



Australian Library and
Information Association

ANNUAL REPORT 2018

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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 1937 and continues to foster a vibrant professional culture while providing expert advice to decision-makers on the profession's behalf.

Objects of the Association

1. To promote the free flow of information and ideas in the interest of all Australians and a thriving culture, economy, environment 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 encourage people to contribute to the improvement of library and information services through support and membership of the Association; and
5. To endorse the principles of the United Nations Universal Declaration of Human Rights Article 19 and the 2030 Sustainable Development Goals in response to the many challenges faced by the world today and into the future.

Core values

- Promotion of the free flow of information and ideas through open access to recorded knowledge, information, and creative works.
- Delivery of authentic information and evidence-based practice supported by quality research.
- Connection of people to ideas, knowledge creation and learning.
- Dedication to fostering reading, information and digital literacies.
- Respect for the diversity, individuality and equality of all and recognition of the rights of Aboriginal and Torres Strait Islander peoples.
- Adherence to information privacy principles.
- Management, organisation and preservation of the human record.
- Excellence, accountability, integrity and responsibility in service to our communities.
- Commitment to maintaining currency of professional knowledge and practice.
- Partnerships and collaborations to advance these values.

Our structure and governance

The Association is established as a not-for-profit company, governed by an elected Board of Directors. Groups and Committees within the Association provide a focus for communication and participation for Members.

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

Board of Directors until May 2018

Vicki McDonald, President
Lyndall Ley, Vice-President
Jane Cowell
Monika Szunejko
Marian Morgan-Bindon
Jonathon Guppy
Anne Reddacliff

Board of Directors from May 2018

Lyndall Ley, President
Robert Knight OAM, Vice-President
Jonathon Guppy
Anne Reddacliff
Monika Szunejko
Helen Ebsworth
Paula Kelly Paull

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 Book Industry and Lending Advisory Committee, Chair Eve Woodberry
- ALIA Education Advisory Committee, Chair Gillian Hallam

- ALIA Health Libraries Advisory Committee, Chair Gemma Siemensma
- ALIA Interlibrary Lending Advisory Committee, Chair Margarita Moreno
- ALIA International Relations Advisory Committee, Chair Vicki McDonald
- ALIA National Library Technicians' Advisory Committee, Chair Bradley O'Brien
- ALIA New Generation Advisory Committee, Co-Chairs Elizabeth Alvey and Elizabeth Smith
- ALIA Research Advisory Committee, Co-Chairs Bhuvra Narayan and Fiona Salisbury
- ALIA Research Fund Committee, Chair John Shipp
- ALIA School Libraries Advisory Committee, Chair Anne Girolami
- ALIA VET Libraries Advisory Committee, Co-Chairs Debra Hannan and Beatriz Aroche (until May 2018)

The ALIA Special Libraries Advisory Committee was not reappointed by the Board. Instead, a Special Libraries Working Group was formed, with some members of the Committee, to take on specific projects around policies and advocacy.

ALIA also benefits from the input of expert members serving on the *Journal of the Australian Library and Information Association* Editorial Board, Education and Policy Working Groups, Course Accreditation and Judging Panels, and Conference Program Committees.

- *Journal of the Australian Library and Information Association* Editorial Board Chair Philip Hider, Editor Mary Anne Kennan, Associate Editors Bhuvra Narayan and Fiona Russell, Book Review Editor Alison Fields.
- ALIA Asia-Pacific Library and Information Conference Program Committee Chair Marian Morgan-Bindon.



Board of Directors from May 2018. Left to right: Paula Kelly Paull, Helen Ebsworth, Robert Knight, Lyndall Ley, Monika Szunejko, Jonathon Guppy, Anne Reddacliff

Committee highlights

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

ALIA Australian Public Library Alliance (APLA)

The ALIA Australian Public Library Alliance (APLA) 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 2018 included: the Summer Reading Club, in partnership with the State Library of Queensland; eSmart Libraries, in partnership with the Alannah and Madeline Foundation; the Australian Reading Hour, with publishers, authors and booksellers, supported by the Copyright Agency's Cultural Fund; Stay Smart Online Week, as a partner with the Department of Communications; eSafe Spaces, with the Office of the Children's eSafety Commissioner, and International Games Day.

During 2018, APLA made a significant contribution to ALIA advocacy. There were nine joint submissions to federal, state and territory government inquiries, and there was a continued focus on workforce development, early literacy, digital inclusion and the Sustainable Development Goals. The annual APLA face-to-face meeting in December, at ALIA House, resulted in a new strategic plan being prepared for 2019–2022.

ALIA Book Industry and E-lending Advisory Committee

Four teleconferences were held during the year, one with LIANZA counterparts in New Zealand. The main area of interest for the Board was the Australian Research Council (ARC) e-lending linkage grant, for which the Committee provides input on behalf of ALIA. Presentations at the Asia-Pacific Library and Information Conference on the Gold Coast and at the IFLA Congress in Kuala Lumpur, Malaysia, in August demonstrated the data collected and provided valuable opportunities for members to interrogate the information using the dashboards developed as part of the project. The Committee also prepared privacy guidelines for ebook lending and digital content provision at the request of the Board. These were published on the ALIA website.

ALIA Education Advisory Committee

This new Committee was created in March 2018 with Dr Gillian Hallam as the Chair. The Committee was formed to provide advice to the ALIA Board on ALIA's education policies and guidelines.

ALIA Health Libraries Australia (HLA) Advisory Committee and Group

Health Libraries Australia (HLA) 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; and membership.

During the year, meetings were held monthly and a strategic planning day was held in July, alongside a National HLA Professional Development Day. There were ten 'advanced searching for librarians and researchers' workshops held across Melbourne, Sydney, Newcastle, Townsville, Brisbane, Perth, Canberra, Darwin, and Adelaide, while the Health Library Competencies were also updated.

The HLA/Medical Director Informatics Innovation Award and the Anne Harrison Award were won by Justin Clark for 'The Polyglot Search Translator (PST): a tool for translating search strategies: phase 3'. The Health Libraries for National Standards (HeLiNS) research concluded and final reports were submitted to ALIA, with an article being drafted for the *Journal of the Australian Library and Information Association*. HLA presented at the Asia-Pacific Library and Information Conference 2018 on the Gold Coast and at the RAILS Conference 2018, Melbourne. Four issues of HLA News were published, along with 11 issues of HLA Alerts.

ALIA Interlibrary Lending Advisory Committee

During 2018, the ALIA Interlibrary Lending Advisory Committee met 14 times. The Committee produced the report, *Snapshot of the Australian Interlibrary Loan Environment 2018* and assisted ALIA and the National Library of Australia with program content and presentations for the Share It conference. Committee member, Cheryl Hamill gave a presentation on special libraries and Margarita Moreno, Committee Chair, delivered an early summary of the *Snapshot of the Australian Interlibrary Loan Environment 2018*. Day two of the conference was by invitation and all members of the Committee attended.

ALIA International Relations Advisory Committee

Chaired by immediate past-President Vicki McDonald, this Committee assisted with ALIA's presence at the IFLA World Library and Information Congress in Kuala Lumpur, Malaysia, in August, with several Committee members attending the ALIA reception at the Australian High Commission. Members provided advice to the ALIA Board about nominations to IFLA Sections and how to allocate our votes. The Committee also reviewed and updated ALIA's international relations policies.

ALIA Library Technician Advisory Committee

This new Committee met several times during the year by teleconference, with Bradley O'Brien as the Chair.

ALIA New Generation Advisory Committee

The ALIA New Generation Advisory Committee (NGAC) reported a productive and successful year. NGAC held monthly teleconferences to progress a number of projects.

NGAC continued to organise and host the monthly Twitter chat, #auslibchat, throughout 2018. This engagement initiative has grown to be a staple in professional development diaries and activities. In 2018, the most popular topics (by number of participants) were 'Critical Librarianship' (May); 'Time and Stress Management' (February); and 'Innovative Library Marketing' (June). Throughout the year, NGAC also sought to make #auslibchat more sustainable by improving collection metrics and collaborating with other ALIA groups (ALIA Library Applied Research Kollektive, in March; ALIA Sydney in October; and ALIA Health Libraries Australia in November). NGAC also trialled more sector specific chats in 2018. While these had lower numbers of tweets and participation, NGAC still received positive feedback from new graduates interested in these areas.

NGAC continued to use the #auslibchat platform to host a special Twitter chat where the ALIA Board nominees participated in a Q&A with the Twitter community. This event proved to be a successful way to engage ALIA Members in the ALIA Board Member voting process.

NGAC also provided advice to ALIA House on the development of the Truth, Integrity, Knowledge campaign set for 2019 and provided the article, 'Ten ideas for PD on Twitter' for publication in *INCITE*.

ALIA Research Advisory Committee (ARAC)

ALIA Research Advisory Committee (ARAC) reviewed the nominations for the ALIA Research Grant Award 2018 and recommended the successful application for endorsement by the ALIA Research Fund Committee and Board: Dr Nicole Johnston for the project 'Living in the world of fake news: High school students' evaluation of information from social media sites'.

The Committee also ran the successful pre-conference workshop 'Not just supporting research: Information professionals as researchers' at the Asia-Pacific Library and Information Conference.

ALIA Research Fund Committee

The Committee met once by teleconference during the year to agree the recipient of the ALIA Research Grant Award and to confirm that the application (see above) met the terms of our Australian Research Institute status.

ALIA Schools Advisory Committee and ALIA Schools Group

The ALIA Schools Advisory Committee met four times in 2018. The Committee worked on two main projects in 2018, being the update of the ALIA/ASLA recommended minimum information services centre staff; and developing guidelines on time allotment for teacher librarians.

ALIA VET Libraries Advisory Committee

The VET Libraries Advisory Committee met five times by teleconference during the year and reviewed and updated the VET libraries survey, to run in 2019. The Committee updated the TAFE Library Directory and updated participants in the National Reciprocal Borrowing Scheme.



PRESIDENT'S REPORT

ALIA, now over 80 years strong, continues to be a proactive and forward-facing organisation offering advocacy and support for members and for the library and information sector in general.

It has been my pleasure, as President, to observe the significant impact that libraries of all types continue to make on Australian society, at both national and local levels, and to see the many ways in which they positively influence and enable all Australians to fulfil their hopes and dreams for the future.

The Board continues to focus not only on the strategic plan, but on the long-term viability and sustainability of the organisation, as well as delivering value and benefit for Members. In 2018, the Board delivered, along with staff and Members, another year packed with opportunity, excitement, inspiring and educational events, powerful conference programs, and unparalleled advocacy.

While I commend this annual report to you for its articulation of the many ALIA activities and achievements, I would like to draw particular attention to some of the highlights of 2018. The ALIA Board approved five major projects to pursue in relation to Indigenous matters, the presidential theme for my term. The projects, most of which have already commenced, are:

1. Finding ways to ensure more Aboriginal and Torres Strait Islander people are qualified for employment in professional library roles;
2. Initiating a review and revision of the ATSILIRN (Aboriginal and Torres Strait Islander Library and Information and Resource Network) Protocols allied with work on classification of First Nations' original material;
3. Supporting libraries and library and information professionals to acknowledge and celebrate UNESCO's International Year of Indigenous Languages in 2019;
4. Creating ALIA's first Reconciliation Action Plan; and
5. Producing guidance for libraries and library and information professionals seeking to improve library services for Indigenous people through the publication of a case study-based report (to be released in January 2019).

These projects are being undertaken by ALIA in partnership with LIS educators, National and State Libraries Australia, AIATSIS, ATSILIRN, the ALIA Australian Public Library Alliance, and other stakeholders.

ALIA provided practical ideas for members to support the 70th anniversary of the Universal Declaration of Human Rights and offered scholarship opportunities to Aboriginal and Torres Strait Islander library and information science students to help encourage engagement of Aboriginal and Torres Strait Islander peoples in the library and information sector. ALIA was also welcomed as a civil society partner in the UNESCO International Year of Indigenous Languages and we are proud to promote the campaign as part of our 2018–2019 focus.

More than 600 delegates joined us on the Gold Coast at the end of July for the Asia-Pacific Library and Information Conference (APLIC). The event was held on the land of the Yugambeh peoples, to whom we paid our respects and offered our deep gratitude for making us so welcome on their country. I found it to be a stimulating three days, based on the energetic conference theme of Roar, Leap, Dare. Our keynote speakers ranged from the deeply moving to the frankly hilarious. Their presentations were intellectually stimulating and they urged us to think differently, to be even more aware of the power of stories and the inherent strength of our library sector.

In between the keynotes, we had enlightening panel discussions, fascinating concurrent sessions, lightning talks and lunchtime poster sessions. We were joined by writers and publishers, and delegates staggered out of the exhibition hall, their arms full of books signed by their favourite authors.

It's at a conference like APLIC that I realise how much we rely on partnership and collaboration across the library world. APLIC highlighted ALIA's international focus, partnering with the Library and Information Association of New Zealand Aotearoa (LIANZA) and the Library Association of Singapore (LAS), and welcoming speakers and delegates from all over the Asia-Pacific. It highlighted the importance of our industry partners, without whom many ALIA activities could not take place in the vibrant way they do.

The same message of engagement and collaboration resonated through the 2018 ALIA Leadership & Innovation Forums, which took place around Australia in the second half of the year. There were seven events, involving 32 different organisations and more than 300 participants. Following the Indigenous matters theme, issues raised included the lack of diversity in the library workforce, the need for more professionals from an Indigenous background, and the opportunity to develop new forms of resource description to provide valid and respectful ways of cataloguing collections of Indigenous materials.

I would like to take this opportunity to thank Directors of the Board for their commitment, their enthusiasm, and their willingness to contribute skills, thoughts, ideas, and precious time to ALIA. I would also like to commend CEO Sue McKerracher and the ALIA staff without whose initiative, creativity, hard work and passionate professionalism none of this would be possible.

Lyndall Ley

ALIA President 2018–2019

CHIEF EXECUTIVE OFFICER'S REPORT

2018 was a busy year for our Members and for the Association and this annual report demonstrates the continued breadth of activities for ALIA, across membership, education, professional development, advocacy, campaigns, stakeholder relationships, conferences and events, training, communications, publishing, IT and business management.

While the ALIA House team and our State and Territory Managers acted as 'the mechanics', making things happen, the inspiration and content came from our volunteer Board Directors, Members, Groups and Committees, who set the strategic direction and made this work possible.

From an external perspective, our major event was the Asia-Pacific Library and Information Conference (APLIC), which fell outside former President Vicki McDonald's term of office but was very much driven by the theme of international relations during her presidential year.

Alongside this event, we held the ALIA Asia-Pacific Sustainable Development Goals Summit, with more than 50 leaders from across the region. Incoming President Lyndall Ley introduced Indigenous matters as her theme from May 2018 and this contributed both to the summit content and to the 2018 ALIA Leadership & Innovation Forums, which took place around the country, providing the opportunity for Members to talk about Indigenous matters relating to knowledge, libraries and cultural institutions.

Advocacy continued to be a primary function of the Association and during 2018, we participated in 26 meetings with government. We made submissions to 16 inquiries and reviews, we developed reports and promotional collateral, and we were active members of advocacy and lobbying groups for copyright reform, early literacy, digital inclusion, education and the book industry. Whereas in previous years we have been in the position of having to approach government departments to propose a library and information perspective on policy, we were pleased to receive

a number of invitations during 2018 to participate in discussions about data, open government, health, literacy, digital inclusion and government digital transformation.

At the national level, we ran Library Lovers' Day and Library and Information Week, to provide our Members with opportunities to promote their value within their own organisation – and these campaigns continue to be well received. We also assisted Members with local issues in ACT, NSW, Queensland, South Australia, Victoria and Western Australia.

From a business perspective, our focus was on renovating, repairing and maintaining ALIA House, with a view to returning to full tenancy. The capital investment was significant – and will continue to be a major cost for the Association in 2019 – however, full tenancy was achieved in December, when the Indigenous Allied Health Association took over the vacant ground floor office space at ALIA House. As a result of this, our finances are in better shape going forward, and while 2018 was a deficit year, we were able to present the ALIA Board with a surplus budget for 2019.

Our *ALIA Education, Skills and Employment Trend Report 2018* indicated an increase of 400 jobs in the sector by 2023. This represented a 1.5% increase in the workforce and confirmed the relatively static situation of the library and information science profession – mirroring the global experience. Against this backdrop, membership income continued to be a challenge for ALIA, as it did for other library associations around the world. We were successful in recruiting new Student Members, at the starter rate of \$90, but we lost full fee paying Members at \$349, who were retiring after long careers in libraries. We were pleased that many remained as Members on the \$98 Retiree rate.

Despite this shift in membership income, through tight financial management, we were able to deliver a financial result which was a significant improvement on the original operating budget.

This was in no small part due to the expertise and professionalism of our Director of Conferences and Events, Christina Granata, and our Director of Corporate Services, Nicole Barnes.

I would also like to pay tribute to our Director of Learning Judy Brooker, who announced her retirement in December 2018, and to Jayshree Mamtara, for her service to ALIA as Northern Territory Manager for over 10 years.

Judy has been an active Member of ALIA for some 40 years and worked at ALIA House for ten of these. During her five years in the Director of Learning role, she carried out a complete renovation of our course accreditation and professional development practices, working with our Groups and Committees to achieve the best platform for future recognition of the skills and knowledge of the library and information workforce. She was made Chair of the PwC Business Services Industry Reference Committee, working with other industry groups to reform VET education, and she also represented ALIA at the annual IFLA World Library and Information Congress and on the Management of Library Associations Section Committee.

Jayshree Mamtara has been an active ALIA Member for nearly 30 years and acted as ALIA Northern Territory Manager for ten years, during which time she initiated the Top End Symposium and Top End Awards. She, too, has been active on IFLA Committees. She has been a tremendous asset to the Association and our Members in the Territory, and we are pleased that Jayshree will continue to run the Top End Awards for us.

In summary, 2018 was a good year for the Association. We achieved a strong outward-looking focus, while managing significant capital investment in ALIA House to maintain this important asset base for ALIA in the future. We ended the year with an improved financial position and positive signs for a successful 2019.

Sue McKerracher
ALIA CEO



DIRECTOR CORPORATE SERVICES' REPORT

We report a small deficit for the 2018 year of -\$74,299 (2017 surplus \$63,895), compared with the original budget deficit of -\$161,000. The improved performance was mainly due to an overall savings on staff and general expenses as well as group income, which will be carried forward into 2019.

Some key points on the operating results are:

- Membership services achieved a surplus of \$1,180,000. This was slightly up on the 2017 result due to the institutional membership fee increase and overall expenses being lower.
- The major conference during the year was the 2018 Asia Pacific Library and Information Conference which resulted in a surplus of \$213,000.
- In previous years, ALIA House rental has provided a surplus, but in 2018 the cost of ALIA House was \$90K due to urgent unforeseen maintenance requirements. Two large tenancies remained vacant until mid-December.
- The cost of support services was \$901,000 (2017 \$925,000). Savings were in staff expenses.
- The cost of professional services to Members was \$221,000 (2017 \$199,000). This included education, professional advice and accreditation of tertiary institutions.
- The cost of publishing and communications was \$160,000 (2017 \$169,000). This included INCITE magazine, ALIA journals and newsletters.

Reserves

Total reserves were \$7,006,842 (2017 \$7,081,141).

Capital expenditure

ICT – phased investment in infrastructure

\$65,000 was spent on new computers and the upgrade of our remote desktop server for people working away from ALIA House. We also introduced a failover server as a backup of the

main server in the event of a critical failure and upgraded to a new VoIP phone system.

ALIA House – essential maintenance/upgrades

\$100,000 was spent on a full upgrade of the level one bathrooms as stage one of the project to upgrade all facilities. The lower level (west wing) office space was refurbished to accommodate new tenants for an initial four-year term. The cost of the refurbishment was \$180,000.

We experienced several lift failures during 2018 which required a full modernisation upgrade to the ALIA House lift to bring it up to current standards and ensure a functioning lift for the next 10–15 years. The project cost was \$120,000. As the lift was out of action for some weeks, \$15,000 was spent on a stairlift that is installed on the eastern stairs as an alternative to the ALIA House lift.

\$15,000 was spent on installing plumbing reticulation through the front external wall of ALIA House to mitigate water entering the building that was causing damage to the lift plant room and lift pit.

ALIA House

The high vacancy rate in the commercial property market in Canberra continued throughout 2018, however we were able to negotiate a new tenancy. In December 2018 ALIA House welcomed the Indigenous Allied Health Australia organisation, which now occupies the entire west wing ground floor space. ALIA House currently has no vacant tenancies.

Cash position

Our cash position remained strong with over \$2.8 million invested in cash and term deposits. ALIA's debt was minimal and total liabilities stood at \$1.6 million.

Information technology

We continue to improve in house and cloud-based security measures across all ALIA's assets to protect membership and organisational data from being breached. A new Moodle site for ALIA Training was installed and we set up online access to the *Journal of the Australian Library and Information Association* via the Member Centre.

Other matters

We continue to provide accounting assistance for the Australian Libraries Copyright Committee and the Australian Digital Alliance.

Nicole Barnes

ALIA Director of Corporate Services

DIRECTOR OF LEARNING'S REPORT

2018 was a year of consolidation, innovation and successes for the ALIA Learning team. The course accreditation five-year cycle was completed, the ALIA PD Scheme continued to grow in support and membership, the ALIA Mentoring Scheme consolidated with new intakes, the Proficiency Recognition Program expanded its student membership and its institutional programs, and the ALIA Policy review process continued.

The imperative to review ALIA's policies concerning education and professional learning was provided by the completion of the accreditation cycle and a changing and challenging education landscape. This included the Business Services Industry Reference Committee review of the Diploma of Library and Information Services and, disappointingly, the Queensland University of Technology decision to teach out the Master and Graduate Diploma of Information Science Library and Information Practice and to suspend the Master of Education Teacher-Librarianship and the closure of the Canberra Institute of Technology Library and Information Science school in 2018.

In January, the ALIA Board approved the creation of a new Education Advisory Committee (EAC), with expert Members from different library and information science (LIS) sectors, including university; public; health; schools; government; archives and records; LIS educators, both higher (HE) and vocational (LT); employers; and new graduates. This new Committee was formed to provide advice on education and professional development to the Board. The Committee began this important task in 2018 and continues to work on all the education policies and processes, reviewing their interdependence, efficacy, relevance and currency.

After the ALIA Asia-Pacific Library and Information Conference (APLIC) in August on the Gold Coast, we held our first joint HE and LT Educators Forum. All our accredited courses sent representatives and participated in a day of reporting and

discussion, with guests from the Australian Research Data Commons (formerly ANDS), the State Library of Queensland Board, and the ALIA Education Advisory Committee. The Educator Forum provided a valuable opportunity for our educators to share their successes and a rare opportunity to discuss face to face cross sector issues such as recognised prior learning (RPL) and credit and industry placements. Thank you to Sage Publications Asia Pacific for supporting Liviana Tabalala from Fiji to attend.

In addition to the 2017 renewal of our qualification reciprocity agreements with CILIP and ALA, in 2018 we negotiated further reciprocal recognition by CILIP of VET Diplomas and, based on our ALIA Certified Professional membership supported by the ALIA PD Scheme, negotiated reciprocity with CILIP Chartership. These are two important acknowledgements of ALIA's international standing.

ALIA's support of professional development (PD) remained a major interest to our members. The ALIA PD Scheme continued to grow, with the awarding of significantly more Certified Professional Certificates (75) and Members attaining Distinguished Certified Professional status (12) than in previous years. In 2018, we added two additional specialisations: LIS Practitioner Research; and Indigenous Engagement. The Health Specialisation, our largest and first specialisation using core competencies to support learning choices, was reviewed and updated by the ALIA Health Libraries Australia group. In November, I attended the Research Applications, Information and Library Studies (RAILS) Conference hosted by Monash University where Ann Ritchie gave a presentation on the Health Librarianship competencies review.

In March, Paivi Blair from the ALIA Learning team prepared supporting documents for the NSW State Manager Sally Turbitt about NESA's (NSW Education Standards Authority) Australian Professional Standards for Teachers,

and how they relate to the ALIA PD Scheme Schools Specialisation. Sally was invited to give a presentation at the Primary Schools Inner West Cluster Meeting on the ALIA PD Schools Specialisation.

PD Postings was refreshed, with new badging and a commitment to focus on providing links to free PD for each specialisation and the Proficiency Recognition Program every month. The ALIA PD Scheme has a constant cycle of improvement and review with more specialisations planned for 2019.

The ALIA Mentoring Program matured with its second and third intakes. The program of supported mentoring with a 12-month commitment proved very successful, with excellent feedback from both mentors and mentees. Most rewarding was the fact that we had mentors return to take on new mentees in subsequent rounds and a previous mentee also rejoined as a mentor. The scaffolded approach of providing monthly webinars, often with guest speakers, provided a focus for participants. We also celebrated International Mentoring Day with get togethers, virtual and in cafes and bars all over the country.

The ALIA Proficiency Recognition Program (PRP) continued to build its uptake with ALIA Student Members. The PRP provides Student Members, who have made a 12-month commitment to the PRP and have joined the ALIA PD Scheme upon graduating from an ALIA accredited course, with early Certified Professional recognition. The Public Library Proficiency program had another successful intake from Public Library Services South Australia, completing with a certificate ceremony in March attended by ALIA's Kate Bunker.

The review of ALIA policies and guidelines continued, with the assistance of several ALIA Advisory Committees and Working Groups. In 2018, the Board approved: minor amendments to the *ALIA Statement on library and information services staff appointments*; the policy of *Open access*; the *ALIA Statement on non-standard employment*; and a review and update of all ALIA's *Values*

and *ethics* policies. Other approvals included: updating the *Statement on Public Library Services* with the support of the Australian Public Library Alliance; and – with the assistance of the ALIA International Relations Advisory Committee – some minor amendments to the *ALIA and International relations* policy, and the *ALIA's relationship with international library associations and organisations* policy. Amendments were also made – with assistance from Jessica Coates from Australian Digital Alliance (ADA) and Australian Libraries Copyright Committee (ALCC) – to the *Statement on Copyright and Intellectual property* policy, as well as amendments to the *ALIA Statement on library and information services for people with a disability*. An expert panel provided guidance for the review of this policy, redrafted using more inclusive and active language, and the new *ALIA library privacy guidelines for ebook lending and digital content provision* were developed by the ALIA Book Industry and E-lending Advisory Committee. The *Guidelines for special libraries experiencing service reviews* was also developed.

The ALIA Learning team held a workshop on the ALIA PD Scheme at APLIC, a meeting with a delegation from the Library Association of Singapore on the ALIA PD Scheme, and had the pleasure of greeting and assisting APLIC attendees in the exhibition area at a special ALIA professional development booth.

I continued in my Committee roles on the national Business Services Industry Reference Committee as Chair, Professionalism & Ethics Committee member of Professions Australia and on the IFLA Management of Library Association Section (MLAS) Committee and organising Committee for the MLAS IFLA 2018 World Library and Information Congress in Kuala Lumpur. I chaired the session 'Win-Win: building strong education, training and continuing professional development together with strong library associations'.

Judy Brooker

ALIA Director of Learning

DIRECTOR OF CONFERENCES AND EVENTS

National Simultaneous Storytime (NSS) was held on Wednesday 23 May 2018 at 11:00am. NSS 2018 was held as one of the events during the Library and Information Week campaign and was the 18th year of the event. The selected book was *Hickory Dickory Dash* written by Tony Wilson, illustrated by Laura Wood and published by Scholastic Australia. NSS 2018 was our largest and most successful NSS campaign to date. Approximately 1,062,230 children at over 8,555 locations around Australia and New Zealand participated. Locations included schools, libraries, bookshops, childcare centres, playgroups, pre-schools, community centres, home schools and distance education schools. Highlights of 2018 included a reading by the author at the Royal Children's Hospital and 18 other hospitals across Australia. The publisher, Scholastic Australia, generously donated copies of the books to patients at these hospitals. Dr Alan Finkel, Australia's Chief Scientist, led a reading of the book at the National Library of Australia. Various politicians including Senator the Hon Simon Birmingham, Minister for Education and Training, and the Hon Gladys Berejiklian, Premier of NSW, also acted as guest readers. Media and sporting personalities including Dr Lisa Chimes, Michelle Bridges and the Gold Coast Titans, all joined the fun on the day with readings in their community. A national media release was issued and the event received widespread coverage in national and regional media including radio, television and print media.

ALIA facilitated the sale of merchandise to support NSS. Merchandise included posters, badges, balloons and stickers. Downloadable resources were provided free of charge to participants including an Auslan video translation, a PDF of the complete book, teachers' notes, activity templates and a podcast. NSS partners Story Box Library provided a free video to participants with actor and *Playschool* host Jay Laga'aia reading the story. 2018 also marked the first year that the Library and Information Association of New

Zealand Aotearoa (LIANZA) joined us to promote New Zealand locations participating in the event, creating the first trans-Tasman NSS.

Conferences and other meetings are one of the ways ALIA reaches out to members and the sector. ALIA hosted one major national conference in 2018. The Asia-Pacific Library and Information Conference (APLIC) took place 30 July – 2 August 2018 at the Gold Coast Convention and Exhibition Centre, Queensland. APLIC was the first joint venture conference for ALIA, the Library Association of Singapore (LAS) and LIANZA. The conference program was created by a Committee made up of ALIA, LIANZA and LAS Members who volunteered their time to create an engaging and memorable program of workshops, sessions, lightning talks, posters and tours.

The theme of APLIC was Roar, Leap, Dare. Inspired by the motifs and imagery commonly associated with the three countries. The theme intended to draw focus to the issues of:

- Roar – how do we advocate for our communities and industries? How do we promote and demonstrate the value of what we do?
- Leap – how do we spring forward and build momentum? What are the innovations and connections in technology, service delivery and content that are shaping our services, environments and work?
- Dare – what risks are we taking in our organisations and work lives? What are the stories of revolution or evolution, success or failure, in your library, industry, country or career?

The conference program included presentations from international speakers and industry leaders addressing issues of advocacy, change, professional development, publishing and technology. Keynote speakers included Lucy Perry; Opeta Alefaio; Dr Michael Stephens; Professor Dave Snowden; Christine Mackenzie;

Allison Dobbie; and the National Librarians of each of the three countries, Dr Marie-Louise Ayres, Elaine Ng and Bill MacNaught. A highlight session was the author panel of Caroline Overington, Rachael Johns, Kristina Olsson, Hannah Richell and Judy Nunn, with the authors also signing copies of their books for delegates. The program Committee also planned a range of very popular pre-conference workshops and post-conference library tours. New innovations included conference yoga, free corporate headshots for ALIA Members and the collaborative conference typewriter poetry.

A total of 639 delegates attended the conference, which also included a diverse and extensive trade exhibition of 77 booths. Sponsors include Oxford University Press, Charles Sturt University, Gale-Cengage Learning, Civica, Copyright Agency, Australian Publishers Association, Bolinda/BorrowBox, University of South Australia, ALS Library Services, Bibliotheca, and Peter Pal Library Supplier.

Other major events held in 2018 included a well-attended Share It – Resource Sharing Futures Summit, led by ALIA and Libraries Australia. Held at the National Library of Australia, 10–11 May, the summit attracted 126 delegates. While APLIC was preceded by Our Global Goals, a summit for Library and Information professionals in the Asia-Pacific region on the UN Sustainable Development Goals.

Christina Granata

ALIA Director of Conferences and Events

HOW WE PERFORMED AGAINST THE ALIA BOARD'S STRATEGIC PLAN

Priority 1: Leadership and Advocacy

1.1 We will leverage our Canberra location to build our lobbying and advocacy activities with government and peak bodies.

Action	Examples of activities
1.1 We will engage regularly with federal government elected representatives, advisers and Departments to further the Association's political agenda.	<p>Throughout the year representatives of ALIA met with the Department of Communications and the Arts; the Department of Education; the Department of Local Government, Sport and Cultural Industries; the Department of Foreign Affairs and Trade; the Department of Prime Minister & Cabinet; the Office of the eSafety Commissioner; the Digital Health Agency; a range of Cabinet and Shadow Ministers; a range of state and territory officials; as well as individual political representatives and public servants. ALIA also attended three Parliamentary Friends of Australian Books and Writers events at Parliament House in 2018, where the Australian Reading Hour was launched and where Graham Perrett MP launched Library Lovers' Day. Mr Perrett MP went on to discuss Library Lovers' Day in the House of Representatives on 14 February, the transcript of which can be found in Hansard.</p> <p>ALIA sent three mailouts to all Australian federal politicians, as well as to the State Premiers and Territory Chief Ministers, with advocacy material and details of the work being done by library and information professionals throughout Australia. ALIA also made 16 submissions to government inquiries in 2018.</p>



1.2 We will foster strategic relationships with other organisations to strengthen our position on important issues.

Action	Examples of activities
1.2 We will further develop strategic relationships in areas of key concern to the Association and the LIS sector.	ALIA is co-organiser of GLAM Peak, which met three times in 2018. ALIA hosted a book industry roundtable in September and attended two more in Sydney during November. ALIA has continued to work as part of the National Early Language and Literacy Coalition (NELLC) on a National Early Language and Literacy Strategy (NELLS). Director of Learning, Judy Brooker, chaired six meetings of the PwC Business services Industry Reference Committee.

1.3 We will further develop the FAIR platform.

Action	Examples of activities
1.3 We will redevelop the FAIR website and activate a major FAIR campaign for 2018.	ALIA developed the Truth, Integrity and Knowledge (TIK) campaign, to be run through the FAIR platform, in consultation with the ALIA New Generation Advisory Committee. The TIK campaign was teased in October and November 2018 and will launch in 2019.

Priority 2: Members and Membership

2.1 We will ensure ALIA membership is rewarding and valued.

Action	Examples of activities
2.1. We will mount a marketing campaign based on findings from the 2017 Member Survey.	Off the findings from the 2017 Membership survey, ALIA reviewed and updated Member benefits and we promoted membership campaigns for ALIA Day during Library and Information Week in May and in July around the bulk renewal period.

2.2 We will retain and grow the Member base.

Action	Examples of activities
2.2 We will build on our engagement with existing Members and extend our reach for new Members.	All ALIA Members received emails throughout the year to encourage engagement in ALIA activities. The Allied Field membership option was revamped and promoted, more than doubling the number of Members in this category.

2.3 We will recognise Members' contribution to the profession through their support of ALIA.

Action	Examples of activities
2.3 We will provide opportunities for Members to wear their pins with pride.	ALIA Members who presented at the Asia-Pacific Library and Information Conference (APLIC) were marked as Members in the program and ALIA Members who attended APLIC could add a ribbon to their name badges. There were 145 anniversary pins for 25, 30, 40, 50, and 60 years of ALIA membership awarded at local state and territory events and 33 student awards were presented in 2018.

Priority 3: Education and Professional Development

3.1 We will influence and help shape the direction of LIS education.

Action	Examples of activities
3.1.1 We will lead the further development of the LIS Diploma.	Library and Information Science Diploma changes were submitted to the Australian Industry and Skills Committee for endorsement.
3.1.2 We will provide valuable information to LIS educators.	The <i>ALIA Education, Skills and Employment Trend Report 2018</i> was published in December 2018.

3.2 We will provide essential course accreditation work to ensure that education remains relevant to the needs of employers.

Action	Examples of activities
3.2 Following the completion of 25 course accreditations, we will review the process in 2018 in advance of the next cycle (from 2020).	New ALIA Education Advisory Committee worked on Education policies and course accreditation process discussions are underway.

3.3 We will encourage and enable Members to develop, adapt and enhance their skills to meet the challenges of an information society.

Action	Examples of activities
3.3.1 We will further develop and promote the ALIA PD Scheme.	The LIS Practitioner Researcher Specialisation and Indigenous Engagement Specialisation were both introduced in July 2018, the beginning of the new ALIA PD Scheme year. The PD Scheme was promoted on the website, in <i>INCITE</i> and through <i>ALIA Weekly</i> .
3.3.2 We will provide new learning opportunities through ALIA Training.	There were 13 ALIA Training courses delivered in 2018. Two of these courses were delivered through the newly created Moodle platform.

3.4 We will deliver relevant, engaging and successful conferences and events.

Action	Examples of activities
3.4 We will deliver the first Asia-Pacific Library and Information Conference.	The Asia-Pacific Library and Information Conference was held on the Gold Coast 29 July – 2 August with 639 delegates and a sold-out exhibition area. Delegate survey results were largely positive.

Priority 4: Future Proofing

4.1 We will communicate compelling stories and information about the value, vibrancy and strength of the LIS profession.

Action	Examples of activities
4.1 We will construct the narrative, communicate with government and other stakeholders, and provide our Members with the resources to tell their own stories.	ALIA continued to produce advocacy reports using case studies from Members. We also worked on additions to our '10 ways' series, including one for health libraries, as well as the developing the Truth, Integrity and Knowledge campaign with the assistance of the ALIA New Graduates Advisory Committee. ALIA continued to host inspirational stories of Member achievement in <i>INCITE</i> and <i>ALIA Weekly</i> and ran the Your Library Heroes campaign in late 2018.

4.2 We will ensure the Association's financial sustainability and responsibly manage the Association's assets.

Action	Examples of activities
4.2 We will achieve the agreed financial targets for 2018.	ALIA continued to look for ways to meet financial targets while maintaining service levels for our Members. Financial targets for 2018 were met and exceeded.

4.3 We will invest in technology, including a robust and agile ICT platform.

Action	Examples of activities
4.3.1 We will identify the best option for the website and membership database for the next 3-5 years.	ALIA House hosted a website testing session with ALIA Members in late 2018 to discover the strengths and weaknesses in our current system. A project implementation proposal for refurbishing the website went to the board in 2018 for commencement in 2019.
4.3.2 We will ensure a stable ICT platform.	ALIA continues to invest in hardware and software to meet the needs of our Members with new hardware purchased for the office in 2018 and the introduction of Office 365.

OUR MEMBERSHIP

Our total membership was 4,507 on 30 June 2018, compared with 4,756 at 30 June 2017. There were 744 new Members between July 2017 and June 2018, compared with 780 in the previous 12 months. The retention rate held steady, at 80%.

Our Join ALIA Day campaign for 2018 was focused on Professional Allied Field membership category recruitment. Running from 21 May until 30 June we offered a \$50 discount on all new full and reduced fee memberships. Following the launch of the campaign we had good feedback from Members: 'This is wonderful news. I've been working in public libraries for over five years now and I'm a Qualified Social Worker... It is good to see ALIA opening its doors and acknowledging that libraries have evolved so much, that different skillsets are required.'

145 Members received long-service membership pins in 2018, with 35 receiving their 25 year pin, 43 their 30 year pin, 22 their 40 year pin, 12 their 50 year pin, and 33 Members receiving the new 60 year pin.

Total Members by category at 30 June 2018

Associate Members	55.1%
Library Technician Members	9.2%
Allied Field	0.3%
General Members	5.6%
Institutional Members	13.1%
Corporate Members	0.3%
Students	16.4%

ADVOCACY CAMPAIGNS

ALIA supported many national and local advocacy programs during 2018. Notable national campaigns included:

Library Lovers' Day (February)

The Library Lovers' Day 2018 campaign involved well-known Australian authors writing love letters to libraries. ALIA turned these letters into posters, bookmarks and social media tiles, to be displayed in libraries and shared online. Promotional collateral was also created with branding that could be used and adapted by libraries. Federal Australian parliamentarians were also encouraged to take part, by returning love letters on cards which were sent to their offices by ALIA. Partners included the Australian Publishers Association, the Parliamentary Friends of Australian Books and Writers, and Australian Publishers (Hachette; Text, Harper Collins, Scholastic, Pantera Press, Simon & Schuster). Library Lovers' Day 2018 was successfully launched at the Parliamentary Friends of Australian Books and Writers event at Parliament House on 13 February 2018. Graham Perrett MP also discussed Library Lovers' Day in Parliament, which you can read in Hansard. From the letters we received on the day, ALIA put together the *Library Lovers' Little Book*, compiling some of the love letters to libraries we received through the campaign.

Library and Information Week (May)

Library and Information Week took place from 21–27 May 2018. The theme was 'Find yourself in a library'. National Simultaneous Storytime, held on Wednesday 23 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.

National Simultaneous Storytime (May)

Celebrating its 18th year, the National Simultaneous Storytime book was *Hickory Dickory Dash* by Tony Wilson and illustrated by

Laura Wood. Over 1 million children and adults participated in the event. Highlights included the author reading the book at the Royal Children's Hospital in Melbourne, Senator the Hon Simon Birmingham reading at a local early childhood learning centre, and various NRL players performing readings across the country. Other guest readers included Dr Alan Finkel, Australia's Chief Scientist; Dr Lisa Chimes; and Michelle Bridges. Resources provided for participants included Story Box library video, Auslan translation, digital version of the book, teachers' notes, activity sheets and templates.

Cooking for Copyright (December)

The Copyright Amendment Bill (Disability Access and Other Measures) was passed in 2017, this changed the terms of copyright for published and unpublished works to be the same from 1 January 2019. To celebrate this outcome from FAIR's Cooking For Copyright campaign, we sent a thank you card to all federal politicians, acknowledging that they had legislated this change. The Bill also included simplified preservation terms, and new provisions in line with the Marrakesh Treaty to Facilitate Access to Published Works for Persons Who Are Blind, Visually Impaired or Otherwise Print Disabled.

Australian Reading Hour (September)

ALIA partnered with the Australian Society of Authors, the Australian Literary Agents Association, the Australian Publishers Association, the Australian Booksellers Association and the Copyright Agency Limited to deliver the Australian Reading Hour on 20 September 2018, to engage with libraries, publishers, authors and readers around the nation. Authors Morris Gleitzman and Judy Nunn attended the Parliamentary Friends of Australian Books and Writers event launching the Australian Reading Hour on 18 September. Thanks to the Copyright Agency Cultural Fund and the Department of Communications and the Arts who provided grants to facilitate the campaign.

GOVERNMENT AND STAKEHOLDER RELATIONS

Book industry

We continued to strengthen relationships with the Australian Publishers Association (APA), the Australian Society of Authors, the Australian Booksellers Association and the Copyright Agency. We supported the Australian Book Industry Awards (ABIAs) through social media; worked with all partners for the Australian Reading Hour; and continued to work with the industry for standards as part of the Australian Inclusive Publishing Initiative as per the Marrakesh Treaty. We also started development of a range of other industry led agreement on copyright practices and industry wide promotional activities under the Books Create Australia umbrella. Library Lovers' Day was launched at the Parliamentary Friends of Australian Books and Writing event on 13 February by Graham Perrett MP. A range of publishers and authors supported Library Lovers' Day by writing love letters to libraries that were turned into posters to promote the day.

Early literacy

We continued to work with National and State Libraries Australia (NSLA) and the coalition of early childhood organisations to construct a joint policy document as the basis for discussions with government. We had a first meeting with the Department of Education in February, with the aim of initiating a co-design approach to a national strategy. The successful bid for Ian Potter Foundation funding, announced in September, gave the coalition even greater impetus.

Copyright law reform

ALIA continued to be in discussions about orphan works, fair use, and copyright overriding contract as a founder member of the Australian Libraries Copyright Committee. We celebrated the passing of the Copyright Amendment (Service Providers) Act 2018, which granted safe harbour status for libraries and cultural institutions. And we produced the *Libraries kicking copyright goals* infographic showcasing all the changes to copyright that ALIA has successfully advocated for over the years.

Sustainable Development Goals

ALIA's report on *How Australian libraries support the Sustainable Development Goals* was launched at the end of January 2018. It was sent to the Australian Government inquiry and was submitted to the Department of Foreign Affairs and Trade for consideration for Australia's Voluntary National Review. When this was published in July 2018, there were several mentions for libraries.

ALIA's CEO represented the Association at the second, invitation-only Australian Sustainable Development Goals Summit, on 13 March, at the Melbourne Cricket Ground. Some 250 leaders from governments, academia, businesses and civil society gathered to discuss the nation's ambitions in relation to the SDGs and to discuss strategies for addressing the challenges facing Australia.

Later in the year, more than 50 library leaders from Australia and the Asia-Pacific gathered at the Gold Coast Convention and Exhibition Centre on Sunday 29 July for the ALIA Asia-Pacific Sustainable Development Goals Summit. Nearly a third of the audience came from overseas and the meeting involved eight presentations and two workshops.

In addition to supporting the UN's Sustainable Development Goals, we facilitated connections between the UN Association of Australia and National and State Libraries, with four events taking place around the country to celebrate the 70th anniversary of the UN Declaration of Human Rights.

Be Connected Grants

ALIA continued to work with the Department of Social Services, the Office of the eSafety Commissioner, the Be Connected National Network Manager (the Good Things Foundation), and libraries across Australia to ensure that libraries could take advantage of \$20 million-worth of Be Connected grants to support digital inclusion programs for older Australians.

GLAM Peak

ALIA continued to be one of the three lead agencies for GLAM Peak, with Museums Galleries Australia, and National and State Libraries Australasia. GLAM Peak met in March and signed a Memorandum of Collaboration.

Submissions

We made 16 submissions to inquiries and reviews during 2018:

- Australian Libraries Copyright Committee Submission to the Senate Committee reviewing the Copyright Amendment (Service Providers) Bill 2017 | February 2018
- Submission in response to the Pacific Islands Forum Regional Consultation | February 2018
- Submission in response to the public consultation on Australia's Second Open Government National Action Plan | March 2018
- Submission in response to the Australian Government Senate Foreign Affairs, Defence and Trade References Committee Inquiry into the United National Sustainable Development Goals, with attachment *Australian libraries support the Sustainable Development Goals* | March 2018
- Submission in response to the Western Australian Public Libraries Strategy Consultation | March 2018
- Submission in response to the Australian Bureau of Statistics 2021 Census consultation | April 2018
- Submission in response to the Australian Government Joint Standing Committee on the National Capital and External Territories Inquiry into Canberra's national institutions | April 2018
- Submission in response to the Australian Digital Health Agency consultation: National Digital Health Strategy Framework for Action | April 2018
- Submission in response to the Australian Government Independent Review of the Australian Public Service | July 2018
- Australian Libraries Copyright Committee submission to the Copyright Modernisation Review consultation | July 2018
- Submission to the Australia Government review of the Enhancing Online Safety Act 2015 and Online Content Scheme | July 2018
- Submission in response to the Regional Telecommunications Independent Review Committee review into telecommunications services in regional, rural and remote parts of Australia | August 2018
- Submission in response to the New Australian Government Data Sharing and Release Legislation | August 2018
- Submission in response to the ACT Legislative Assembly Standing Committee on Environment and Transport and City Services Inquiry into ACT Libraries | September 2018
- Submission in response to the Australian Human Rights Commission project on Human Rights and Technology | September 2018

SPECIAL PROJECTS

INELI Oceania

ALIA took over responsibility for the administration of the INELI Oceania funding from Yarra Plenty Regional Libraries in 2016 and the initiative wrapped up in 2018. The program for emerging library leaders in the Asia Pacific region, with funding from the Bill & Melinda Gates Foundation, was successfully concluded.

Australian Inclusive Publishing Initiative

With the Australian Publishers Association, and in consultation with the team at the National Library of Australia, ALIA continued to be an active participant in the Australian Inclusive Publishing Initiative in response to the Marrakesh Treaty.

ALIA Library Design Awards

Nominations for the second ALIA Library Design Awards were called for in 2018 and 16 entries were received from public, school, academic and special libraries. The awards are to be presented at the 2019 Library Design Awards Conference.

Big Tech Big Ideas

The Big Tech Big Ideas talk at the Telstra Experience Lab reached an audience of more than 200 ALIA Members. The talk was live-streamed to ALIA Members and the video of the talk was made available in our Member Centre for two months after the event. Andrew Scott, Head of Technology, Telstra, provided an insider's perspective on 5G, robots, drones, artificial intelligence and the internet of things. State Library of Victoria CEO Kate Torney described her institution's exciting plans for digital transformation. A lively Q&A session followed.

CONFERENCES AND EVENTS

Share It (May)

ALIA, in collaboration with Libraries Australia, held Share It, a two-day resource sharing futures event which attracted 126 delegates. Professor Chris Riedy of UTS was the keynote speaker for Share It. Day 1 of Share It was an open conference for practitioners and thinkers across the resource sharing spectrum. Local and international speakers set the scene and discussed the current Australian resource sharing landscape. Day 2 was an invitation-only strategic workshop for leaders, thinkers and experts in the Australian resource sharing arena, and provided an opportunity to elevate their thinking around the future of resource sharing.

Asia-Pacific Library and Information Conference (July)

ALIA hosted the Asia-Pacific Library and Information Conference (APLIC) from 30 July – 2 August 2018 at the Gold Coast Convention and Exhibition Centre, Queensland. APLIC was the first joint venture conference for ALIA, the Library Association of Singapore (LAS) and LIANZA. The theme for the conference was Roar, Leap, Dare and was inspired by the motifs and imagery commonly associated with the three countries.

Keynote speakers included Lucy Perry; Opeta Alefaio; Dr Michael Stephens; Professor Dave Snowden; Christine Mackenzie; Allison Dobbie; and the National Librarians of each of the three countries, Dr Marie-Louise Ayres, Elaine Ng, and Bill MacNaught. A highlight was the author panel with the authors also signing copies of their books for delegates. A total of 639 delegates attended the conference which also included a diverse and extensive trade exhibition of 77 booths.

IFLA World Library and Information Congress (August)

ALIA's Director of Learning, Judy Brooker, attended the International Federation of Library Associations and Institutions (IFLA) conference in Kuala Lumpur, Malaysia, in August 2018. ALIA hosted a reception for more than 100 Australian delegates and VIP guests at the Australian High Commission, which was kindly sponsored by Taylor & Francis.

ALIA IN THE REGIONS

State and Territory Managers

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

ALIA Groups

In 2018, ALIA Groups ran more than 150 events. They provided outstanding library tours and professional networking events to the library and information community and beneficial, low cost professional development events across Australia.

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

DATE	TITLE	REGION
22-Jan	ALIA Retirees WA Visit to the JCPML	WA
31-Jan	ALIA SA Specials Group - AGM	SA
31-Jan	ALIA WA meeting	WA
1-Feb	ALIA Top End 2018 First Thursday GLAMR Social Group	NT
6-Feb	ALIA NGAC and ALIA SNGG #auslibchat February	Online
13-Feb	ALIA Sydney Social Event	NSW
14-Feb	ALIA SA Library Lovers' Day Social Gathering & Book Swap	SA
14-Feb	ALIA ACT Library Lovers' Day breakfast	ACT
19-Feb	ALIA NSW LT Group Meeting	NSW
21-Feb	ALIA ACT APSIG lunchtime talk : Dreams and reality in cataloguing	ACT
25-Feb	ALIA WALT Brunch	WA
1-Mar	ALIA Top End 2018 First Thursday GLAMR Social Group	NT
2-Mar	ALIA Vic Drinks & VALA2018	VIC

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DATE	TITLE	REGION
6-Mar	ALIA NGAC and ALIA SNGG #auslibchat March	Online
7-Mar	ALIA CRR First event	ACT
10-Mar	ALIA SNGG Social Event - WA	WA
13-Mar	ALIA WA Let's get social!	WA
17-Mar	ALIA Schools What does the 21st century school library collection look like?	VIC
21-Mar	ALIA SA Specials: Art Gallery of South Australia, Research Library tour	SA
21-Mar	ALIA SA Inclusive Libraries Forum	SA
21-Mar	ALIA WALT Tech Talk 2018	WA
3-Apr	ALIA NGAC and ALIA SNGG #auslibchat April	Online
4-Apr	ALIA CRR Chat and Connect	ACT
5-Apr	ALIA Top End 2018 First Thursday GLAMR Social Group	NT
10-Apr	ALIA HLA Advanced Search Strategy Design for Complex Topics – Strategy Development, Text Analysis and Text Mining Training Day (Melbourne)	VIC
11-Apr	ALIA QLD Catch Up	QLD
11-Apr	ALIA SA Students and New Graduates - Autumn catch up	SA
12-Apr	ALIA Vic Trivia Night	VIC
13-Apr	ALIA Academic and Research Libraries (ARL) WA Committee	WA
16-Apr	ALIA HLA Advanced Search Strategy Design for Complex Topics – Strategy Development, Text Analysis and Text Mining Training Day (Sydney)	NSW
17-Apr	ALIA NSW CSU Sydney Study Visit meet-up	NSW
21-Apr	ALIA NSW LT Group Library Tour - Shellharbour Library	NSW
24-Apr	ALIA Tas The Mona Library: a public view into a private collection	TAS
26-Apr	ALIA Top End NT Health Library - Communicating \$ value of libraries to patrons	NT
26-Apr	ALIA WA Ask & Answer Club: ALIA "Big Tech, Big Ideas" event	WA
30-Apr	ALIA SNGG WA: Meet & Greet: Build your professional community	WA
1-May	ALIA QLD Shut Up and Write Tuesdays!	QLD
1-May	ALIA NGAC and ALIA SNGG #auslibchat May	Online
2-May	ALIA CRR Connect and Chat	ACT

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DATE	TITLE	REGION
2-May	ALIA Rare Books and Special Collections: Art Gallery of NSW Library Tour	NSW
3-May	ALIA Top End 2018 First Thursday GLAMR Social Group	NT
3-May	ALIA SNGG VIC: CSU Study Visit Meet Up	VIC
4-May	ALIA Vic Star Wars Day in Ballarat	VIC
5-May	ALIA SNGG QLD - Peer Mentor Matchmaking	QLD
5-May	ALIA Vic Clunes Booktown Meetup	VIC
7-May	ALIA Rare Books and Special Collections: Wendy Quihampton talk-GLAM Peak Digital Access to Collections Project	NSW
8-May	ALIA Schools Dyslexia in Reading: What we need to know (Webinar)	National
10-May	ALIA Top End ALIA National, Membership and PD Scheme Workshop	NT
15-May	ALIA WALT Meeting	WA
16-May	ALIA Rare Books and Special Collections: Art Gallery of NSW Library Tour	NSW
18-May	ALIA SA Annual Quiz Night	SA
18-May	ALIA Sydney Sydney Mystery Box Event	NSW
21-May	ALIA QLD Trivia Night 2018	QLD
22-May	ALIA WA Library Technicians' dinner	WA
22-May	ALIA Tas Dinner and Quiz Fun Night 22 May	TAS
23-May	ALIA SA Library and Information Week Breakfast	SA
23-May	ALIA Vic After Hours Storytime	VIC
24-May	ALIA Top End Recognition Awards Night & Dinner	NT
27-May	ALIA NSW LT Coglameration18	NSW
5-Jun	ALIA SA Specials: Tour of the New Royal Adelaide Hospital Library	SA
5-Jun	ALIA QLD Shut Up and Write Tuesdays - Gold Coast	QLD
5-Jun	ALIA QLD Shut Up and Write Tuesdays - Brisbane	QLD
5-Jun	ALIA NGAC and ALIA SNGG #auslibchat June	National
6-Jun	ALIA CRR (Canberra and Region Retirees)	ACT
7-Jun	ALIA Rare Books and Special Collections Tour: Sydney Living Museums Caroline Simpson Library & Research Collection	NSW

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DATE	TITLE	REGION
7-Jun	ALIA Top End 2018 First Thursday GLAMR Social Group	NT
12-Jun	ALIA Tas Future of Resources Sharing	TAS
13-Jun	ACTive ALIA - Journal Club	ACT
23-Jun	ALIA Hunter Social Event	NSW
24-Jun	ALIA Vic June Gathering: Madame Brussels	VIC
26-Jun	ALIA QLD How to write a conference proposal panel discussion	QLD
26-Jun	ALIA WA GLAM Peak reception	WA
28-Jun	ALIA WA Academic and Research Librarians event: Advanced Search for Complex Topics	WA
2-Jul	ALIA LARK Professionals as researchers: developing research skills in library and information practice - Webinar	Online
2-Jul	ALIA SNGG VIC: Librarians & Dragons transferable skills workshop	VIC
3-Jul	ALIA SA How to write a conference proposal	SA
3-Jul	ALIA NGAC and ALIA SNGG #auslibchat July	Online
4-Jul	ALIA CRR (Canberra and Region Retirees)	ACT
17-Jul	ALIA ACT APSIG/ALRA Joint lunch time talk: A new surge in Asian Studies : Reports from the Asian Studies Conference, Sydney, July 2018	ACT
17-Jul	ALIA Tas LINC Tasmania – now and into the future	TAS
18-Jul	ALIA ACT Lunchtime presentation: Dr Michael Stephens at the National Library	ACT
19-Jul	ALIA HLA Professional Development Day 2018	NSW
20-Jul	TropicALIA Midwinter Fireside Chat with a mystery library guest	QLD
20-Jul	ALIA SA Leadership & Innovation Forum	SA
25-Jul	ALIA URLs Visit and tour of John Howard Library, Australian Museum of Democracy	ACT
26-Jul	ALIA Top End Garden Soiree	NT
28-Jul	ALIA WA Diversity & Inclusion Conversation	WA
1-Aug	ALIA CRR Connect and Chat	ACT
4-Aug	ALIALIBTEC Qld LT Group invitation	QLD
7-Aug	ALIA WA Ask & Answer Club: ALIA conference proposal workshop	WA

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DATE	TITLE	REGION
7-Aug	ALIA QLD Shut Up and Write Tuesdays	QLD
8-Aug	ALIA SA Specials Art Lab tour on Wednesday 8 August 2018	SA
8-Aug	ALIA ACT Mid-winter dinner	ACT
9-Aug	ALIA SNGG How to write a conference proposal	VIC
14-Aug	ALIA WALT AGM	WA
16-Aug	ALIA Tas APLIC18 Conference Highlights Event Thursday, 16 August Rosny Library	TAS
21-Aug	ALIA SA See yourself	SA
21-Aug	ALIA NGAC and ALIA SNGG #IRL Lib Chat	NSW
23-Aug	ALIA QLD APLIC18 Wrap up!	QLD
23-Aug	ALIA Vic APLIC WrapUp	VIC
25-Aug	ALIA Schools Advocacy Matters!	VIC
27-Aug	ALIA QLD Blogging for LIS Professionals - Panel Discussion	QLD
28-Aug	ALIA Rare Books and Special Collections: MAAS Powerhouse Museum Research Library	NSW
3-Sep	ALIA SNGG SA - APLIC POST CON	SA
4-Sep	ALIA NGAC and ALIA SNGG #auslibchat September	Online
5-Sep	ALIA CRR (Canberra and Region Retirees) Connect and Chat	ACT
12-Sep	ALIA ACT Website Renovation Party	ACT
13-Sep	ALIA QLD Leadership & Innovation Forum	QLD
13-Sep	ALIA NSW Leadership & Innovation Forum	NSW
15-Sep	ALIA WALT Conference	WA
26-Sep	ALIA Tas Jill Abell Keeping up-to-date in our profession Event	TAS
26-Sep	ALIA Vic Spring Networking	VIC
29-Sep	ALIA WA Librarians & Dragons	WA
2-Oct	ALIA NGAC and ALIA SNGG #auslibchat October	Online
3-Oct	ALIA CRR (Canberra and Region Retirees) Connect and Chat Event	ACT
11-Oct	ALIA WA Kay Poustie Scholarship report back + networking event	WA

Continued on next page

DATE	TITLE	REGION
13-Oct	ALIA Bundaberg Region GLAMR Light Lunch and Networking Meet-Up	QLD
16-Oct	ALIA Vic Career Carpentry: How to engage with the ALIA PD Scheme	VIC
19-Oct to 21-Oct	ALIA NSW LT Group Interstate Library Tour Event - Hobart, Tasmania	TAS
23-Oct	ALIA ACT Spring at the Australian National Botanic Gardens Library: a tour	ACT
25-Oct	ALIA SNGG Job Seeking Skills Seminar	VIC
26-Oct	ALIA Vic Librarian Spooky Stories	VIC
27-Oct	ALIA Hunter Open Access event - Paywall: The Business of Scholarship	NSW
29-Oct	ALIA LARK Meetup	NSW
30-Oct	ALIA SA Specials Tour of the Police Academy	SA
30-Oct	ACTive ALIA - Journal Club #2	ACT
30-Oct	ALIA Vic Leadership & Innovation Forum	VIC
6-Nov	ALIA NGAC and ALIA SNGG #auslibchat November	Online
7-Nov	ALIA QLD Mini Conference 2018	QLD
7-Nov	ALIA CRR (Canberra and Region Retirees) Connect and Chat	ACT
10-Nov	ALIA Sydney Saturday School of Critical Librarianship	NSW
13-Nov	ALIA Tas Leadership & Innovation Forum 2018	TAS
21-Nov	ALIA HLA Advanced Searching Workshop - Darwin	NT
23-Nov	ALIA HLA Advanced Searching Workshop - Brisbane	QLD
24-Nov	ALIA Hunter 2018 Unconference	NSW
26-Nov	ALIA HLA Advanced Searching Workshop - Townsville	QLD
28-Nov	ALIA HLA Advanced Searching Workshop - Newcastle	NSW
28-Nov	ALIA WA Leadership & Innovation Forum 2018	WA
30-Nov	ALIA HLA Advanced Searching Workshop - Melbourne	VIC
1-Dec	ALIA WA ALIA Students & New Graduates End of Year Wrap Up	WA
3-Dec	ALIA HLA Advanced Searching Workshop - Canberra	ACT
4-Dec	ALIA NGAC and ALIA SNGG #auslibchat - Library Futures and Staying Relevant	Online
5-Dec	ALIA HLA Advanced Searching Workshop - Adelaide	SA

Continued on next page

DATE	TITLE	REGION
6-Dec	ALIA NT Leadership & Innovation Forum	NT
6-Dec	ALIA SA Jolly Christmas Celebration	SA
6-Dec	ALIA WA 2018 Great Library Quiz	WA
7-Dec	ALIA SA Specials Christmas breakfast	SA
7-Dec	ALIA HLA Advanced Searching Workshop - Perth	WA
11-Dec	ALIA Vic LT Group End of Year Christmas function	VIC
12-Dec	ALIA ACT APSIG-ALRA Christmas lunch	ACT
12-Dec	ALIA Tas Guided Parliamentary Museum Tour and Parliamentary Library Tour	TAS

EDUCATION, PROFESSIONAL DEVELOPMENT AND TRAINING

ALIA Education

The ALIA Education Advisory Committee (EAC) was formed in March 2018 to provide advice to the ALIA Board on ALIA's education policies and guidelines. The EAC is chaired by Dr Gillian Hallam, and members of the EAC are Anne Bell, Nicole Brett, Anne Girolami, Cheryl Hamill, Dr Jo Hanisch, Kym Holden, Ebe Kartus, Kathryn Leong, Terri Pamment, Professor Helen Partridge, Dr Bob Pymm and Geoff Stempel. Helen Ebsworth is the ALIA Board Director supporting this Committee.

In December, we produced the *ALIA LIS Education, Skills and Employment Trend Report 2018*, the fifth edition of the report.

ALIA PD Scheme

Continuing professional development remains a focus for the Association as we move forward. From 1 July 2020 all new Associate, Library Technician and Allied Field Members of ALIA will automatically join the ALIA PD Scheme in a formal commitment to ongoing learning.

In 2018, we introduced new specialisations for Indigenous Engagement and LIS Practitioner Research. This brings the number of specialisations to nine, and ALIA Health Libraries Australia group updated the competencies for the health specialisation during 2018.

The following Members received Distinguished Certified Professional Certificates in 2018:

WA	Ruth Barnett	AALIA (DCP)	6 November
NSW	Judith Brooker	AALIA (DCP)	17 July
VIC	Kerrie Burn	AFALIA (DCP)	23 July
NSW	Rachel Franks	AALIA (DCP)	8 January
QLD	Sue Hutley	AALIA (DCP)	29 August
SA	Kylie Jarrett	AALIA (DCP)	23 July
NSW	Kate Jonson	AALIA (DCP) Health	23 October
VIC	Lesa Maclean	AALIA (DCP)	9 October
VIC	Romany Manuell	AALIA (DCP)	23 July
QLD	Jane Orbell-Smith	AALIA (DCP) Health	24 October
VIC	Prodip Roy	AALIA (DCP)	8 May
VIC	Kathryn Steel	AALIA (DCP)	15 March

We also congratulate the following Members, who received Certified Professional Certificates in 2018:

LOCATIONS	NAME	POSTNOMINAL	DATE
VIC	Christine Aldridge	ALIA Tec (CP)	17 August
TAS	Marijana Bacic	AALIA (CP)	9 July
NSW	Amrita Balachandran	AALIA (CP)	9 March
VIC	William Ballantyne	AALIA (CP)	2 July
NT	Hayley Bowden	AALIA (CP)	24 October
NSW	Suzanne Blyde	AALIA (CP)	2 July
NSW	Judith Brooker	AALIA (CP)	17 July
WA	Jean Broomhall	ALIA Tec (CP)	7 August
NSW	Rhonda Bruce	AALIA (CP)	4 September
VIC	Kerrie Burn	AFALIA (CP)	9 July
ACT	Julie Caulet-Ramsay	AALIA (CP)	14 August
WA	Janice Chan	AALIA (CP)	5 November
QLD	Claudia Davies	AALIA (CP)	2 July
QLD	Alexandra Daw	AALIA (CP)	2 July
WA	Melissa de Klerk	AALIA (CP)	18 July
VIC	Kathleen Fitzgerald	AALIA (CP) Research/Academic	13 July
NSW	Ellen Forsyth	AALIA (CP)	29 August
VIC	Michele Gaca	AALIA (CP) Health	2 July
SA	Tracy Gamlin	AALIA (CP)	19 November
SA	Lauren Gobbett	AALIA (CP)	20 July
NSW	Leeanne Goodwin	ALIA Tec (CP)	13 March
VIC	Cassandra Gorton	AALIA (CP)	17 July
TAS	Anne Guest	AALIA (CP)	26 September
VIC	Lorraine Heller-Nicholas	AALIA (CP)	20 July
NSW	Jan Herivel	AALIA (CP) Public Library (Local Studies/ Genealogy)	19 July
Hong Kong	Chi Keung Oliver Ho	AALIA (CP)	2 July

Continued on next page

LOCATIONS	NAME	POSTNOMINAL	DATE
NSW	Jackson Hopkins	AALIA (CP) Public Library (Digital)	2 July
TAS	Wendy Hoyle	AALIA (CP)	4 January
NSW	Maya Ibragimova	AALIA (CP)	2 July
SA	Kylie Jarrett	AALIA (CP)	13 July
VIC	Danielle Johanesen	AALIA (CP)	26 July
SA	Matthew Johns	AALIA (CP)	2 July
NSW	Kathryn Joss	AALIA (CP)	29 August
WA	Catherine Kelso	AALIA (CP)	5 February
VIC	Hazel Kearns-Rees	AALIA (CP)	19 July
WA	Noreen Kirkman	AALIA (CP)	2 July
VIC	Isobel Klajn	AALIA (CP)	20 August
QLD	Robyn Lather	ALIAtec (CP)	24 October
Singapore	Shong Lin Cecelia Lee	AALIA (CP)	9 July
VIC	Julia Leong	AALIA (CP)	2 July
NSW	Samantha Leung	AALIA (CP)	2 July
TAS	Joanne Long	ALIAtec (CP)	13 August
VIC	Lesa Maclean	AALIA (CP)	31 May
VIC	Romany Manuell	AALIA (CP)	2 July
VIC	Regina McDonald	ALIAtec (CP)	4 January
VIC	Michelle McLean	AALIA (CP) Public Library	9 July
VIC	Ella McNeill	ALIAtec (CP) Schools	9 October
VIC	Amanda Menzel	AALIA (CP)	2 July
WA	Teena Miller	AALIA (CP)	26 May
NT	Birgit Nielsen	AALIA (CP) Government	2 July
QLD	Patrick O'Connor	AALIA (CP)	30 January
NSW	Samantha Patmore	AALIA (CP)	13 July
VIC	Nicholas Pavlovski	AALIA (CP)	2 July

Continued on next page

LOCATIONS	NAME	POSTNOMINAL	DATE
VIC	Jennifer Peck	AALIA (CP)	2 July
VIC	Jill Perkins	AALIA (CP)	28 March
NT	Charlotte Pitts	AALIA (CP)	28 July
VIC	Franco Ponte	AALIA (CP)	13 July
VIC	Lee-Anne Potgieter	ALIAtec (CP)	2 July
UK	Emily Prince	AALIA (CP)	21 February
QLD	Anne Reddacliff	AALIA (CP)	10 August
NSW	Larissa Reid	AALIA (CP)	10 August
ACT	Clare Rix	AALIA (CP)	9 February
WA	Leith Robinson	AALIA (CP)	10 July
VIC	Ian Rogers	AALIA (CP)	19 July
VIC	Louise Ryan	AALIA (CP)	2 July
VIC	Sandra Ryan	AALIA (CP)	18 December
NSW	Andrew Spencer	AALIA (CP) Health	26 July
SA	Pixie Stardust	AALIA (CP)	2 July
VIC	Kathryn Steel	AALIA (CP)	17 August
VIC	Claire Telfer	AALIA (CP)	9 July
QLD	Sharon Uthmann	AALIA (CP)	19 July
NSW	Christopher Warren	AALIA (CP)	23 July
NSW	Bonnie Wildie	AALIA (CP)	2 July
SA	Emily Wilson	AALIA (CP)	24 October
ACT	Anne Wright	AALIA (CP)	2 July

ALIA Training

ALIA Training delivered 17 courses and workshops to approximately 791 participants during the year, alongside free-for-members workshops and information evenings provided locally to several hundred participants, with our ALIA State and Territory Managers. There was a range of courses offered to cover the interests of our varied sector and to support the growing need for digital skills.

Courses included: *Evidence Based Library and Information Practice*; *Library Services for Young Adults*; *Library Services for Seniors*; *Privacy*; *Readers' Advisory*; *STEM Programming*; *Teaching, Training and Facilitating*; *Metadata*; *'Calling Bullshit'*; *Cataloguing Basics*; *RDA for Practitioners*; *Infographics*; *Community Engagement*; *Library Services for People with a Disability*; and *Digital Roundup* (a review of new and useful technologies).

We were pleased to continue our partnerships with TAFESA, Sydney TAFE, The University of Sheffield, UK, and to make use of the new ALIA online learning delivery platform, Moodle, expertly developed by our consultant trainer, Gary Lom. We were also grateful to Telstra for hosting and live-streaming a special event, ensuring hundreds of ALIA members could benefit from 'Big Tech, Big Ideas'. Through ALIA Training, we provided over 14,500 hours of professional development to the sector throughout 2018.

AWARDS

Excellence Awards

A Fellowship was conferred to Dr Suzanne Lewis in 2018.

Research Grant Award

The Research Grant Award for 2018 was presented to Dr Nicole Johnston for the project 'Living in the world of fake news: High school students' evaluation of information from social media sites.'

Silver pins (for volunteer service to the Association)

Reeti Brar

Michael Hawks

Rachel Klesch

Madelin Medlycott

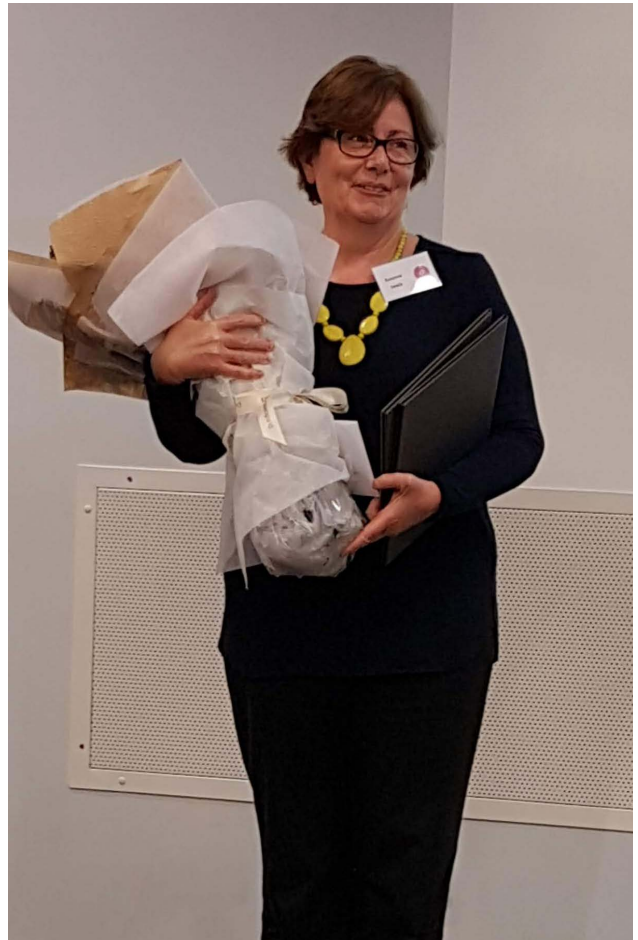
Stephanie Musk

Group awards

The ALIA Top End Group awarded the ALIA NT Recognition Award to the Alice Springs Public Library.

The Queensland Library Achiever of the Year Award was presented to Sam Searle.

The F A Sharr Award was presented to Claire Murphy.



Dr Suzanne Lewis receiving her Fellowship

Student awards

Box Hill Institute – Rachel Oliver, Bachelor of Library and Information Management

Box Hill Institute – Paola Bortolin, Diploma of Library and Information Services

Canberra Institute of Technology – Samantha McCrossen, Diploma of Library and Information Services

Charles Sturt University – Louisa Petrolo, Bachelor of Information Studies (Librarianship)

Charles Sturt University – Amy De Vries, Graduate Diploma of Information Studies

Charles Sturt University – Janelle Moore, Master of Education (Teacher Librarianship)

Charles Sturt University – Cassandra Kohle, Master of Information Studies (Librarianship)

Chisholm Institute – Jason Kwan, Diploma of Library and Information Services

Curtin University – Michelle Pitman, Bachelor of Arts Librarianship & Corporate Information Management

Curtin University – Vanessa Linsdell, Graduate Diploma in Information & Library Studies

Curtin University – Anie Woskanian, Master of Information Management

Edith Cowan University – Annette Aboltins, Graduate Diploma of Science (Information Services)

Library Training Services Australia (LTSA) – Kayleen Commens, Diploma of Library and Information Services

North Metropolitan TAFE (WA) – Caitlyn Ryan, Diploma of Library and Information Services

Queensland University of Technology – Stacey Larner, Master of Information Studies (Library and Information Practice)

Queensland University of Technology – Caitlin Arnold, Master of Education (Teacher-Librarianship)

RMIT University – Ellen Paull, Graduate Diploma in Information Management

RMIT University – Anna Welch, Master of Information Management

Swinburne University of Technology – Annalyce Wiebenga, Diploma of Library and Information Services

TAFE NSW Mount Druitt – Joanne Do, Diploma of Library and Information Services

TAFE NSW Newcastle – Kellie Auld, Diploma of Library and Information Services

TAFE NSW Sydney – Catherine Miller, Diploma of Library and Information Services

TAFE NSW West Region – Raquel Pickering, Diploma of Library and Information Services

TAFE NSW Wollongong – Danielle Blight, Diploma of Library and Information Services

TAFE Queensland Brisbane – Deepika Singh, Diploma of Library and Information Services

TAFE Queensland Online – Lorraine Bettinson, Diploma of Library and Information Services

TAFE Queensland Online – Amy Voss, Diploma of Library and Information Services

TAFE SA – Teck Ing Wong, Diploma of Library and Information Services

University of Canberra – Lucy Bracey, Master of Information Studies in Librarianship

University of South Australia – Amanda Kelly, Graduate Diploma in Library Information Management

University of South Australia – Kate Landsey, Master of Library Information Management

University of Technology Sydney – Sarah Su, Master of Digital Information Management

Victoria University Polytechnic – Maxim Haslett, Diploma of Library and Information Services

COMMUNICATIONS

Publications

During 2018, we published six issues of *INCITE*, including the first two digital-only issues in May/June and November/December. After the first digital-only issue we ran a survey of *INCITE* readers and following their feedback redesigned the content of the second digital-only issue to reflect their requests. There were four editions of the *Journal of the Australian Library and Information Association (JALIA)*, under the Taylor & Francis Routledge imprint, published in 2018. We also published more than 140 enewsletters, *ALIA Weekly*, *RecruitLIS*, *PD Postings*, *APLANews*, *FAIR*, as well as newsletters for specific ALIA Groups. As at December 2018, *ALIA Weekly* had the most subscribers (10,278), followed by *RecruitLIS* (4,483) and *PD Postings* (3,840). We also produced the *Library Lovers' Little Book* containing a range of love letters to libraries that were received as part of the Library Lovers' Day celebrations in 2018.

During 2018, we produced these reports:

Australian libraries support the Sustainable Development Goals, February 2018

10 ways library and information professionals promote truth, integrity and knowledge, November 2018

10 ways that library and information services power the health sector, February 2018

ALIA LIS Education, Skills and Employment Trend Report, December 2018

Social media

We averaged five tweets a day and approximately 1,200 tweets in total during 2018 across four handles @ALIANational, @aliaconference, @joinFAIR and @ALIAonline. We posted on average five times a day to Facebook, with more than 1,200 posts recorded for the year. By December 2018, we had 14,709 Facebook likes for ALIA and FAIR and 16,428 followers for our Twitter handles (a growth of 1,200 each in the year). In 2018, we also reactivated our presence on Instagram and gained 200 additional followers in six months, growing to 1,175.

Website

During 2018, the ALIA website was well used. There were 1,030,542 page views, 222,256 users, 444,860 sessions, 78.3% new visitors and 73.5% Australian visitors.

**Australian Library and Information
Association Ltd**

A.C.N: 090 953 236

**Annual report
for the year ended 31 December 2018**

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2018

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Australian Library and Information Association Limited

31 December 2018

Directors' report

Your directors present their report on the company for the year ended 31 December 2018.

Directors

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

Ms Vicki McDonald, President (resigned 15 May 2018)
Ms Marian Morgan-Bindon (resigned 15 May 2018)
Ms Jane Cowell (resigned 15 May 2018)
Ms Monika Szunejko (appointed 18 May 2016, re-appointed 15 May 2018)
Ms Lyndall Ley (appointed 17 May 2017) Vice-President to 15 May 2018, President thereafter
Mr Jonathon Guppy (appointed 17 May 2017)
Ms Anne Reddacliff (appointed 17 May 2017)
Mr Robert Knight (appointed 15 May 2018) Vice-President
Ms Helen Ebsworth (appointed 15 May 2018)
Ms Paula Kelly Paull (appointed 15 May 2018).

Principal activities

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

Short term and long term objectives

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

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

Strategies and key performance measures

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

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

Dividends - Australian Library and Information Association Ltd

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

Review of operations

The loss from ordinary activities after income tax amounted to \$74,299 (2017 Profit: \$63,895).

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 2018 that has significantly affected:

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

Australian Library and Information Association Limited
31 December 2018

Directors' report

Information on directors

Directors	Experience, Special Responsibilities & Qualifications
Ms Vicki McDonald	Board Director – President May 2017 – May 2018 Appointed 18 May 2016 Lib. Tech. Cert., BA (Librarianship), Grad. Dip. Business Administration, AALIA Serving second year on the Board of Directors
Ms Marian Morgan-Bindon	Board Director Appointed 21 May 2014, reappointed 18 May 2016 B.A. (Modern Asian Studies), Grad Dip Arts (LIS), Grad Cert Public Sector Management, Certificate 4 Project Management, AALIA (CP) Serving second year of second term on the Board of Directors
Ms Jane Cowell	Board Director Appointed 18 May 2016 B Applied Science: Information Management, AALIA (CP) Serving second year on the Board of Directors
Ms Monika Szunejko	Board Director Appointed 18 May 2016, reappointed 15 May 2018 Grad Dip Library and Information Studies, BA (Hons), AALIA (CP) Serving first year of second term on the Board of Directors
Ms Lyndall Ley	Board Director – Vice-President May 2017 – May 2018 President May 2018 – May 2019 Appointed 17 May 2017 BA, Dip Front-line Management, Registration (Australian Library and Information Association), AALIA (CP) Serving second year on the Board of Directors
Mr Jonathon Guppy	Board Director Appointed 17 May 2017 M Information Leadership (current), Grad Dip Library and Information Management, B Science (Computer Science), AALIA (CP) Government Serving second year on the Board of Directors
Ms Anne Reddacliff	Board Director Appointed 17 May 2017 PhD in Arts (Medical Sociology) (current), BA (Communication Studies), Grad Dip Applied Science (Library & Information Management), AALIA (CP) Serving second year on the Board of Directors
Mr Robert Knight	Board Director – Vice-President May 2018 – May 2019 Appointed 15 May 2018 BA Library & Information Science, AALIA (CP) Serving first year on the Board of Directors
Ms Helen Ebsworth	Board Director Appointed 15 May 2018 Grad Cert Educational Studies (TESOL), Grad Dip Library and Information Studies (Teaching), Dip of Teaching (Primary), AALIA (CP) Serving first year on the Board of Directors
Ms Paula Kelly Paul	Board Director Appointed 15 May 2018 Masters of Leadership (current), PhD Candidature (Early Literacy and Disadvantage), Masters Education (Teacher Librarianship), Grad. Dip Graphic Communication Education, Diploma Teaching (Primary), AALIA (CP) Serving first year on the Board of Directors

Australian Library and Information Association Limited
31 December 2018

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 held during the year ended 31 December 2018, and the numbers of meetings attended by each director were:

Director	Meetings Held During Period Director Held Office	Meetings Attended
Ms Vicki McDonald	2	2
Ms Marian Morgan-Bindon	2	2
Ms Jane Cowell	2	2
Ms Monika Szunejko	5	5
Ms Lyndall Ley	5	5
Mr Jonathon Guppy	5	5
Ms Anne Reddacliff	5	5
Mr Robert Knight	3	3
Ms Helen Ebsworth	3	3
Ms Paula Kelly Paull	3	2

Insurance of officers

(a) Insurance of officers

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

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

Proceedings on behalf of the company

No person has applied to the Court under section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party, for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

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

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.



Robert Knight
Vice-President



Monika Szunejko
Director

Canberra ACT

18th April

2019

HOUSTON & HANNA
CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

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

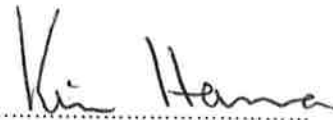
Suite 15, George Turner Offices
11 McKay Gardens, Turner ACT
GPO Box 810, Canberra ACT 2601

email: kim@khanna.com.au

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

I declare that, to the best of my knowledge and belief during the year ended 31 December 2018 there have been:

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



K.D. Hanna FCA, Auditor

Date... 23/4/19

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2018

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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 18 April 2019. The directors have the power to amend and reissue the financial statements.

Australian Library and Information Association Limited
31 December 2018

Statement of profit or loss and other comprehensive income

		2018	2017
	Notes	\$	\$
Revenue from Continuing Operations	1	3,502,636	3,589,820
Administration expenses		(181,507)	(208,583)
Awards and honorarium expenses		(11,781)	(16,835)
Bank and merchant fees		(37,699)	(23,750)
Conference expenses		(866,970)	(921,346)
Contractors and consultant expenses		(82,859)	(83,282)
Depreciation and amortisation expense		(159,600)	(128,571)
Employee benefits expense		(1,432,006)	(1,448,371)
Information technology expenses		(71,690)	(69,213)
Insurance expense		(34,097)	(36,374)
Property maintenance expenses		(139,648)	(120,115)
Publication expenses		(147,082)	(156,775)
The Reading Hour		(113,502)	-
Travel and accommodation expenses		(121,070)	(143,583)
Utilities		(87,748)	(82,267)
Other expenses		(89,676)	(86,860)
Total expenses		(3,576,935)	(3,525,925)
Profit (Loss) for the year		(74,299)	63,895
Other comprehensive income		-	-
Total comprehensive income for the year		(74,299)	63,895
Total comprehensive income for the year is attributable to:			
Members of Australian Library and Information Association		(74,299)	63,895

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

Australian Library and Information Association Limited
31 December 2018

Statement of financial position

	Notes	2018 \$	2017 \$
ASSETS			
Current assets			
Cash and cash equivalents	2(a)	386,347	181,653
Investments	2(c)	2,887,388	3,620,786
Trade and other receivables	2(b)	505,167	383,710
Total current assets		3,778,902	4,186,149
Non-current assets			
Property, plant and equipment	3(a)	1,257,463	1,304,832
Investment properties	3(b)	3,385,358	3,415,595
Work in progress – property (at cost)		328,482	-
Intangible assets	3(c)	24,443	42,954
Total non-current assets		4,995,746	4,763,381
Total assets		8,774,648	8,949,530
LIABILITIES			
Current liabilities			
Trade and other payables	2(d)	1,662,824	1,742,290
Provisions	3(d)	73,087	59,558
Total current liabilities		1,735,911	1,801,848
Non-current liabilities			
Provisions	3(d)	31,895	66,541
Total non-current liabilities		31,895	66,541
Total liabilities		1,767,806	1,868,389
Net assets		7,006,842	7,081,141
EQUITY			
Reserves	4(a)	4,003,842	4,003,842
Retained earnings	4(b)	3,003,000	3,077,299
Total equity		7,006,842	7,081,141

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

Australian Library and Information Association Limited
31 December 2018

Statement of changes in equity

	Retained earnings	Reserves	Revaluation reserve	Total equity
	\$	\$	\$	\$
Balance at 1 January 2017	3,013,404	98,083	3,888,557	7,000,044
Profit (Loss) for the period	63,895	-	-	63,895
Other comprehensive income	-	-	-	-
Total comprehensive income for the period	63,895	-	-	63,895
Transfer to reserves	-	17,202	-	17,202
Balance as 31 December 2017	3,077,299	115,285	3,888,557	7,081,141
Balance at 1 January 2018	3,077,299	115,285	3,888,557	7,081,141
Profit (Loss) for the period	(74,299)	-	-	(74,299)
Other comprehensive income	-	-	-	-
Total comprehensive income for the period	(74,299)	-	-	(74,299)
Transfer to reserves	-	-	-	-
Balance as 31 December 2018	3,003,000	115,285	3,888,557	7,006,842

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

Australian Library and Information Association Limited
31 December 2018

Statement of cash flows

		2018	2017
	Notes	\$	\$
Cash flows from operating activities			
Receipts from customers (inclusive of goods and services tax)		4,290,749	3,088,510
Payments to suppliers and employees (inclusive of goods and services tax)		(4,503,869)	(3,299,103)
		(213,120)	(210,593)
Interest received		76,381	68,045
Net cash (outflow) inflow from operating activities		(136,739)	(142,548)
Cash flows from investing activities			
Allocation to reserves		-	17,201
Proceeds from investments (Payments for investments)		733,398	25,182
Payment for property, plant and equipment		(63,483)	(145,181)
Payment for work in progress		(328,482)	-
Net cash (outflow) from investing activities		341,433	(102,798)
Net (decrease) in cash and cash equivalents			
		204,694	(245,346)
Cash and cash equivalents at the beginning of the financial year		181,653	426,999
Cash and cash equivalents at end of year	2(a)	386,347	181,653

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

Australian Library and Information Association Limited
31 December 2018

1 Revenue

	2018	2017
	\$	\$
Membership fees	1,391,525	1,342,938
Events/conference income	897,131	1,184,800
Professional services income	226,487	263,024
Publishing/advertising income	228,644	261,748
Groups income	191,369	94,093
Sale of merchandise	37,168	31,178
The Reading Hour	113,502	-
Sundry revenue	95,341	99,023
	3,181,167	3,276,804
Other income		
Interest revenue	76,259	77,995
Rental income	245,210	235,021
Total other income	321,469	313,016
Total revenue from continuing operations	3,502,636	3,589,820

(a) Recognising revenue from major business activities

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

(i) Membership fees

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

(ii) Interest income

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

(iii) Rental revenue

Revenue from rental is recognised on an accrual basis.

(iv) Conference income

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

Australian Library and Information Association Limited
31 December 2018

2 Financial assets and financial liabilities

(a) Cash and cash equivalents

	2018	2017
	\$	\$
CURRENT		
Cash at bank and in hand	386,347	181,653
Total cash and cash equivalents	386,347	181,653

(b) Trade and other receivables

	2018	2017
	\$	\$
CURRENT		
Trade and other receivables	43,221	129,105
Prepayments	432,769	225,306
Accrued income	29,177	29,299
	505,167	383,710

(c) Held-to-maturity investments

	2018	2017
	\$	\$
CURRENT		
Term deposits	2,887,388	3,620,786
Total investments	2,887,388	3,620,786

(d) Trade and other payables

	2018	2017
	\$	\$
CURRENT		
Trade payables	156,334	175,352
Other payables	79,073	527,941
Project funds in advance	851,019	408,635
Income in advance	576,398	630,362
	1,662,824	1,742,290

Australian Library and Information Association Limited
31 December 2018

3 Non-Financial assets and liabilities

(a) Property, plant and equipment

	Leasehold land \$	Freehold buildings \$	Office equipment \$	Fixtures and fittings \$	Total \$
At 31 December 2017					
Cost	289,708	917,407	104,250	631,446	1,942,811
Additions	-	-	38,364	3,871	42,235
Accumulated depreciation	-	(60,474)	(92,199)	(527,541)	(680,214)
Net book amount	289,708	856,933	50,415	107,776	1,304,832
Year ended 31 December 2018					
Opening net book amount	289,708	856,933	50,415	107,776	1,304,832
Additions	-	-	63,483	-	63,483
Depreciation charge	-	(58,625)	(21,376)	(30,851)	(110,852)
Closing net book amount	289,708	798,308	92,522	76,925	1,257,463
At 31 December 2018					
Cost	289,708	917,407	142,614	635,317	1,985,046
Additions	-	-	63,483	-	63,483
Accumulated depreciation	-	(119,099)	(113,575)	(558,392)	(791,066)
Net book amount	289,708	798,308	92,522	76,925	1,257,463

(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

	2018 \$	2017 \$
Non-current assets - at fair value		
Opening balance at 1 January	3,415,595	3,342,885
Additions	-	102,946
Amortisation Charge	(30,237)	(30,236)
Closing balance at 31 December	3,385,358	3,415,595

The fair value model is applied to all investment properties. The investment property was independently valued at 10 March 2016. At the end of each reporting period, the directors update their assessment of the fair value taking into account the most recent independent valuations. The directors therefore believe no impairment indicators exist and that the fair value of the investment is correctly reflected as at 31 December 2018 (2017: \$Nil).

Australian Library and Information Association Limited
31 December 2018

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:

	2018	2017
	\$	\$
Within one year	254,178	233,768
Later than one year but not later than 5 years	400,140	116,884
	<u>654,318</u>	<u>350,652</u>

(c) Intangible assets

	Software	Total
At 31 December 2017		
Cost	479,486	479,486
Accumulated amortisation	(436,532)	(436,532)
Net book amount	<u>42,954</u>	<u>42,954</u>

Year ended 31 December 2018

Opening net book amount	42,954	69,294
Additions	-	-
Amortisation charge	(18,511)	(26,340)
Closing net book amount	<u>24,443</u>	<u>42,954</u>

At 31 December 2018

Cost	479,486	479,486
Accumulated amortisation	(455,043)	(436,532)
Net book amount	<u>24,443</u>	<u>42,954</u>

(d) Provisions

	2018			2017		
	Current	Non-Current	Total	Current	Non-Current	Total
	\$	\$	\$	\$	\$	\$
Employee benefits	73,087	31,895	104,982	59,558	66,541	126,099
	<u>73,087</u>	<u>31,895</u>	<u>104,982</u>	<u>59,558</u>	<u>66,541</u>	<u>126,099</u>

(i) Provision for long-term employee benefits

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

Australian Library and Information Association Limited
31 December 2018

4 Equity

(a) Reserves

	2018	2017
	\$	\$
Asset revaluation reserve	3,888,557	3,888,557
Research fund reserve	38,519	38,519
Anne Harrison trust reserve	76,766	76,766
	<u>4,003,842</u>	<u>4,003,842</u>

	2018	2017
	\$	\$
Movements:		
<i>Asset revaluation reserve</i>		
Balance 1 January	3,888,557	3,888,557
Revaluation of land and buildings	-	-
Revaluation of investment property	-	-
Balance 31 December	<u>3,888,557</u>	<u>3,888,557</u>

<i>Research fund reserve</i>		
Balance 1 January	38,519	31,318
Transfer to (from) reserves	-	7,201
Balance 31 December	<u>38,519</u>	<u>38,519</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

	2018	2017
	\$	\$
Balance 1 January	3,077,299	3,013,404
Net profit (loss) for the period	(74,299)	63,895
Transfer from (to) reserves	-	-
Balance 31 December	<u>3,003,000</u>	<u>3,077,299</u>

Australian Library and Information Association Limited
31 December 2018

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 (2017: \$Nil).

7 Commitments

(a) Non-cancellable operating leases

	2018	2017
	\$	\$
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows;		
Due within 12 months	5,784	5,784
Due greater than 12 months but less than 5 years	17,352	16,632
	<u>23,136</u>	<u>22,416</u>

(b) Conference commitments

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

The value of these commitments at 31 December 2018 is \$601,425 (2017 \$812,109).

8 Events occurring after the reporting period

No matter or circumstance has occurred subsequent to 31 December 2018 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:

	2018	2017
	\$	\$
Key management personnel compensation	<u>369,136</u>	<u>369,136</u>

Australian Library and Information Association Limited
31 December 2018

10 Members' liability

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 31 December 2018, the total number of members was 4,496 (2017: 4,496).

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).

(i) 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.

(ii) 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.

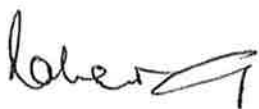
Australian Library and Information Association Limited
31 December 2018

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 2018 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.



Robert Knight
Vice-President



Monika Szunejko
Director

Canberra ACT

18th April 2019

HOUSTON & HANNA

CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

GPO Box 810, Canberra ACT 2601

Telephone: (02) 6248 0352
0414 526 136

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

email: kim@khanna.com.au

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

Opinion

I have audited the financial report of Australian Library and Information Association Limited ("the Company") which comprises the statement of financial position as at 31 December 2018 the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In my opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

- a) giving a true and fair view of the Company's financial position as at 31 December 2018 and of its financial performance for the year then ended; and
- b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. I am independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

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

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

HOUSTON & HANNA

CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

GPO Box 810, Canberra ACT 2601

Telephone: (02) 6248 0352
0414 526 136

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

email: kim@khanna.com.au

Responsibilities of the Directors for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

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

HOUSTON & HANNA

CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

GPO Box 810, Canberra ACT 2601

Telephone: (02) 6248 0352
0414 526 136

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

email: kim@khanna.com.au

I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

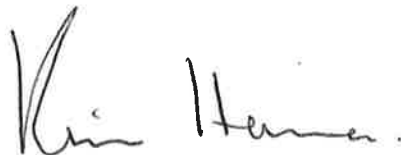
I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

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

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

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

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



K D Hanna FCA
Principal
Houston & Hanna
Canberra:

Dated: 23/4/19.



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