	Resume Review Service ALIA Students and New Graduates
04 Mar	RAIS VIC Library at The Dock tour and networking event
09 Mar	ALIA West award information night
11 Mar	Lunch time talk with Stuart Braga – ALIA APSIG Group
11 Mar	ALIA WA Library Technicians meeting
14 Mar	ALIA Hunter Unconference
15 Mar	ALIA Students and New Graduatess QLD Potluck picnic
16 Mar	Skool Library Trek with ALIA VIC Library Technician's
19 Mar	ALIA WALT Tech Talk
21 Mar	ALIA Schools – Be the change: Promoting cultural change in your library
26 Mar	ALIA URLS: ANZAC Connections – delivering & connecting real content & data online
28 Mar	ALIA QLD Library Technician's Group lunch
30 Mar	ALIA QLD FREE event

APRIL

- 01 Apr HLA PD Day with Julie Glanville
- 11 Apr WA Library Technician's hands-on Wikipedia Workshop
- 15 Apr Tex and the City
- 16 Apr Catch-up with SA members in helping to start ALIA SA Group
- 20 Apr ALIA LARK workshop 2015
- 23 Apr ALIA West's Think outside the box: Evolving roles and opportunities
- 28 Apr ALIA URLS Lunch time talk: Easy as ABC

MAY

- 02 May ALIA West/RIMPA and ALIA Students and New Graduates WA get together
- 09 May Tour of Canberra Libraries
- 09 May NSW Library Technician's tour of Canberra Libraries
- 14 May ALIA QLD casual catch up
- 20 May ALIA Schools: Light up your world with books
- 12 May ALIA WA Library Technicians': Group meet up
- 25 May ALIA QLD Library and Information Week Trivia Night
- 26 May ALIA ACT Library and Information Week breakfast
- 26 May WA Library Technicians' Day Dinner
- 26 May ALIA VIC Library Technician's National LT Day dinner
- 26 May ALIA NSW Library Technicians Group: National Library Technicians' Day celebration
- 27 May ALIA SA Specials: Library Week event
- 28 May ALIA APSIG: Books, Bombs, 'Burquas': working with libraries in Afghanistan 2003–2010
- 28 May ALIA RAISVIC: From Vietnam to Vanuatu: take your Vocation on Vacation
- 28 May ALIA Top End: Library and Information Week dinner

JUNE

- 25 Jun Reading Practices in a Digital World

JULY

09 Jul	HLA PD Day 2015
17 Jul	ALIA Top End Garden Party
22 Jul	National and State Libraries Association Meet and Greet
24–26 Jul	NLS7
25 Jul	QLD Date claimers – Moreton Library's Tour
27 Jul	Lunchtime talk – ALIA National Conference paper 'NLA Leadership Project'.
28 Jul	ALIA SA Group meeting
28 Jul	ALIA Students and New Graduates Key Selection Criteria Seminar
28 Jul	ALCC Copyright for Corporate Libraries Session
29 Jul	The Leadership Conversation
30 Jul	Plan your IFLA experience
31 Jul	ALIA APSIG lunchtime talk – Buk bilong Pikini, bringing books to kids in Papua new Guinea

AUGUST

05 Aug	ALIA QLD FREE Event – Casual Catch-Up
11 Aug	ALIA WA Library Technicians Group Annual General Meeting
17 Aug	ALIA SA Specials Resilience Session
18 Aug	ALIA WALTG Pre-Symposium get together
21 Aug	ALIA NSW Library Technicians Trivia Evening
22 Aug	ALIA QLD Date Claimers – Moreton Library's Tour
24 Aug	HLA Event WA: PubMed Train the Trainer course
25 Aug	ALIA SA Group – PostCon
26 Aug	Information Architecture Workshop
27 Aug	ALCC Library and Archive Copyright Training
27 Aug	ALIA Active ACT Midwinter Dinner

SEPTEMBER

01 Sep	ALIA Follow Up Event To NLS7
02–04 Sep	ALIA National Library and Information Technicians' Symposium
09 Sep	FSAA AGM Presentation – Preserving our History & FAIR
09 Sep	ALIA URLs Group and AGLIN: Change, challenges and opportunities: recasting your library skills.
12 Sep	ALIA Schools: Bringing it all together: digital curation
17 Sep	Conservation and Bookbinding
24 Sep	ALIA LibTech VIC – Tex in the City lunch
26 Sep	ALIA New Graduates QLD Resume Review
27 Sep	ALIA LibTech VIC – Visit to the Kathleen Syme Library and Community Centre

OCTOBER

07 Oct	ACT Heritage Library tour
07 Oct	Hallowed Ground: Unexpected Libraries
13 Oct	ALIA VicSpecials Event – Royal Australasian College of Surgeons Library Tour
10 Oct	ALIA QLD Library Technicians Event
15 Oct	ALIA WALT Wrap Up – Library & Information Technicians' Symposium 2015
16 Oct	9th ALIA Top End Symposium Evolution, Excellence and Energy: the triple E approach to future proofing libraries.
20 Oct	HLA Event VIC: PubMed Train the Trainer course
26 Oct	ALIA West meeting – Call for new committee members
27 Oct	ALIA Students and New Graduates Interview Skills Seminar
29 Oct	#EBLIPRG (Evidence-Based Library Practice Reading Group) Twitter Meeting

NOVEMBER

04 Nov	Ask an expert! Skills and careers in libraries and archives
12 Nov	ALIA RAISVIC Kathleen Syme Library & Community Centre tour
13 Nov	ALIA SA 2015 Symposium
18 Nov	ALIA SA Specials visit to the State Records/SA Archives
18 Nov	ALIA VicSpecials NGV Library Tour and end year of Christmas Dinner Invitation
21 Nov	NSW – Hunter Digital Repositories Workshop
21 Nov	ALIA Sydney Library Tour Art Gallery NSW
23 Nov	ALIA HLA: Advanced Searching workshop Sydney
23 Nov	ALIA HLA: Advanced Searching workshop Adelaide
28 Nov	ALIA NSW Library Technicians - Fluidic NSW Library Unconference
19 Nov	ALIA Top End Group AGM

DECEMBER

01 Dec	ALIA VIC Library Technicians Group – End of Year Christmas function
03 Dec	ALIA West Library Quiz
05 Dec	ALIA QLD Library Technicians' Group End of Year Christmas function
08 Dec	ALIA APSIG Christmas lunch
08 Dec	ALIA Top End End of Year lunch
12 Dec	ALIA Hunter Christmas
15 Dec	ALIA SA Christmas Event



EDUCATION, PROFESSIONAL DEVELOPMENT AND TRAINING

ALIA EDUCATION

We accredited 14 Library Technician Diploma courses in TAFEs across Australia. We also carried out the first higher education course accreditation (Monash University) as a joint exercise with the Australian Society of Archivists and Records and Information Management Professionals Australasia.

The new Library and Information Science Diploma BSB52115, with greater emphasis on digital skills, was approved, and the move from Cultural Industries to the Business Services training package was completed at the start of 2016.

We produced the second edition of the ALIA LIS Education, Skills and Employment Trend Report in August and published our annual education supplement in INCITE in September, which included listings of ALIA accredited courses from 23 universities and TAFEs.

ALIA PD SCHEME

A new government library and information service specialisation was introduced in October to complement health, public and school 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 2016.

The following Members received Certified Professional Certificates in 2015:

NSW	Judy	Atkinson
ACT	Leanne	Barrett
WA	Deanne	Barrett
NSW	Suzanne	Blyde
VIC	Steven	Chang
VIC	Georgina	Crisp
QLD	Alex	Daw
NSW	Carole	Dent
QLD	Zoe	Dyason
VIC	Robyn	Fagan
NSW	Rachel	Franks

NSW	Jane	Gibian
TAS	Lynette	Heier
VIC	Lorraine	Heller-Nicholas
NSW	Jan	Herivel
Hong Kong	Chi Keung Oliver	Ho
VIC	Lisa	Hogarth
VIC	Danielle	Johanesen
ACT	Alison	Jones
WA	Noreen	Kirkman
VIC	Edward	Kostraby
QLD	Robyn	Lawrence
Singapore	Shong Lin Cecelia	Lee
VIC	Julia	Leong
VIC	Romany	Manuell
SA	Nicola	May
VIC	Regina	McDonald
VIC	Michelle	McLean
SA	Hayley	Morton
NT	Charlotte	Pitts
QLD	Aaron	Radford
VIC	Prodip	Roy
QLD	Bozen Anna	Toye

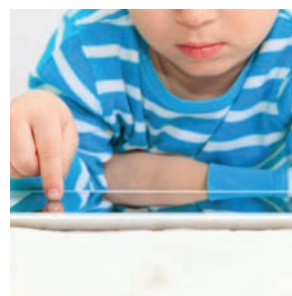
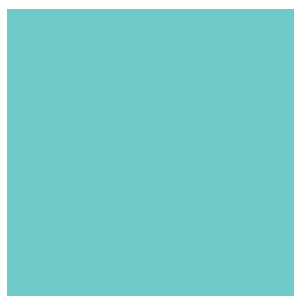
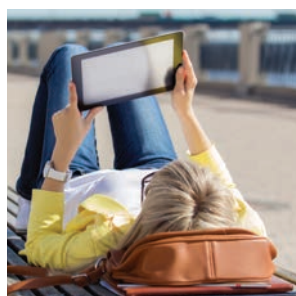
Copyright, careers and industrial relations advice were provided to ALIA Members through the learning team. We ceased offering formal IR and copyright advice services at the end of 2015 as the low level of take up did not justify the investment.

ALIA TRAINING

ALIA Training delivered 17 courses and workshops to approximately 700 participants during the year, alongside the free-for-members workshops and information evenings provided locally with our State Managers.

Popular courses included Reading Makes the World Go 'Round (readers advisory skill development), Once Upon a Story (storytelling resources, ideas and best practice), Cataloguing Basics, Digital Roundup (a review of new and useful technologies), Catching the Third Wave (digital repository management), Grow the Love (online course focusing on library program development and advocacy), RDA for Practitioners, Futureproof (practical digitisation skills), Customer Service in a Digital Age, Reskilling for Research and Cultural Connections (developing library services for Aboriginal and Torres Strait Islanders).

Once again, partnerships with TAFESA, Sydney TAFE and other industry organisations like the State Library of New South Wales, and the Australian National Data Service (ANDS) enabled us to deliver high quality courses to the maximum number of participants at an affordable price.



AWARDS

We congratulate our 2015 Award recipients.

EXCELLENCE AWARDS

The following awards were presented to our distinguished recipients by Vice-President Patricia Genat at a reception at the State Library of New South Wales on 18 November.

HCL Anderson: Dr Alex Byrne FALIA

Redmond Barry Award: Jackie French, children's author

Metcalfe Award: Holger Aman AALIA (CP)

No Fellowships were announced during 2015.

RESEARCH GRANT AWARD

The Research Grant Award for 2015 was presented to Heather Brown for her project Approaches to digital and traditional preservation management in Australian national and state libraries.

SILVER PINS (FOR VOLUNTEER SERVICE TO THE ASSOCIATION)

Lisa Billingham

Vesna Cosic

Paul Genoni

Patrizia Gianatti

Gaby Haddow

Kym Holden

Patricia Lam Sin Cho

Lyn Leslie

Matthias Liffers

Catherine New

David Wells

GROUP AWARDS

The Anne Harrison Award was presented to Cheryl Hamill, Chief Librarian, SMHS Library & Information Service, based at Fiona Stanley Hospital and Royal Perth Hospital, for a pilot project to establish a model for a PubMed train-the-trainer program. Two Highly Commended awards were made to Kate Davis (QUT) to develop an online Health Librarianship Essentials in consultation with a reference group of practising health librarians, and Veronica Delafosse (Caulfield Hospital) for a project aiming to prepare a chronological record of major issues which shaped health libraries between 1972 and 1999.

The HLA/MedicalDirector Innovation Award was made to a team from Central Health District Library Services, Kate Jonson, Ingrid Tonnison and Rianna Bryant for their 2015 winning entry entitled Preserving the past, looking to the future: a digital repository for the Central Coast Local Health district.

The ALIA Top End Group awarded the ALIA NT Recognition Award to Mickey Dewar, Heritage Coordinator at the Northern Territory Library.

The Library Technician of the Year (LTOY) Award and Library Technician Research Award were both presented at the ALIA Library Technicians' Symposium in Hobart. Judy Atkinson, from Coffs Harbour City Library, received the LTOY award for her passion for Library Technician work, commitment to children's literacy and services, and visionary leadership to promote the profession. Debra Gilmore was awarded the Library Technician Research Award for her research project titled Is there a need for increased ICT training in Library Technician courses in Australia?

The Queensland Library Achiever of the Year Award was presented to Kay Oddone, Brisbane Catholic Education teacher librarian, during the ALIA QLD Mini Conference for demonstrating proactive commitment to identifying innovative ways of providing information services in Catholic education primary and secondary institutions throughout Brisbane.

STUDENT AWARDS

Box Hill Institute – Lesley Ann McDermid
Central Institute of Technology – Samuel Shiung Wong
Charles Darwin University – Lara Kershaw
Charles Sturt University – Gabrielle Prior
Charles Sturt University – Lara Ebbs
Charles Sturt University – Michelle Allen
Edith Cowan University – Amanda Myers
Edith Cowan University – Briony Dew
Edith Cowan University – Michelle Lafferty*
Edith Cowan University – Rebecca Keshwar*
Hunter TAFE – Michelle Watkins
Queensland University of Technology – Hannah Ranson
RMIT University – Joann Cattlin
RMIT University – Leona Campitelli
Sydney TAFE – Courtney McLeod
TAFENSW Western Sydney Institute – Anila Pinto
TAFE Queensland Brisbane – Tabitha Stafford
TAFE Queensland East Coast – Catherine Collins
TAFE SA – Lauren Stratton
TasTAFE – Brooke Price
University of Canberra – Rebekah Griffin
University of South Australia – Colleen Tonkes
University of South Australia – Rosslyn Sidwell
University of Technology, Sydney – Nora Martin
Victoria University – Susannah Carr

COMMUNICATIONS

PUBLICATIONS

During 2015, we published nine issues of *INCITE*, together with four editions each of *Australian Library Journal* and *Australian Academic and Research Libraries*, under the Taylor & Francis Routledge imprint. In the second half of 2015, we commenced the consultation process with Editors and Editorial Boards about merging *Australian Library Journal* and *Australian Academic and Research Libraries* into one title from January 2017.

We also published more than 130 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 (7,409), followed by *PD Postings* (4,452) and *RecruitLIS* (4,037) as at December 2015

SOCIAL MEDIA

We averaged nine tweets a day and some 2,000 tweets in total during 2015 across three handles @ALIANational, @aliaconference and @ALIAonline. We posted on average nine times a day to Facebook, with more than 2,200 posts recorded for the year.

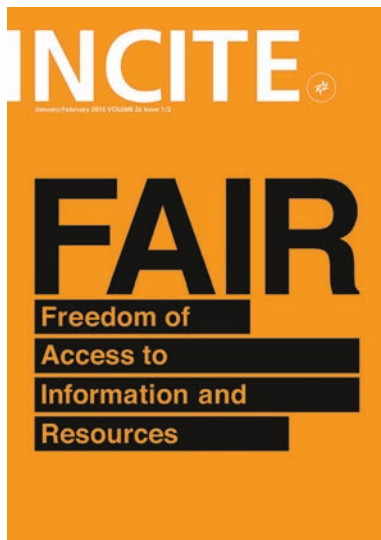
By December 2015, we had 7,117 Facebook likes for ALIA and FAIR and 7,740 followers for our Twitter handles.

WEBSITE

During 2015, the ALIA website was well used. Statistics included 1,415,247 page views, 233,237 users, 472,144 sessions, 48% new visitors and 87% Australian visitors.

ADVERTISING

ALIA Weekly and employment advertising performed well in 2015, with revenue from job advertisements exceeding \$110,000. However, advertising in *INCITE* did not achieve budget. This mirrored the experience in other sectors, where advertising spend is moving from print to digital.



**Australian Library and Information
Association Ltd**

ACN 090 953 236

**Annual report
for the year ended 31 December 2015**

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2015

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Directors' report

Your directors present their report on the company for the year ended 31 December 2015.

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 Damian Lodge, President (resigned 20 May 2015)
Ms Alyson Dalby (resigned 20 May 2015)
Ms Anne Lahey (resigned 16 March 2015)
Mr John Shipp, President
Ms Beatriz Aroche
Ms Marian Morgan-Bindon
Ms Aileen Weir
Ms Patricia Genat, Vice President (appointed 20 May 2015)
Ms Fiona Emberton (appointed 20 May 2015)
Ms Ghylene Palmer (appointed 20 May 2015)

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 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.

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 profit from ordinary activities after income tax amounted to \$176,177 (2014: \$85,169).

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 2015 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.

Information on directors

Directors

Experience, Special Responsibilities & Qualifications

Mr Damian Lodge	Board Director May – October 2013 Vice-President October 2013 - May 2014 President May 2014 – May 2015 Appointed 14 May 2013 MBA, M. App. Sci., B. Bus., Ass. Dip. App. Sci., AALIA (CP) Serving third year on the Board of Directors
Ms Alyson Dalby	Board Director Appointed 14 May 2013 MBA, BA, Grad Dip LIS, AALIA (CP) Serving second year on the Board of Directors
Ms Anne Lahey	Board Director Appointed 21 May 2014 M Info Studies (Library Leadership), BA LIS, AALIA (CP) Serving first year on the Board of Directors
Mr John Shipp	Board Director – Vice-President May 2014 – May 2015 President May 2015 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 Marian Morgan-Bindon	Board Director Appointed 21 May 2014 BA (Modern Asian Studies), Grad Dip Arts (LIS), Grad Cert Public Sector Management, Certificate 4 Project Management, 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 Appointed 20 May 2015 MBA, Grad Dip Info Studies (Lib), B. Ed, Dip. Teach, ALIA Serving first 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 Serving first year on the Board of Directors
Ms Ghylene Palmer	Board Director Appointed 21 May 2014 Higher Education Learning Management programme, Grad Dip Info Serv., BA, AALIA (CP) Serving first year on the Board of Directors

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 2015, and the numbers of meetings attended by each director were:

	Full meetings of directors	
	A	B
Mr Damian Lodge	3	3
Ms Alyson Dalby	3	3
Ms Anne Lahey	-	1
Mr John Shipp	7	8
Ms Beatriz Aroche	6	8
Ms Marian Morgan-Bindon	7	8
Ms Aileen Weir	8	8
Ms Patricia Genat	5	5
Ms Fiona Emberton	5	5
Ms Ghylene Palmer	4	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 \$3,535 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 wilful 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*.

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.



Ms Aileen Weir
Director



Ms Patricia Genat
Director

Canberra ACT
19 April 2016



Auditor's Independence Declaration

As lead auditor for the audit of Australian Library and Information Association Limited for the year ended 31 December 2015, I declare that to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in blue ink, appearing to read 'D. Murphy', written over a faint, light blue circular stamp.

David Murphy
Partner
PricewaterhouseCoopers

Canberra
19 April 2016

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2015

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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 2016. The directors have the power to amend and reissue the financial statements.

Statement of profit and loss and other comprehensive income

	Notes	2015 \$	2014 \$
Revenue from continuing operations	1	3,743,312	3,111,212
Administration expenses		(188,232)	(184,481)
Awards and honorarium expenses		(42,047)	(38,265)
Bank and merchant fees		(54,625)	(45,529)
Conference expenses		(957,834)	(524,638)
Contractors and consultant expenses		(194,582)	(182,656)
Depreciation and amortisation expense		(97,867)	(88,052)
Employee benefits expense		(1,384,324)	(1,298,907)
Information technology expenses		(70,332)	(77,857)
Insurance expense		(28,248)	(41,125)
Property maintenance expenses		(187,025)	(183,971)
Publication expenses		(185,831)	(207,105)
Travel and accommodation expenses		(129,496)	(119,359)
Other expenses		(46,692)	(34,098)
Total expenses		(3,567,135)	(3,026,043)
Profit for the year		176,177	85,169
<i>Items that will not be reclassified to profit or loss</i>			
Revaluation of land and buildings		(86,941)	-
Revaluation of investment property		(551,025)	-
Other comprehensive income		(637,966)	-
Total comprehensive income for the year		(461,789)	85,169
Total comprehensive income for the year is attributable to:			
Members of Australian Library and Information Association		(461,789)	85,169

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

Statement of financial position

	Notes	2015 \$	2014 \$
ASSETS			
Current assets			
Cash and cash equivalents	2(a)	260,586	943,579
Investments		2,890,624	2,251,244
Trade and other receivables	2(b)	275,463	518,095
Total current assets		3,426,673	3,712,918
Non-current assets			
Property, plant and equipment	3(a)	1,395,369	1,551,764
Investment properties	3(b)	3,342,885	3,893,910
Intangible assets	3(c)	89,817	91,730
Total non-current assets		4,828,071	5,537,404
Total assets		8,254,744	9,250,322
LIABILITIES			
Current liabilities			
Trade and other payables	2(d)	1,133,036	1,672,724
Provisions	3(d)	65,157	51,276
Total current liabilities		1,198,193	1,724,000
Non-current liabilities			
Provisions	3(d)	17,545	25,527
Total non-current liabilities		17,545	25,527
Total liabilities		1,215,738	1,749,527
Net assets		7,039,006	7,500,795
EQUITY			
Reserves	4(a)	3,980,652	4,620,753
Retained earnings	4(b)	3,058,354	2,880,042
Total equity		7,039,006	7,500,795

The above statement of financial position should be read in conjunction with the accompanying notes.

Statement of changes in equity

	Retained earnings \$	Reserves \$	Revaluation reserve \$	Total equity \$
Balance at 1 January 2014	2,794,873	97,830	4,526,523	7,419,226
Profit for the period	85,169	-	-	85,169
Total comprehensive income for the year	85,169	-	-	85,169
Transactions with owners in their capacity as members:				
Transaction from reserves	-	(3,600)	-	(3,600)
Balance at 31 December 2014	2,880,042	94,230	4,526,523	7,500,795
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 at 31 December 2015	3,058,354	92,095	3,888,557	7,039,006

The above statement of changes in equity should be read in conjunction with the accompanying notes.

Statement of cash flows

	Notes	2015 \$	2014 \$
Cash flows from operating activities			
Receipts from customers (inclusive of goods and services tax)		3,381,893	4,133,964
Payments to suppliers and employees (inclusive of goods and services tax)		(3,466,708)	(3,659,736)
		(84,815)	474,228
Interest received		67,702	108,400
Net cash (outflow) inflow from operating activities		(17,113)	582,628
Cash flows from investing activities			
Payments for investments		(639,380)	(613,800)
Payment for property, plant and equipment		(5,864)	(19,883)
Payments for intangibles		(20,636)	(62,930)
Net cash (outflow) from investing activities		(665,880)	(696,613)
Net (decrease) in cash and cash equivalents		(682,993)	(113,985)
Cash and cash equivalents at the beginning of the financial year		943,579	1,057,564
Cash and cash equivalents at end of year	2(a)	260,586	943,579

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

1 Revenue

	2015 \$	2014 \$
Membership fees	1,344,703	1,310,306
Events/conference income	1,183,809	793,916
Professional services income	204,301	139,046
Publishing/advertising income	260,669	251,950
Groups income	101,380	35,597
Sale of merchandise	33,723	28,932
Sundry revenue	153,802	84,420
	3,282,387	2,644,167
Other income		
Interest revenue	74,711	86,627
Managed fund (loss)/gain	(2,057)	1,097
Rental income	388,271	379,321
Total other income	460,925	467,045
Total revenue from continuing operations	3,743,312	3,111,212

(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.

2 Financial assets and financial liabilities

(a) Cash and cash equivalents

	2015 \$	2014 \$
CURRENT		
Cash at bank and in hand	260,586	419,840
Deposits at call	-	523,739
Total cash and cash equivalents	<u>260,586</u>	<u>943,579</u>

(b) Trade and other receivables

	2015 \$	2014 \$
CURRENT		
Trade receivables	123,964	45,179
Prepayments	131,098	459,524
Accrued income	20,401	13,392
	<u>275,463</u>	<u>518,095</u>

(c) Held-to-maturity investments

	2015 \$	2014 \$
CURRENT		
Managed fund	-	21,127
Term deposits	2,890,624	2,230,117
Total investments	<u>2,890,624</u>	<u>2,251,244</u>

(d) Trade and other payables

	2015 \$	2014 \$
CURRENT		
Trade payables	79,756	91,362
Other payables	143,763	160,874
Income in advance	909,517	1,420,488
	<u>1,133,036</u>	<u>1,672,724</u>

3 Non-financial assets and liabilities

(a) Property, plant and equipment

	Leasehold land \$	Freehold buildings \$	Office equipment \$	Fixtures and fittings \$	Total \$
At 31 December 2014					
Cost	300,000	1,106,090	92,881	630,138	2,129,109
Accumulated depreciation	-	(75,165)	(63,961)	(438,219)	(577,345)
Net book amount	300,000	1,030,925	28,920	191,919	1,551,764

Year ended 31 December 2015

Opening net book amount	300,000	1,030,925	28,920	191,919	1,551,764
Additions	-	-	4,556	1,308	5,864
Revaluation	(10,292)	(76,649)	-	-	(86,941)
Depreciation charge	-	(36,869)	(8,411)	(30,038)	(75,318)
Closing net book amount	289,708	917,407	25,065	163,189	1,395,369

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

(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

	2015 \$	2014 \$
Non-current assets - at fair value		
Opening balance at 1 January	3,893,910	3,975,000
Transfer (to) owner-occupied property	-	(81,090)
Revaluation	(551,025)	-
Closing balance at 31 December	3,342,885	3,893,910

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 exists and that the fair value of the investment is correctly reflected as at 31 December 2015 (2014: \$nil).

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:

	2015 \$	2014 \$
Within one year	190,958	327,170
Later than one year but not later than 5 years	-	48,880
	<u>190,958</u>	<u>376,050</u>

(c) Intangible assets

	Software \$	Total \$
At 31 December 2014		
Cost	449,860	449,860
Accumulated amortisation	(358,130)	(358,130)
Net book amount	<u>91,730</u>	<u>91,730</u>
Year ended 31 December 2015		
Opening net book amount	91,730	91,730
Additions	20,636	20,636
Amortisation charge	(22,549)	(22,549)
Closing net book amount	<u>89,817</u>	<u>89,817</u>
At 31 December 2015		
Cost	134,766	134,766
Accumulated amortisation	(44,949)	(44,949)
Net book amount	<u>89,817</u>	<u>89,817</u>

(d) Provisions

	2015			2014		
	Current \$	Non-current \$	Total \$	Current \$	Non-current \$	Total \$
Employee benefits	65,157	17,545	82,702	51,276	25,527	76,803
	<u>65,157</u>	<u>17,545</u>	<u>82,702</u>	<u>51,276</u>	<u>25,527</u>	<u>76,803</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).

4 Equity

(a) Reserves

	2015 \$	2014 \$
Asset revaluation reserve	3,888,557	4,526,523
Research fund reserve	36,318	36,291
Anne Harrison trust reserve	55,777	57,939
	<u>3,980,652</u>	<u>4,620,753</u>

	2015 \$	2014 \$
--	------------	------------

Movements:

<i>Asset revaluation reserve</i>		
Balance 1 January	4,526,523	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>4,526,523</u>

<i>Research fund reserve</i>		
Balance 1 January	36,291	35,801
Transfer to reserves	27	490
Balance 31 December	<u>36,318</u>	<u>36,291</u>

<i>Anne Harrison trust reserve</i>		
Balance 1 January	57,939	62,030
Transfer (from)/to reserves	(2,162)	(4,091)
Balance 31 December	<u>55,777</u>	<u>57,939</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

	Notes	2015 \$	2014 \$
Balance 1 January		2,880,042	2,794,873
Net profit for the period		176,177	85,169
Transfer from reserves		2,135	-
Balance 31 December		<u>3,058,354</u>	<u>2,880,042</u>

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 (2014: \$nil).

7 Commitments

(a) Non-cancellable operating leases

	2015 \$	2014 \$
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:		
Due within 12 months	5,782	5,782
Due greater than 12 months but less than 5 years	10,600	16,383
	<u>16,382</u>	<u>22,165</u>

(b) Conference commitments

The Australian Library and Information Association has commitments outstanding for venue hire for conference. The value of these commitments at 31 December 2015 is \$948,092.

8 Events occurring after the reporting period

No matter or circumstance has occurred subsequent to 31 December 2015 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:

	2015 \$	2014 \$
Key management personnel compensation	<u>359,703</u>	<u>360,886</u>

10 Member's 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 2015, the total number of members was 4,874 (2014: 4,654).

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 2015 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.



Ms Aileen Weir
Director



Ms Patricia Genat
Director

Canberra ACT
19 April 2016



Independent auditor's report to the members of Australian Library and Information Association Limited

Report on the financial report

We have audited the accompanying financial report of Australian Library and Information Association Limited (the company), which comprises the statement of financial position as at 31 December 2015, the statement of profit and loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Directors' responsibility 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 is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

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

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

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

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

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Auditor's opinion

In our opinion, the financial report of Australian Library and Information Association Limited 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 2015 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

A stylized, cursive signature in blue ink, likely representing a member of the PricewaterhouseCoopers firm.

PricewaterhouseCoopers

A stylized, cursive signature in blue ink, likely representing David Murphy.

David Murphy
Partner

Canberra
19 April 2016

the 1990s, the number of people in the world who are under 15 years of age is expected to increase from 1.1 billion to 1.4 billion.

As the world's population grows, the demand for food and other resources will increase. This will put pressure on the environment and on the world's food supply.

One way to meet this demand is to increase the amount of food that is produced. This can be done by using more land for agriculture, by using more water, or by using more fertilizers.

Another way to meet this demand is to reduce the amount of food that is wasted. This can be done by improving food storage and distribution, or by changing eating habits.

There are many ways to meet the world's growing demand for food and other resources. It is up to us to decide which way is best.

One of the most important things we can do is to make sure that we are using resources wisely. This means using less water, less land, and less fertilizer.

Another important thing we can do is to make sure that we are not wasting food. This means eating what we buy, and not throwing away food that is still good to eat.

By doing these things, we can help to make sure that there is enough food and other resources for everyone in the world.

It is our responsibility to make sure that we are using resources wisely and that we are not wasting food. This is the only way to make sure that there is enough food and other resources for everyone in the world.

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