



STATE LIBRARY  
VICTORIA

# Library Board of Victoria Annual Report 2024-25



## **Library Board of Victoria Annual Report 2024-25**

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# Acknowledgement of Country and People

State Library Victoria acknowledges the traditional lands of all the Victorian Aboriginal clans, and their cultural practices and knowledge systems.

We recognise that our collections hold traditional cultural knowledge belonging to Indigenous communities in Victoria and around the country. We support communities to protect the integrity of this information, gathered from their Ancestors in the colonial period.

We pay our respects to their elders, past and present, who have handed down these systems of practice to each new generation for millennia.

# Responsible body's declaration

In accordance with the *Financial Management Act 1994*,  
I present the Library Board of Victoria's annual report for  
the year ending 30 June 2025.

A handwritten signature in black ink, appearing to read 'C. Christian', with a long horizontal flourish extending to the right.

Christine Christian AO  
President, Library Board of Victoria  
September 2025

# President's report



It is with great pride that I present this annual report on behalf of the Library Board of Victoria. Having served on the Board since 2013 – including the past 4 years as President – I am immensely proud of the role the Board has played in guiding this extraordinary institution through a period of growth, transformation and recognition as one of the world's leading cultural institutions.

This 2024–25 year was another record-breaking one for the Library. Onsite visitation surpassed 2.8 million – our highest ever – and we are on track to exceed 3 million onsite visitors in 2026, a key milestone of our 2022–26 Strategic Plan. Combined with strong digital engagement, these results affirm the Library's position as one of the most visited and treasured libraries in the world. This global recognition was reflected in recent awards that have elevated State Library Victoria into one of the world's most celebrated libraries.

From the outset of our Strategic Plan, the Board has set a clear direction: to broaden community engagement, diversify our audiences, and strengthen the Library's impact across Victoria and beyond. This vision has underpinned achievements including the establishment of the Indigenous gallery, the revitalisation of the North Rotunda, and the launch of initiatives including the Women Writers Fund, the *Salon After D'Arc* series and the Redmond Barry Society. These are the foundations that will ensure a sustainable and innovative public library.

In 2024–25 we oversaw significant progress in key strategic areas: strengthening philanthropy, expanding digital capability, and ensuring the Library's programs and exhibitions remain bold, relevant and inclusive. From landmark exhibitions

such as the record-breaking *Melbourne Out Loud: Life through the Lens of Rennie Ellis* and *Make Believe: Encounters with Misinformation*, to education programs that inspire the next generation, the Library continues to demonstrate the depth of its collection and the creativity of its people.

The ongoing success of StartSpace – including the milestone of more than 2000 members – is an example of how the Library can support entrepreneurship and lifelong learning while driving economic participation. The Board is proud to champion initiatives like this, which have tangible impact for Victorians.

As a Board, we remain committed to strong governance and long-term planning, ensuring the Library continues to serve Victorians now and into the future. I thank my fellow Board and Committee members for their dedication and impact, and acknowledge the Executive team who deliver our strategy with professionalism and care.

I extend my sincere thanks to the Victorian Government, especially Premier of Victoria, the Honourable Jacinta Allan MP, and Minister for Creative Industries, the Honourable Colin Brooks MP, for their support and investment in the Library's vision.

To our partners, donors, supporters and staff: thank you for your passion and commitment.

Finally, I want to record my thanks to outgoing Chief Executive Officer Paul Duldig. Since commencing in 2022, Paul's leadership has guided the Library through an ambitious growth period,

and his achievements in audience development, digital transformation and sector leadership have positioned the organisation for continued success. On behalf of the Board, I thank him sincerely.

Looking ahead, the Library's 170th anniversary in 2026 will provide a powerful opportunity to celebrate and learn from the past while also ensuring a limitless future. The Board is focused on our next major goal: revitalising the jewel in Melbourne's crown, the iconic Dome of the La Trobe Reading Room. The Dome has been an inspirational place in Melbourne to read, write, learn from the past, and imagine the future. This once-in-a-generation project will secure the heritage of one of Melbourne's most recognisable landmarks.

It is an honour to serve as President of the Library Board of Victoria. Together, we will ensure that State Library Victoria continues to thrive as a leading cultural institution, delivering public value for all Victorians now and for future generations.

A handwritten signature in black ink, appearing to read 'C. Christian', with a long, sweeping horizontal line extending to the right.

Christine Christian AO  
President  
Library Board of Victoria

# Chief Executive Officer's year in review



It's a pleasure to share my third and final report as Chief Executive Officer of State Library Victoria – marking the conclusion of a role I have been honoured to hold. This year has been defined by record-breaking visitation, bold public programming, and new compelling digital experiences for our visitors.

With over 7 million combined onsite and online visitors this year, the Library strengthened its role not only as a must-do destination in the heart of Melbourne, but as an increasingly global platform for learning, knowledge and culture.

More than 1 million of this year's onsite visitors were new to the Library – a major milestone that saw us reach our 2026 target for new audience growth 2 years earlier than target. And new audiences engaged with the Library online through our digital experiences with the launch of *SLV LAB*, our innovation hub, and the new online cinematic experience *Mouthful of Dust – A Ned Kelly Web Experience* which has quickly become one of our most visited exhibitions.

Since the commencement of our 2022–2026 Strategic Plan, annual exhibition visitation has nearly doubled to more than 2 million – a powerful reflection of the Library's ability to connect community with collection through bold, engaging and thought-provoking exhibitions.

This year we continued to grow our reach and relevance across formats and geographies. Our *Book Bash* livestreams brought beloved authors into classrooms across the country, while new acquisitions and partnerships extended the Library's capacity to inform, inspire and challenge. Meanwhile, our staff supported more than

52,000 enquiries, hosted thousands of schools and public program participants, and continued their critical behind-the-scenes work to collect, preserve and share Victoria's memory.

We engaged with diverse communities through powerful exhibitions like *Make Believe: Encounters with Misinformation, Treaty, and Searching for Sanctuary*, each prompting vital public dialogue and reflecting the strength and diversity of the State Collection. In a rapidly changing world, these programs also exemplify the evolving role of libraries as living cultural spaces – places not only of preservation, but also catalysts for critical thinking and collective understanding.

An increasingly important role of the Library is as an archive of knowledge and cultural memory. This year the Library accepted the role of caretaker of the Yoorrook Justice Commission Official Public Record, containing testimony and documentary evidence of First Peoples' experiences of colonisation in Victoria. This will be held separately to the State Collection, a first in the history of State Library Victoria, recognising the importance of self-determined ownership and governance of the archive. Alongside this, the *beruk* exhibition, which launched our dedicated Indigenous gallery and was recognised with the ganbu juljin Award at the Melbourne Awards, reflecting the power of First Nations-led storytelling and community-led curation to shape a richer shared future.

I extend my thanks to The Honourable Colin Brooks MP, Minister for Creative Industries, Claire Febey and the Creative Victoria team, and fellow leaders from across the Victorian cultural sector, for their collaboration and steadfast support.

My heartfelt thanks to the staff at State Library Victoria and in libraries across the state. Your work is vital to the communities you serve, and your passion and dedication are exemplary.

It has been a great privilege to lead the incredible Library team these last 3 years, and to work alongside such dedicated colleagues, partners and supporters. As I prepare to step away from this role, I do so with immense pride in what we have achieved together, and deep confidence in the Library's future.

I look forward to seeing the Library thrive in its next exciting chapter.

A handwritten signature in black ink that reads "Paul Duldig". The signature is written in a cursive, flowing style.

Paul Duldig  
Chief Executive Officer,  
State Library Victoria

# 2024–25 highlights

## Create a compelling digital experience

**4,573,168**



online user sessions

**168,293**



items made more discoverable

**30,690**



digitised items added to the collection

**4,072,870**



digital collection items used (exc. Trove)

**11,263**



electronic acquisitions

**37,423**



ebook titles

**1,141,354**



page views of Library research guides

**1052**



podcast downloads

**380,390**



online video views

## Become a must-do destination

**90%**

visitor satisfaction score



**2,818,114**



onsite visitors

**2,076,164**



exhibition visits

**52,000+**



enquiries

**64.8+**

visitor net promoter score



**1,017,100**



first-time visitors

**6300**



extended reference enquiries completed by our librarians

**89,056**



Library members

### Strengthen diverse communities

**109,202**



participating students

**676**



education programs delivered

**2400+**



StartSpace members  
(800 FY25)

**18**



Fellows

**163**



creative practitioners engaged

**3%**



regional audience

**47%**



CALD audience

### Become an active community voice for learning, knowledge and culture

**2027**



public programs  
(online, hybrid, onsite)

**146,168**



event attendees  
(online, hybrid, onsite)

**105,148**



workshop participants  
(online, hybrid, onsite)

**79%**



of onsite visitors and 93% of online visitors agree that the Library actively promotes learning, knowledge and culture

**76%**



of onsite visitors and 90% of online visitors agree that an experience with State Library Victoria inspires curiosity, creativity and builds new skills

**211,859**



social media followers

**182,464**



Library blog readers

**142,152**



SLV News readers

### Deliver innovative and sustainable operations

**289.7**



staff (FTE)

**\$692m\***



collection value

**34,350**



collection items  
preserved and conserved

**6467**



volunteer hours  
contributed

**260.6**



collection size TB  
(digital)

**99.8%**



ICT network uptime

\* Based on insurance reporting (cost basis) FY25

# Vision

We aspire to be globally recognised as a major destination for stimulating cultural experiences, a trusted place for contemporary debates and community-driven collecting, and a gateway to leading-edge digital experiences that invite new and creative ways to use the collection.

By 2026, the community will recognise State Library Victoria as the trusted and dynamic cultural custodian of the rich heritage of Victoria, ensuring access for all to:

- better understand our past
- inform our present, and
- inspire our future.

## **Become a must-do destination**

The Library precinct is a vibrant hub of activity, showcasing the collection, profiling expertise and maximising the use of our world-class spaces. We have inspired new audiences, visitors, scholars and tourists to engage with the Library through our celebrated curated programs and deep expertise.

## **Create a compelling digital experience**

The Library's rich collection is accessible to all through a compelling digital experience, inspiring visitors to respond in creative and thoughtful ways.

## **Strengthen diverse communities**

Victoria's diverse communities are strengthened through their connection with the Library, seeing genuine relevance and representation in our collecting, and valuing their engagement with our collection, exhibitions, programs and staff.

## **Become an active community voice for learning, knowledge and culture**

We are a leader in learning, knowledge and culture. The Victorian community actively engages with the Library as a trusted place to explore current issues, provoking questions, learning and debate.

## **Deliver innovative and sustainable operations**

We are innovative and sustainable in delivering the programs and services that our community needs. Our skilled and diverse staff have the right tools and infrastructure, and we have secured a sustainable funding base, augmented by additional revenue maximising community impact.

# Values

## **Innovation**

We recognise and embrace new technologies, ideas and opportunities to improve, grow and develop as individuals and as industry leaders in a challenging environment.

## **Collaboration**

We work together and with partners, sharing knowledge and resources to advance universal access to information.

## **Engagement**

We work to understand, connect and meet the needs and expectations of our communities in the most appropriate ways.

## **Excellence**

We provide outstanding service at all times, in a professional and ethical manner.

## **Respect**

We strive to create an open and caring community by valuing and supporting individuals and acknowledging the strength of diversity.

# Structure

State Library Victoria sits within the Creative Industries Portfolio, overseen by Creative Victoria, part of the Department of Jobs, Skills, Industry and Regions.

The Library Board of Victoria governs the operations of the Library and reports to the Victorian Minister for Creative Industries. The Board is a statutory authority established under Section 16 of the *Libraries Act 1988* (Libraries Act).

Under the direction of the Board, the Chief Executive Officer manages the Library, including its collections, services, programs and responsibilities.

## Key people

### Minister

During the reporting period, the responsible Minister was The Honourable Colin Brooks MP, Minister for Creative Industries.

### Vice Regal Patron

On 8 October 2024, Her Excellency Professor the Honourable Margaret Gardner AC, accepted the role of the Library's inaugural Patron. The Governor's patronage acknowledges the Library's powerful impact in shaping education, culture, and community well-being.

### Chief Executive Officer

Overall responsibility for:

- executing Board-approved strategies, plans and budgets
- ensuring the effective and efficient functioning of the Library
- developing, preserving and providing access to the State Collection
- implementing Board-approved policies, process and codes of conduct
- driving innovation in Library services, digital access and public engagement
- ensuring the Library delivers public value and aligns with community needs.

Occupied by Paul Duldig.

### Library executive

#### Director, People and Partnerships

Responsible for the Library's people, culture and strategic relationships, including:

- workforce capability and engagement
- safety and security
- inclusion, diversity and access
- corporate partnerships

- philanthropy
- memberships
- Victorian Indigenous Research Centre (VIRC)
- sector engagement.

Occupied by Kath Brown.

#### Director, Experience

Responsible for the strategic development of Library services and the customer experience, including:

- visitor experience
- information and customer service
- brand and audience engagement
- exhibitions and programs
- early-stage entrepreneur support (StartSpace).

Occupied by Joel McGuinness.

#### Director, Collections

Responsible for the development, description and preservation of the State Collection, including:

- legal deposit
- digitisation and digital preservation
- collection valuation
- collection exhibition loans (inward and outward)
- storage and environmental conditions.

Vacant. Until 16 April 2025, the role was occupied by Monika Szunejko.

#### Chief Operating Officer and Chief Financial Officer

Responsible for leading organisational resourcing, accountability and transparency, as well as overseeing:

- financial management
- property management
- project management
- governance (policy, risk management and legal) and planning.

Occupied by John Wicks.

#### Chief Digital Officer

Responsible for creating compelling digital products and experiences that make the Library's collection available to all through innovative, experimental and creative ways, as well as overseeing:

- technology infrastructure and systems
- digital innovation
- web experiences
- digital content production.

Occupied by Paula Bray.

# Governance

## Library Board of Victoria

The functions of the Board are set out in Section 18 of the *Libraries Act*:

- ensuring the maintenance, preservation and development of a State Collection of library material, including a comprehensive collection of library material relating to Victoria and the people of Victoria
- ensuring that material in the State Collection is available to such persons and institutions and in such manner and subject to such conditions as the Board determines, with a view to the most advantageous use of the State Collection
- ensuring the availability of such other services and facilities in relation to Library matters and Library material (including bibliographic services) as the Board determines
- arranging the publication and sale of reproductions of any Library material in the State Collection
- overseeing the exhibition of material from the State Collection for information, education and entertainment
- overseeing cooperation in programs with libraries and information organisations to promote access to library and information services and resources
- exercising leadership and promoting high standards in the provision of library services and information services
- providing advice and information to the Minister on any matter concerning libraries and information organisations
- performing any other functions appropriate to the Board as the Minister may approve.

The Board must also ensure that the Library's activities contribute to the enrichment of the cultural, educational, social and economic life of the people of Victoria.

## Board members

### Christine Christian AO, President

Christine was appointed to the Board in August 2013 and appointed Board President in May 2021. She is also Chair of the Appointments and Remuneration Committee and a member of the Library's Foundation Council. Christine is the Chair of Auctus Investments, Tanarra Credit Partners and Pier 12 Capital, and holds non-executive director roles with MaxCap Group, Arcus Partners and Affinda. Since November 2024 Christine has been on the Advisory Board of The Nature Conservatory and non-executive director of Generation Development Group. Christine is a Council member of La Trobe University and Head of the University's Corporate Risk and Governance Committee. She is a member of the Australian Institute of Company Directors, Strategic Management Society and member and former president of Chief Executive Women.

On 6 June 2025, Christine Christian AO announced her intention to retire from the role of President of the Board. Christine will continue to serve in the position until a new President is appointed.

### Adam Lewis

Adam Lewis was appointed to the Board in May 2018 and reappointed in 2021 and 2024. Adam served as a member of the Vision 2020 Redevelopment Project Steering Committee and is currently a member of the Audit and Risk Management Committee and the Appointments and Remuneration Committee. Adam is an alumnus of McKinsey & Company and since leaving McKinsey in 2010 has been Chair of Palette, Deliciou, HPS Technology and Southern Innovation. Adam has previously been a Director of the Melbourne International Film Festival, a member of the Australia Council for the Arts, and an advisory board member of the Smith Family. He is also the former Chair of Aconex Pty Ltd and Message Media Limited.

### **Alex Cartel**

Alex Cartel was appointed to the Board in March 2022 and reappointed in 2025. He has been a member of the Library's Foundation Council since 2020 and its Chair since 2022. Alex is Managing Director and Head of Global Advisory Australia at Rothschild & Co, and has served as a member of the Australian Takeovers Panel since 2013, becoming President in 2019. Alex was previously Managing Director, Head of Banking, Capital Markets & Advisory, Australia and New Zealand at Citi Bank, and Managing Director, Co-Head of Corporate Finance, Deutsche Bank in Australia, having commenced his career as a solicitor with Allens in Melbourne. Alex has a Bachelor of Laws (Hons) from the University of Melbourne.

### **Cheri Ong**

Cheri Ong was appointed to the Library Board in May 2019 and reappointed in 2022 and 2025. Cheri is a member of the Audit and Risk Management Committee and the Foundation Council. Cheri is the founder and Chair of the Asian Australian Foundation. She was a member of the governing council of International House, University of Melbourne, and the Chair of its Risk Committee. Cheri was previously a board member and Chair of the Finance, Audit and Risk Committee of Multicultural Arts Victoria and was formerly Head of Regulation and Compliance at KPMG Australia and the Asia Pacific Chief Operating Officer for KPMG Risk Management.

### **Donata Carazza**

(end of appointment 31 May 2025)

Donata Carrazza was appointed to the Board in May 2019 and reappointed in 2022. She was also a member of the Advisory Committee on Public Libraries and the Audit and Risk Management Committee. Donata is artistic director of the Mildura Writers Festival. In 2023 she was appointed to the board of WomenCAN Australia. Donata has served on the board of Arts Mildura (2004–09) and Writers Victoria as a committee member (2017–19).

### **Hugh Williams**

(end of appointment 31 May 2025)

Dr Hugh Williams was appointed to the Library Board in May 2019 and reappointed in 2022. He was the Chair of the Library's StartSpace Committee. Hugh is the co-founder of CS in Schools, a charity that is creating sustainable change in digital technology education in schools. He is also an Enterprise Professor at the Melbourne Business School and the University of Melbourne, and an Adjunct Professor at RMIT University. He was formerly a vice president at Google, where he led Google Maps, and he has also previously held senior roles at eBay and Microsoft.

### **Keren Murray**

Keren Murray was appointed to the Board on 16 July 2024 and is the Chair of the Advisory Committee on Public Libraries. Keren is an experienced non-executive director in the community and literary sectors. Keren was the Chair of The Stella Prize board, founding director and Secretary of Women and Mentoring (WAM), and board member of YWCA Victoria. For more than 20 years Keren has worked across the public, private and community sectors as an executive, lawyer and policy advisor. In 2017, she established Keren Murray Consulting, a boutique consultancy working with clients in the justice and social services sectors. Keren has a Bachelor of Civil Laws and a Master of Philosophy in Law from the University of Oxford. She has bachelor's degrees in arts and law from the University of Melbourne.

### **Inala Cooper**

Inala Cooper was appointed to the Board in March 2022, reappointed in 2025, and is a member of the Foundation Council and Advisory Committee on Public Libraries. She is a Director, Murrup Barak, Melbourne Institute for Indigenous Development, Board Member of the Emmanuel Foundation and the Adam Briggs Foundation. Inala has been Senior Adviser in the Yulendj Indigenous Engagement Unit at Monash University and Board member of Jesuit Social Services.

### **John Dewar AO**

Professor John Dewar was appointed to the Board on 16 July 2024. John has held many leadership positions in the higher education sector, including Vice-Chancellor at La Trobe University (for 12 years from January 2012 to January 2024), Griffith University and the University of Melbourne (as Deputy Vice-Chancellor – Global Relations, and Provost) and, more recently, Interim Vice-Chancellor and President at the University of Wollongong. John is also a partner at KordaMentha in their performance improvement team since February 2024. John is a graduate of the University of Oxford, where he was also a Fellow of Hertford College from 1990 to 1995. He taught at Lancaster University and the University of Warwick in the United Kingdom, and worked for the London law firms Allen & Overy and Farrer & Co.

### **Mark De Ambrosis**

(end of appointment 31 May 2025)

Mark De Ambrosis was appointed to the Library Board in March 2022 and was the Chair of the Library's Finance Committee. Mark is Managing Director and co-founder of Armitage Associates. In 2009 he founded Longreach Capital in Chicago and returned to Australia in 2011 where he spent over 5 years leading the investment team at MH Carnegie & Co as the firm's investment director and partner.

### The Observership Program

The Library participates in The Observership Program, which provides training and practical experience in not-for-profit board leadership and ongoing networking opportunities for future leaders. Imelda Bonnett was the Board Observer for 2025.

### Standing committees

Several standing committees report to the Library Board of Victoria.

#### Advisory Committee on Public Libraries

An advisory group to the Board and a communication link between the Board, public libraries and Public Libraries Victoria (PLV).

- Keren Murray (from 28 August 2024)
- Donata Carrazza (until 31 May 2025)
- Inala Cooper
- Paul Duldig, CEO, State Library Victoria
- Vanessa Schernickau, CEO, Geelong Regional Library Corp and incoming President, PLV
- Jenny Musty, Library Services Manager, Campaspe Shire Council (until December 2024)
- Sally Both, CEO, Whitehorse Manningham Regional Library Corporation
- Felicity Macchion, CEO, Goulburn Valley Libraries
- Georgina Earl, Unit Manager of Library Services at Merri-bek City Council. PLV Executive (from 1 May 2025)
- Ross Coller, Head of Strategic Relationships, State Library Victoria (from 1 May 2025)

#### Appointments and Remuneration Committee

Oversees the nominations process for recommending members for appointment to the Library Board of Victoria. The Committee ensures that the Library's policy and practice relating to executive remuneration and individual remuneration packages for executives are consistent with Victorian Government PEER policy. The Committee reviews executive officer salaries, performance and bonuses, recruitment, appointments, and associated issues, when appropriate.

- Christine Christian AO, Chair
- Adam Lewis

#### Audit and Risk Management Committee

On behalf of the Board, the Committee oversees the effectiveness of the systems and controls for financial management, performance and sustainability, including risk management, and ensures compliance with the *Financial Management Act 1994*. The Committee approves the internal audit provider and determines the internal audit program.

- Anne Jackson, Chair, external member (until 4 December 2024)
- Alistair Mytton, Chair, external member (from 5 December 2024)

- Donata Carrazza (until 31 May 2025)
- Clare Gibney, external member
- Michael Hill, external member
- Adam Lewis
- Cheri Ong

#### Finance Committee

Oversees the Library's financial performance and sustainability by assessing all significant financial and commercial information before it is presented to the Library Board of Victoria, including investment objectives and strategy. The Committee seeks to confirm that Library management has processes to ensure financial reports, budgets and forecasts of operations for which the Board is responsible are accurate, concise and timely.

- Mark De Ambrosis, Chair (until 31 May 2025)
- Christine Christian AO, interim Chair (from 31 May 2025)
- Katrina Effhim, external member
- Gavriel Friedland, external member
- Chelsie Harris (from 5 December 2024)

#### State Library Victoria Foundation Council

Supports the Board to realise its strategic objectives by providing advice, advocacy and active engagement with management for the Library's fundraising program, which includes attracting donations, gifts and bequests and honouring donors.

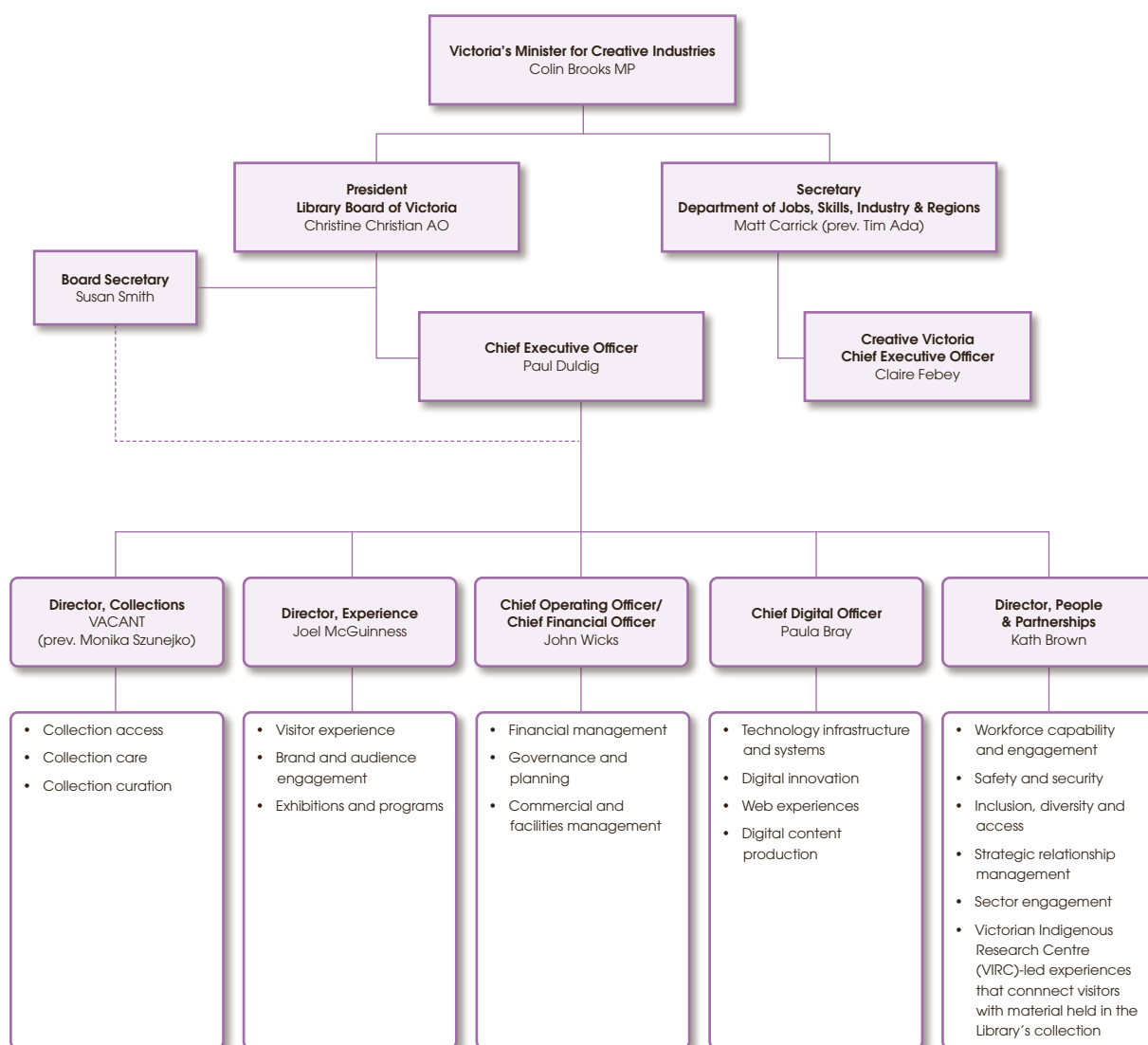
- Alex Cartel, Chair
- Christine Christian AO
- Cheri Ong
- Inala Cooper
- Dianne Reilly, external member
- Helen Imber, external member
- Thomas Hudson, external member
- Professor Katie Stevenson, external member
- Daniel Attia, external member

#### StartSpace Committee

Assists the Library Board of Victoria to discharge its responsibilities and oversee StartSpace and its related support services, programs, events and content to foster innovation, entrepreneurship and creativity.

- Hugh Williams, Chair (until 31 May 2025)
- Mathew Herring, external member
- Helen Souness, external member
- Daniel Hong, external member

# Organisation chart



# Report of operations

This section reports on key initiatives and projects aligned with the Library's 5 strategies:

- [Become a must-do destination](#)
- [Create a compelling digital experience](#)
- [Strengthen diverse communities](#)
- [Become an active community voice for learning, knowledge and culture](#)
- [Deliver innovative and sustainable operations.](#)

## Become a must-do destination

### A new high: Record-breaking visitation continues

For the third year running, State Library Victoria set a new visitation record, welcoming 2,818,114 people through its doors in 2024–25. Footfall data confirms the Library has never been busier, with daily visitation averaging more than 7800. This remarkable milestone reaffirms the Library's role as a dynamic and essential public space – drawing in a diverse community of students, tourists, young adults, and knowledge seekers.

As one of the most visited libraries in the world, the Library continues to serve as a cultural anchor for Melbourne, Victoria, and beyond. Onsite and online visitor satisfaction remained consistently high across the year, reflecting the strength of the Library's exhibitions, programs, and services.

## Library spaces in demand

State Library Victoria offers a range of spaces and services for Library members and visitors including free and bookable meeting rooms, audio studios and public PCs.

In 2024–25, the Library's bookable meeting rooms were in high demand, hosting 6941 bookings totalling 8552 hours – an impressive 80 per cent occupancy rate. The 2 audio studios – Studio 2, equipped for recording, editing, and mixing; and Studio 4, dedicated to podcasting – were occupied for 84 per cent of their available time, amounting to 3508 hours across 824 bookings. To support this usage, staff delivered 121 studio inductions, enabling 319 members to confidently utilise these creative spaces.

Public access to the 25 general-use PCs also remained strong, with nearly 64 per cent occupancy throughout the year. Visitors booked a remarkable 68,302 sessions, accounting for 49,425 hours of computer use.

## A magical hub for young visitors

The Pauline Gandel Children's Quarter is a key attraction for families visiting State Library Victoria. In addition to scheduled programs for children and families, the Children's Quarter offers daily drop-in activities to enrich the visitor experience. This year the space attracted 377,808 visitors, 20,488 of whom participated in 316 drop-in activities delivered by Visitor Services staff, with an average of 64 participants per session.

### Innovating access and inspiring exploration

We remain committed to expanding access to the Library's collections through innovative initiatives that invite curiosity and spark meaningful engagement. By creating new and inclusive ways to explore our resources, State Library Victoria continues to be a dynamic centre for learning, discovery, and cultural connection.

### Exhibition success

Having opened in April 2025, ***Make Believe: Encounters with Misinformation*** is a bold and timely exhibition inviting visitors to question what they believe – and why. The exhibition blends striking historical material with new commissions from Victorian artists, exploring misinformation across 4 themes: our planet, our bodies, our histories, and our freedoms. Visitors encounter powerful works by Wiradjuri and Ngilyampaa artist **Charlotte Allingham**, who reclaims the myth of terra nullius; **Scotty So**, who challenges photographic truth in the deepfake era; medical researchers **Professor Helen O'Connell**, **Anita Brown-Major**, and **Dr Jennifer Hayes**, exposing myths about female anatomy; and **Dr Sofi Basseghi**, who draws on Persian poetry and art as acts of resistance. Visually immersive and conceptually rich, *Make Believe* encourages curiosity and critical thinking amid information overload. A dynamic public program, including sold-out *Library Up Late* x *Make Believe* and *Salon After D'Arc* events, have also extended the exhibition's reach and reinforced the Library's role as a cultural thought leader.

The Library's much-loved ***World of the Book*** exhibition marked a milestone in 2025, closing its 19th iteration with 839,285 visitors and launching a refreshed 20th edition in May. Highlights of the outgoing display included *Myrrour of the Worlde* (1490), one of only 2 known surviving copies printed by **William Caxton**, and a powerful showcase on the history of women's suffrage, featuring works by **Mary Wollstonecraft**, **Vida Goldstein** and **the Pankhursts**. Now in its 20th year, *World of the Book* continues to captivate audiences with rare first editions, striking design, and timeless stories of imagination and influence.

Finally, closed in May 2025 after a triumphant 14-month run, ***Melbourne Out Loud: Life through the lens of Rennie Ellis*** immersed nearly 350,000 visitors in the unfiltered, rebellious energy of Melbourne from the 1960s to 2000s. Featuring rarely seen photographs, handwritten notebooks, and a Midsumma refresh of Ellis's queer portraits, the show captured the city's shifting subcultures and social change. High-impact public programs – including 2 sold-out *Library Up Late* events – reactivated the Library after dark, drew new audiences into the CBD and sparked powerful intergenerational dialogue about the people, places and moments that shape Melbourne's civic identity.

# Exploring why we believe the *Make Believe*

In a world flooded with conflicting headlines, filtered feeds and seductive half-truths, *Make Believe: Encounters with Misinformation* invites Victorians to pause and ask the simplest, hardest question of all: why do we believe what we do?

This provocative, playful and deeply philosophical exhibition opened in April 2025 in the Keith Murdoch Gallery and continues to transform State Library Victoria into a space for critical reflection and cultural enquiry. Between 16 April and 30 June 2025, the exhibition amassed more than 62,000 visitors, with 58,888 visiting in person and 3576 online sessions. Drawing from the Library's extensive collections and featuring contemporary commissions by Victorian artists, *Make Believe* explores how misinformation has shaped the way we understand our planet, our bodies, our histories and our freedoms – and how libraries can help us navigate the noise.

Far from a static display of fact versus fiction, the exhibition takes a more thoughtful approach. It positions the Library as a place not of absolute answers, but of enquiry – a public institution that empowers Victorians to question, compare, reflect and make informed decisions – speaking to its enduring role as a community voice for learning, knowledge and culture.

## From falsehoods to fresh perspectives

Spanning topics as diverse as colonial propaganda, medical bias, digital deception and cultural resistance, *Make Believe* offers visitors a series of encounters including artist Charlotte Allingham reclaiming the myth of terra nullius by remixing 1960s commercial imagery; Scotty So exposing the slipperiness of archives and photography in a post-truth era; Helen O'Connell, Anita Brown-Major and Dr Jennifer Hayes challenging centuries of flawed knowledge about female anatomy, and Dr Sofi Basseghi preserving suppressed stories through Persian poetry and visual resistance. Housed on [the exhibition's dedicated microsite](#), their collective case study videos were viewed 559 times in 2024–25.

Together, these works remind visitors that misinformation is not just a contemporary phenomenon – it has long been used to obscure power, silence voices, and shape public perception. And, crucially, that individuals and institutions alike have a role in resisting it.



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## Making trust tactile

As a must-do destination for cultural exploration, the Library elevates the visitor experience through design and interactivity. Glowing green screens, mirrored illusions and surreal visual cues turn the gallery into a space that both mimics and mocks the aesthetic of misinformation. In a world where distortion often feels seamless, this sensory-rich setting helps visitors stay alert, ask questions and think deeply.

Interactive experiences invite guests to test their ability to spot misinformation and reflect on their own cognitive biases. It is a reminder that while misinformation is structural and systemic, it is also deeply personal.

A free Your Library Online webinar and digital literacy tools including a [misinformation Research Guide](#) viewed more than 3400 times as at 30 June have also extended the exhibition's educational value, showcasing the Library's commitment to equipping the public with trusted resources and critical research skills.

## A Library for the people, by night and by day

One of the exhibition's defining moments was the sold-out *Library Up Late x Make Believe* event, presented in partnership with RISING on 12 June. More than 1700 people filled the Library for a night of performance, provocation and pure delight.

With an electric mix of panel discussions, live music, queer performance art, interactive games and immersive installations, the event reflected the best of what a 21st-century library can be: open, bold, welcoming and deeply curious.

From artist talks in Ian Potter Queen's Hall to anatomical trivia in the Ideas Quarter, and DJ sets under the Dome, the event blurred the line between learning and celebration in a proud demonstration of what it means to be a cultural institution that trusts its public – and is trusted in return.

***'I walked into the Dome Reading Room, felt the music, saw the books, and felt like my heart would explode with happiness... Truly the people's library.'***

By merging scholarship, creativity and public trust, the exhibition not only challenges how we think – it reminds us why a free and open library matters.

# Melbourne Out Loud: A love letter to our city

Bold, unfiltered, and brimming with civic character, *Melbourne Out Loud: Life through the lens of Rennie Ellis* offered more than an exhibition – it offered a mirror. Across 450 vivid photographs projected across the walls of Victoria Gallery, the State Library invited Melburnians to see themselves in the images, stories and street life that shaped the city from the 1960s through to the early 2000s.

One of the Library's most beloved exhibits to date, *Melbourne Out Loud* transformed the Library into a time machine – reviving the energy of Fitzroy protests, St Kilda parties, Chapel Street nightlife and Boxing Day Test crowds, all captured by one of Melbourne's most prolific street photographers.

This major exhibition reinforced State Library Victoria's role as a must-do destination for cultural discovery, blending nostalgia with civic identity and public joy.

## Seeing ourselves in the archive

What made *Melbourne Out Loud* uniquely powerful was its balance of spectacle and intimacy. While Ellis's archive contains unforgettable images of icons – Tina Turner, Olivia Newton-John, Nick Cave, Lou Reed – the beating heart of the exhibition lay in his portraits of everyday Melburnians. His lens captured sun-drenched moments at Middle Park beach, flamboyant club dancers in St Kilda, and spontaneous scenes of public life on Swanston and Smith Streets.

These images don't just depict Melbourne; they reveal the creative and rebellious energy that has long defined it. They're raw, joyful, political, and imperfect – and in that way, deeply human.

Encouraging thousands of locals to see their past and present reflected on the walls of one of the state's most visited cultural institutions, visitors were invited to find themselves – literally – in the photos, with a public call-out campaign encouraging people to identify themselves or their memories in the digitised archive.

This participatory approach reflects the Library's broader vision: to be a trusted custodian of Victoria's living memory, and to foster meaningful connections between the past and present.

## A uniquely Melbourne moment

No other institution could have hosted this body of work. Rennie Ellis's photography is not just about Melbourne – it is Melbourne. His images trace decades of cultural transformation: from women's and gay liberation protests to fashion revolutions, music milestones, and new waves of multicultural identity. And nowhere but the Library could stage a retrospective that treats those stories not just as history, but as part of our collective DNA.

*Melbourne Out Loud* activated Victoria Gallery in joyful, unexpected ways – from a retro soundtrack curated by DJ MzRizk to themed vignette spaces devoted to music, fashion, sport, and subculture. Visitors were immersed in scenes both iconic and familiar, and drawn into the power of everyday lives captured on film.

The accompanying public program amplified this sense of shared culture. A standout moment was the *Library Up Late x Midsumma* event – a full-gallery takeover celebrating the queer communities Ellis documented so honestly. The event featured performances, DJs and after-hours access, extending the exhibition into the night and positioning the Library as a space where diverse communities gather, celebrate and create.

## Making cultural access unforgettable

In line with the Library's goal to deliver innovative and inclusive public experiences, *Melbourne Out Loud* was free, accessible and designed to appeal across generations. From secondary students exploring the 1980s for the first time to longtime locals rediscovering old haunts, the exhibition created space for everyone to feel part of the city's cultural story.

The project drew on one of the most significant photographic acquisitions in State Library history – over half a million Rennie Ellis photographs and manuscripts now form part of the State Collection. Many of the images featured in the exhibition had not yet been digitised or publicly displayed, making this a first glimpse for audiences into newly acquired material.

Positioned in the heart of the city, the exhibition was one of the Library's most popular to date, drawing almost 350,000 visitors. It reaffirmed State Library Victoria's role as a cultural anchor and destination of choice for unforgettable, free and uniquely Melburnian experiences.



### Public programs draw crowds

In early 2025, the Library launched *Beyond the Page*, a bold new literary series showcasing celebrated Australian and international voices. The program featured acclaimed authors including **Stan Grant**, **Helen Garner**, **Dava Sobel**, and **Niall Williams**, alongside rising literary talents. Events ranged from lunchtime book clubs to major evening lectures, connecting thousands of readers to the stories and ideas shaping our times. *Beyond the Page* positioned the Library as a premiere destination for literary dialogue, reinforcing its role as a beacon for Melbourne's City of Literature.

By day, the 2025 *Summer Kids Takeover* transformed the Library into a vibrant playground for children and families, with immersive activities stretching from the forecourt to the Dome. Visitors danced in Bollywood workshops, sang with Yarra Voices, crafted soft sculptures, met beloved authors like **Bob Graham** and **Zeno Szwed**, and even created chalk masterpieces outdoors. Free and ticketed sessions drew thousands of families into the Library for a joyful day of performance, play and discovery. The event reaffirmed the Library's reputation as a welcoming, inclusive space for Victoria's youngest citizens.

When the sun went down, *Library Up Late x Midsumma* brought inclusive celebration and after-hours energy to the heart of the Library. A sold-out crowd of 1189 revelled in performances, pop-ups and collection encounters that spotlighted queer histories and creative expression. The one-night-only event fused storytelling and spectacle, inviting audiences to explore the Library in a new light – literally and figuratively. Part of the Midsumma Festival program, this *Library Up Late* edition continued the Library's evolution as a dynamic night-time destination for diverse and contemporary audiences.

The Library's acclaimed after-hours conversation series, *Salon After D'Arc*, returned in 2025 with bestselling author and broadcaster Jamila Rizvi as host and a refreshed focus on the hidden forces shaping how we think. Made possible with support from the **Helen Macpherson Smith Trust**, the sold-out first event, *Changing Your Mind*, featured journalist **Sushi Das**, comedian **Sami Shah**, and RMIT's **Gordon Farrer** in a thought-provoking exploration of misinformation. Drawing a vibrant audience of curious minds, the event built on themes from the *Make Believe* exhibition and affirmed the Library's position as a cultural hub for dialogue and debate. The 4-part series continues through to October in the Conversation Quarter.

### Expert enquiry management

During the reporting period, our librarians received and responded to more than 52,800 visitor enquiries, or 145 enquiries per day on average. Over 40,000 enquiries were lodged at the Ask a Librarian desk, with more than 5500 enquiries received by phone to the Ask a Librarian line, and more than 6300 extended reference enquiries. In the open collections housed in our reading rooms, our visitors retrieved more than 8000 items.

### Supporting our visitors everyday

In addition to specialised reference queries, visitor services staff responded to more than 8600 visitor email enquiries and phone calls on topics ranging from how to navigate the Library, to membership and studio enquiries through to formal visitor feedback. This amounted to an average of 24 enquiries across phone and email per day.

### Partnerships attract diverse audiences

Our partners help bring bold ideas to life. Together, we deliver programs, experiences and opportunities that engage millions and support the Library's role as a leader in learning, innovation and public engagement. The following highlights showcase the breadth and impact of our partnerships over the past year.

#### Melbourne Writers Festival (MWF)

As the festival's Major Venue Partner, the Library hosted the majority of the **2025 Melbourne Writers Festival** public program from 8 to 11 May, as well as the **Primary Schools Days** program from 5 to 9 May. Events took place across key Library spaces and the Library supported event logistics, technical production and front-of-house staffing, helping to create a welcoming and accessible environment for diverse audiences. The Library was recognised prominently as a major partner throughout the festival, including in speeches, signage and materials. This valued partnership supports the literary community and brings new visitors through our doors, with 40,770 people visiting the Library during the festival period. Saturday 10 May saw a record-breaking 12,440 visitors, the highest single-day attendance in the Library's history.

#### Midsumma Festival

In 2025, the Library's partnership with **Midsumma Festival** continued to grow, deepening its impact through inclusive programming and creative reinterpretation of the collection. The celebrated **Rainbow Families** initiative returned, offering a welcoming space for LGBTQIA+ families to engage with children's programming.

A key highlight was a new interpretive lens developed for the **Melbourne Out Loud: Life through the lens of Rennie Ellis** exhibition, aligning with *Midsumma*'s themes and audiences. A forecourt installation featured striking hero images from the show, extending its visibility and relevance during the Festival.

The partnership culminated in the sold-out **Library Up Late x Midsumma**, a high-energy celebration of Melbourne's queer culture from the 1970s to 1990s. Inspired by the exhibition, the night featured performances from **The Huxleys**, **Mo'ju**, **Thndo**, and **Grant Windsor**, with DJ sets by **MzRizk** and **Gavin Campbell**. With 979 attendees, the event drew a vibrant and diverse crowd into the Library after hours – reinforcing our commitment to inclusion, representation and community celebration through dynamic cultural experiences.

#### RISING

In June 2025, the Library partnered with Melbourne's **RISING Festival** to present **Library Up Late x Make Believe** and promote the **Make Believe: Encounters with Misinformation** exhibition. *Library Up Late* offered a bold after-dark event blending art, music and critical conversation. Audiences explored installations, performances and interactive experiences throughout the Library's spaces, before dancing into the night with some of Melbourne's leading DJs. The event offered exclusive after-dark access to the *Make Believe* exhibition, featuring curator talks and a live panel unpacking the complexities of misinformation. With more than 1800 tickets sold, the event attracted new audiences and reinforced the Library's role as a dynamic cultural hub in the heart of the city.

#### AFL and the Australian Asian Foundation (AAF)

State Library Victoria partnered with the AFL and the Asian Australian Foundation's Celestial Footy project – a schools-based initiative that combines a love of Australian Rules Football with creative writing and cultural awareness.

As part of the program, the AFL ran a statewide writing competition encouraging students to share stories about Asian Australians and footy, supported by classroom resources through the *AFL in Schools* program. To complement the initiative, the Library hosted a Celestial Footy celebration for students and competition winners, using storytelling to deepen engagement. This collaboration supports the Library's strategic goal to connect with new and diverse audiences, foster intercultural understanding, and inspire creative expression. Together with the AFL and AAF, the Library is expanding the reach of its education programs and empowering the next generation of storytellers through sport, culture and community.

#### Victorian Premiers Reading Challenge (VPRC)

The Victorian Premiers' Reading Challenge (VPRC) has been encouraging children and students to discover the joy of reading since 2005 – with over 4.3 million participants reading more than 60 million books to date.

To celebrate the 20th anniversary of this statewide initiative, State Library Victoria partnered with the Department of Education to amplify awareness, drive participation, and foster a deeper love of reading among Victorian students, including engagement with public libraries across Victoria. The partnership included a vibrant onsite installation in the Pauline Gandel Children's Quarter, and special programming featuring acclaimed children's authors and VPRC ambassadors Jess McGeachin and Anna Walker.

The VPRC is also a proud supporter of the Library's *Book Bash* events – large-scale digital author experiences featuring Anh Do, Sally Rippin, and Amelia Mellor – which reached nearly 60,000 students across Victoria, including extensive regional participation. Together, the Library and VPRC are championing literacy, imagination, and equitable access to books for all young Victorians.

#### Dunkeld Writers Festival

Through the Victorian Indigenous Research Centre (VIRC), the Library commenced a 3-year partnership supporting the **James Dawson Oration** at the Dunkeld Writers Festival (2024–26). The oration, which highlights First Peoples history and truth-telling in Victoria's western district, aligns with VIRC's goal to grow regional engagement and the Library's commitment to championing diverse voices. In August 2024, the Library supported the first oration as part of a vibrant program featuring writers such as **Marieke Hardy**, **Michael Williams** and **Leigh Hobbs**.

#### Metro Tunnel Creative Program

In February 2025, the Library partnered with the Metro Tunnel Creative Program to present **Landscape and Remembering: In Conversation with Danie Mellor**. The event explored *Forever*, Mellor's commissioned artwork for the new State Library Station. In conversation with curator Myles Russell-Cook, Mellor reflected on blending historical portraits of Wurundjeri Woi Wurrung women with imagery of Wurundjeri Country. These historical portraits were sourced from the Library's archives with the team from the Victorian Indigenous Research Centre (VIRC). This partnership highlighted the Library's cultural role ahead of the station's opening and its position within the Knowledge Precinct.

### Create a compelling digital experience

The Library continued to enrich its digital offering in 2024–25, providing engaging and accessible content to audiences across Victoria and beyond. There were 4.6 million website sessions, with almost 4 million items accessed from the digital collection. Online engagement remained diverse and robust, with close to 47,100 ebook requests, over 189,000 eresource logins, and more than 1.14 million page views of the Library's research guides. The Library's storytelling also reached wide audiences – including close to 380,000 online video views, 58,900 sessions on the *Mouthful of Dust* cinematic web experience, and 182,500 blog readers. These results underscore the Library's continuing evolution as a hybrid institution – one that brings the collection to life both on site and online.

### Access and discovery through digital collections

Our collecting is strategically focused on engaging Victorian communities, wherever they are located. This year, 48,117 physical and electronic items were added to the State Collection and at 30 June, the total number of bibliographic records in the catalogue reached 4,050,890. We made an additional 30,690 digitised items available online through the Library catalogue and Trove, Australia's online database of historical newspapers, photographs, papers and more. Key eresource acquisitions in 2024–25 were:

- The Transformation of Shopping: Department Stores, Social Change and Consumerism 1830–1994
- Archives of Sexuality and Gender, Part 6: Community and Identity in North America
- British Library Newspapers Part VII: Southeast Asian Newspapers
- Bloomsbury Dress and Costume Library
- Bloomsbury Historic Dress in Detail
- Interwar Culture. Module II – 1930–1939

The addition of these 6 new eresources brings the Library's total online access to 137 ecollections, comprising 860,843 individual titles. Together, these eresources and the content made available through 79 subscription databases – offering more than 855,000 titles – provides Library visitors with remote access to over 1.7 million ejournals, newspapers, ebooks, audio and video titles.

### Community-driven ebook acquisitions

Our ebook collection continues to be expanded by Victoria's communities engaging with the collection, this year 708 ebooks were acquired through our evidence based and demand-driven electronic acquisition program, representing over 46 per cent of total ebook acquisitions. This initiative ensures our collection remains relevant and reflective of our audience's interests.

Our permanent purchased ebook collection offered to Victorian members across the state is now over 37,423 titles.

### Inspiring students through live-streamed literary fun

**Book Bash** returned in 2025 with a number of booked out programs, delivering a bold digital experience connecting thousands of primary school students with Australia's most beloved children's authors – all from the comfort of their very own classroom.

Proudly funded by the Department of Education Victoria in celebration of the 20th anniversary of the Victorian Premiers' Reading Challenge, the free online series streamed one-hour interactive workshops into schools across the country from 24–26 June, featuring bestselling author and artist **Anh Do**, Children's Laureate **Sally Rippin**, and award-winning novelist **Amelia Mellor**. Anh Do revealed how real-life experiences inspire his stories, Rippin explored character development through emotion and empathy, and Mellor shared tips for writing powerful endings.

Designed for Years 3 to 6, the program made professional writing advice accessible to students regardless of postcode or school resources. This program alone attracted almost 60,000 students, including 15,842 students based in regional Victoria or interstate, expanding the reach of the Library's education programming and reinforcing its leadership in creative digital learning. *Book Bash* continues to grow as a signature digital outreach initiative for the Library, creating joyful, high-impact literacy encounters at scale.

### National eDeposit (NED)

This year, 456 Victorian publishers registered to deposit publications into NED, adding over 4687 new Victorian ebooks and serial titles. This brings the total number of Victorian titles to 30,945, significantly enhancing access to our collection for audiences across the country. Under Legal Deposit legislation, Victorian publishers have traditionally submitted print copies of all books, serials, and newspapers to the Library. A further 1568 Victorian books were deposited in print. Since the launch of NED in 2019, publishers now also have the option to provide electronic versions, further expanding our digital archives.

### Delivering the Digital Experience Plan

In July 2023 the Digital Directorate was established in response to the Library's strategic goal to create a compelling digital visitor experience. The Library's digital transformation is focused on the end user to ensure a compelling experience in all digital interactions they have with the Library.

Our visitors are essential as drivers of innovation and change, and the development of a diverse range of digital experiences and products is essential for ensuring a compelling user experience for all. In response, the Library's new Digital Experience Plan sets out a range of innovative initiatives under the digital strategy. The plan has 5 action areas to ensure that all digital products and experiences bring great value and enrich the lives of all Victorians. The action plans are:

- **Showing what's possible** – developing smaller scale prototypes to ensure rapid initial progress breaks through inertia and creates energy and demand for more
- **Opening up the collection** – developing creative and innovative media and code to allow visitors to gain knowledge and access to items, large data sets and experiences
- **Building the digital precinct** – improving the onsite experience and creating a joint reinforcement effect across digital and physical channels to ensure a great user experience
- **Embracing the future web** – doubling down on emerging browser technology to create unique Library experiences online
- **Enabling the digital centrepiece** – creating Melbourne's iconic digital civic heart using immersive storytelling to explore Victorian culture, literature, art, and social history.

A range of initiatives have been completed as part of this plan.

### Digital experiences

Two of the compelling digital experiences developed as part of the Digital Experience Plan were launched in 2025: *Mouthful of Dust* and [SLV LAB](#).

*Mouthful of Dust* is the first self-guided cinematic web experience the Library has published, using advanced browser-based technology and state-of-the-art photogrammetry 3D scans. Accompanying the scans are new writing commissions by 5 esteemed Australian writers from diverse backgrounds: **Wesley Enoch** – the armour; **Nam Le** – the Jerilderie Letter; **Sarah Krasnostein** – the rifle; **Grace Chan** – the death mask; and **Cameron Hurst** – the boot. Responding to the objects, their spoken stories add new layers of interpretation and suggest different ways of knowing the historic objects. *Mouthful of Dust* prototypes innovative forms of curatorial interpretation while vastly increasing the accessibility of the Library's most popular collection objects.

The Library's new digital innovation hub, **SLV LAB**, was launched online in May 2025. Designed to push the boundaries of what a library can be, SLV LAB brings together technologists, artists, designers, researchers, and Library staff to explore how advanced technologies can unlock library data, collections, and spaces for the benefit of all Victorians.

The website features a range of articles, experiments, and audio recordings exploring how technology is shaping the Library's present and future. The *In-Conversation* series includes discussions between thought leaders such as **Dr Mia Ridge** (British Library) and filmmaker **Vincent Morisset**; **Dr Amelia Winger-Bearskin** (University of Florida) and **Ana Tiquia** (State Library Victoria); **Yoyo Munk** with State Library Victoria CEO **Paul Duldig** and Chief Digital Officer **Paula Bray**; and a session between Bray and Tiquia on the role of innovation labs in the cultural heritage sector.

Topics included the preservation of digital culture, artificial intelligence in libraries, technology design, the role of libraries in combatting misinformation, and the evolving future of libraries and technology.

# Exploring legend, legacy and lens with *Mouthful of Dust*

Ned Kelly's story is one of dust, defiance, and deep cultural resonance – and now, it's one of online immersion. In April 2025, State Library Victoria launched *Mouthful of Dust*, a cinematic web experience offering unprecedented access to one of Australia's most iconic historical collections, and amassing 58,531 sessions between 10 April and 30 June 2025.


Featuring vivid, high-resolution 3D scans of Kelly's armour, rifle, boot, death mask and the Jerilderie Letter, *Mouthful of Dust* takes viewers inside these deeply symbolic artefacts, allowing them to explore them in near-forensic detail. In an extraordinary convergence of storytelling and technology, users can travel inside Kelly's suit of armour, peer through the slit of his helmet, or trace the faint engravings etched by Kelly himself on the butt of his rifle.

Commissioned for the experience, 5 award-winning Australian writers – **Sarah Krasnostein, Nam Le, Grace Chan, Wesley Enoch and Cameron Hurst** – contributed original literary works inspired by the scanned objects. Their writings, voiced by the authors, provide layered interpretation and personal reflection, suggesting different ways of knowing these historic and digital artefacts.

As contributor Sarah Krasnostein writes of the rifle:  
***'Zoom in on the exterior until it yields and you find yourself, suddenly, inside the stock, shot through the rust-red artery of the barrel back through time.'***

Combining poetic imagination with immersive technology, *Mouthful of Dust* invites audiences into a multidimensional experience of a figure who continues to provoke debate and captivate the public imagination.





## Pushing the boundaries of digital access

Using a process called photogrammetry, almost 5000 photographs of the Kelly artefacts were captured and analysed to create stunningly detailed 3D representations. This technology, often used in fields such as forensics and archaeology, enabled the Library to unlock access to items normally under strict conservation controls.

***'Mouthful of Dust is a key example of how advanced technologies can breathe new life into historic collection items. These high-resolution 3D scans allow any user – whether researchers, creatives students or writers – to interact with the collection in ways never previously possible.'***

Paula Bray, State Library Victoria Chief Digital Officer

This highly innovative project was born from a rare opportunity: when the Ned Kelly armour was temporarily removed from display during its relocation to the Redmond Barry Reading Room, the Library's digital innovation team undertook the most detailed visual documentation of the collection in its history.

## A story intertwined with Victoria's past and future

Born in the same year as the Library – 1854 – Edward 'Ned' Kelly remains one of the most recognisable and contentious figures in Australian history. His short, turbulent life continues to inspire reinterpretation and debate. The Library's Kelly artefacts are among the most frequently requested, visited and referenced items in the collection, and continue to hold strong appeal across generations and cultures.

By combining cutting-edge digital access with contemporary literary interpretation, *Mouthful of Dust* brings renewed relevance to these historically significant items. It also exemplifies the Library's commitment to becoming a gateway to leading-edge digital experiences, and a trusted place for learning and dialogue about Australia's complex colonial legacy.

This online exhibition ensures that the story of Kelly – his violence, vision, mythology and impact – remains accessible, interrogated and alive.

#### The Visiting Creative Technologist talk series

This series included a range of local and international guest speakers sharing knowledge with staff about how they used existing and emerging technologies in their field of practice. This knowledge-sharing series also welcomed members of the public interested in engaging with a range of topics, including

**Vanessa Bartlett and Jasmin Pfefferkorn** on soft ethics and AI, and **Mel Huang** on interactive design and creative technology practice.

#### Wikimedia Australia Foundation Partnership

Partnerships are essential to expanding the reach of the Library's collection and connecting it with global platforms. In 2024–25, the Library received a **Wikimedia Australia Foundation** grant to support 2 **Wikimedians-in-Residence**, Kerrie Burn and Ellie Watts, focused on improving the representation of Australian feminist activists and movements. The project addressed gender bias in both Wikipedia and Library records, creating 46 new biographies, enhancing 150 existing articles, and contributing 120,000 words across 1380 edits. These pages have already attracted over 108,000 views. The grant also enabled collaboration with Wikidata specialists, further extending the project's impact.

#### Digital Innovation Advisory Group

To support its customer-centred digital transformation, the Library established a key advisory group to provide strategic advice, advocacy, and expert insight on digital innovation. This group brings together leading thinkers from Australia and abroad, including **Dr Sarah Barns**, Creative Director, researcher and strategist, Co-founder of Esem Studios and Vice-Chancellor's Research Fellow at RMIT; **Ed Rodley** (US), Co-founder and Principal of the Experience Alchemists; **Helen Souness**, scale-up advisor, Chair and Non-Executive Director; **Dr Amanda Lawrence**, Program Director at the Australian Internet Observatory; **Alex Valente**, Co-founder of RedactiveAI; **Elliott Bledsoe**, President of Wikimedia Australia, and Copyright Officer at the Australian Digital Alliance and the Australian Libraries and Archives Copyright Coalition; and **Chris Cummings** (US), Founder and CEO of Iconic, a digital platform for museums and cultural brands.

#### Dome 5 stories

In November 2024, the Digital Strategy, Research and Insights (DSRI) team led a series of future visioning workshops focused on the Dome, particularly the Level 5 Galleries. Nearly 60 staff from across the Library participated, sharing memories and aspirations that generated valuable insights into the site's potential. The workshops, called *Tomorrow Parties*, used a co-creative futures method designed and facilitated by WonderLab – a social impact-focused team of Monash University researchers and designers. The resulting report offers key reflections and recommendations across 4 themes: Our SLV, Community, Collection, and Experience.

#### Connecting our community online

During the year, the Library's social media followers grew by 4898 followers, or 2.4 per cent, from 206,961 to 211,859.

The Library maintained 5 social media accounts – Facebook, X (formerly Twitter), Instagram, LinkedIn and YouTube – and achieved 755,918 engagements.

Social media campaign highlights for 2024–25 included collaborations with The Australian Ballet, celebrating Library anniversaries and significant dates, and an array of exhibition and program launches.

## Strengthen diverse communities

### Working towards reconciliation

The **Victorian Indigenous Research Centre (VIRC)** remains dedicated to cultivating strong partnerships with First Nations communities across Victoria. Through its efforts, the Centre continued to uphold its vital mission of safeguarding and celebrating the rich heritage and cultural legacies of Australian Aboriginal and Torres Strait Islander Peoples.

In 2025, Library staff were honoured to host **Gail Mabo**, artist and eldest daughter of Eddie Koiki Mabo, who delivered the official Mabo Day address. Her reflections on her father's landmark legal challenge against *terra nullius* underscored the enduring significance of Native Title as a foundation for reconciliation and recognition of the deep connection of First Nations peoples to Country.

The **Yoorrook Justice Commission** is Victoria's first formal truth-telling process into historical and ongoing injustices experienced by First Nations peoples. This powerful report involves the creation of an Official Public Record (OPR) to share testimonies and stories with consent, which State Library Victoria is honoured to host as caretaker in trust. In June, Wergaia/Wamba Wamba Elder and Chair of the Yoorrook Justice Commission, Professor Eleanor Bourke AM, and Library CEO Paul Duldig signed the deed of deposit to formalise the custodianship of the OPR. (More on [page 35](#)).

Staff involvement in the **Walk for Truth** – a journey led by Yoorrook Deputy Chair Commissioner Travis Lovett from Portland to Parliament – symbolised a collective dedication to reconciliation, grounded in truth-telling and respect for First Nations peoples.

Through the VIRC's leadership, State Library Victoria continues to uphold its responsibility as a respectful custodian of First Nations knowledge and culture. By centring First Nations voices and values across collections, programs, and governance, the Library supports a future shaped by truth, justice and mutual respect.

## Exhibitions celebrate and support diverse communities

### Award recognition for *beruk* exhibition

State Library Victoria's *beruk* exhibition was honoured with the 2024 Aboriginal Melbourne – ganbu juljin Award at the prestigious Melbourne Awards, presented by the City of Melbourne. The *beruk* exhibition marked the launch of the Library's dedicated Indigenous gallery, led by the Victorian Indigenous Research Centre (VIRC). Curated by descendants of Wurundjeri Woi-wurrung artist, activist and last Ngurungaeta Uncle William Barak, the exhibition welcomed home 2 significant cultural items to Wurundjeri Country. Amassing over 152,000 visitors, *beruk* reflected a strong public appetite for deeper engagement with First Nations stories. The exhibition showcased collaborative curation, strengthened ties with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation, and delivered an innovative digital visitor experience, allowing virtual access to *beruk* long after its physical close. It stands as a powerful example of how First Nations-led storytelling can strengthen diverse communities and cultural understanding for all Victorians.

### Diverse voices unpack the age of misinformation

*Make Believe: Encounters with Misinformation* transforms the Library's Keith Murdoch Gallery into a vibrant space for critical thinking and inclusion. Drawing from the Library's collection, 4 new commissions by Melbourne-based artists and researchers reflect the experiences of communities historically impacted by misinformation – including Blak, queer, migrant and women's health perspectives.

The immersive exhibition invites audiences to explore 4 themes – our planet, our bodies, our histories and our freedoms – with contributions from Charlotte Allingham, Scotty So, Dr Sofi Basseghi, and a medical case study by Professor Helen O'Connell, Dr Jennifer Hayes and Anita Brown-Major. Rather than dictate what's 'true', the exhibition prompts visitors to consider *why* we believe what we do – unpacking bias, trust, beauty and power.

In a time of polarisation, *Make Believe* takes a hopeful approach: highlighting curiosity, empathy and media literacy as tools for civic resilience. A [complementary website](#), digital content, and a sold-out *Salon After D'Arc* event ensure these powerful community stories reach thousands onsite and online – reinforcing the Library's commitment to democratic dialogue and diverse representation.





# Yoorrook Official Public Record

In May 2025, State Library Victoria formally became the caretaker of the Yoorrook Official Public Record (OPR) – a powerful repository of testimony, artefacts and memory from the Yoorrook Justice Commission; the first formal truth-telling process into the historical and ongoing injustices experienced by First Peoples in Victoria.

The deed of deposit was signed at the Library by Professor Eleanor Bourke AM, Wergaia/Wamba Wamba Elder and Chair of the Yoorrook Justice Commission, and State Library Victoria CEO Paul Duldig. This moment formalised the Library's custodianship of the OPR as caretaker in trust, until an independent Indigenous Records Body is established.

This is the first time records created by and for First Peoples will be held outside the State Collection – a significant recognition of cultural authority and self-determination.

The OPR is held separately to recognise First Peoples' ownership and self-determination. This separation supports new models of Indigenous governance and protects cultural authority and Indigenous Cultural Intellectual Property rights.

The Library is honoured to accept custodianship of the OPR in support of Yoorrook's vital truth-telling work – recognising the importance of ensuring culturally safe access to these records, and our responsibility to help the wider community understand the enduring impacts of colonisation on First Peoples.

The OPR is comprised of both physical artefacts and a digital repository, sharing the experiences, testimonies and contributions of First Peoples with consent. In hosting the archive, the Library is guided by cultural safety principles – ensuring that contributors retain agency and can withdraw their testimony at any time through a dynamic consent process.

It acknowledges Aboriginal and Torres Strait Islander leadership in the governance of records, and affirms the Library's role not as owner, but as caretaker in trust – reflecting its strategic vision to strengthen diverse communities and to act as a trusted voice for learning, culture and dialogue.

As the Library continues to support culturally safe access to the OPR, it also supports broader community understanding of the enduring impacts of colonisation – and the rights of Aboriginal and Torres Strait Islander communities to determine how their histories are collected, interpreted and used.

This is a crucial step in realising a shared vision for the future: one grounded in truth, self-determination and justice.

### First Peoples voices at the heart of cultural storytelling

As Victoria enters a historic era of Treaty negotiations, the *Treaty* exhibition invites all Victorians to reckon with our shared past – and envision a more just future.

Presented by the Library's Victorian Indigenous Research Centre (VIRC), the exhibition centres the perspectives of First Peoples communities in conversations about truth-telling, land and sovereignty. It brings into focus the contested 1835 Batman Treaties – colonial documents that record the only known attempt by European settlers to negotiate land use with Aboriginal leaders – alongside new interviews with community voices and Elders reflecting on what Treaty means today.

The Library's curatorial approach was shaped in partnership with the VIRC and guided by cultural safety, transparency and truth. A central yarning space invites dialogue from all who visit, and in its first months, *Treaty* attracted 205,209 visitors.

By creating space for contemporary First Peoples voices to lead and challenge colonial narratives, *Treaty* directly advances the Library's commitment to strengthening diverse communities and supporting self-determination.

### A powerful story of resilience and hope

*Searching for Sanctuary* presented a rare and deeply human perspective on the asylum seeker experience, through the lens of double Walkley Award-winning photographer Barat Ali Batoor. Forced to flee Afghanistan after exposing child exploitation, Batoor documented his perilous journey across 5 countries to seek asylum in Australia.

Featuring over 170 photographs, personal objects, and evocative film footage, the exhibition at State Library Victoria provided a compelling visual narrative of courage, hardship, and survival. As the only known photographic documentation of an asylum seeker's passage from exile to settlement, it challenged prevailing narratives by giving voice to those often unseen and unheard.

The Library hosted special Hazara community tours and welcomed visits from the Asylum Seeker Resource Centre, creating meaningful opportunities for connection, cultural exchange, and dialogue. These programs deepened community engagement and reinforced the exhibition's role in fostering empathy and understanding.

*Searching for Sanctuary* closed in January after welcoming 170,250 visitors, standing as a powerful example of migrant storytelling and community inclusion.

### Extending the reach of our collections across Australia and beyond

In our commitment to broadening access to knowledge, the Library advanced the digitisation of its rare books, manuscripts, photographs, and other significant materials throughout the year. By harnessing digital technologies, we expanded our online repository, making treasured collections accessible to anyone, anywhere. This ongoing digital transformation not only safeguards these invaluable resources for future generations but also breaks down barriers, empowering students, researchers, and the wider public to engage with the Library's cultural heritage remotely. Complementing this, our online exhibitions, virtual tours, and digital storytelling initiatives reached diverse global audiences, reinforcing the Library's mission to promote inclusive access to knowledge and celebrate the richness of our shared communities.

### New acquisitions tell Victoria's rich history

We are building the State Collection to better represent the voices, experiences and heritage of all Victorians – today and in the future. Our collecting aims to be more inclusive, proactively collecting the voices and stories of First Nations peoples, rural and regional Victorians, people with disability, LGBTQIA+ people, and people from culturally and linguistically diverse communities.

Major acquisitions this financial year demonstrate the breadth of Victoria's artistic and intellectual heritage:

- 121 books from 1539 to 1974 donated by **Dr Robert Gaston**, including books by renaissance Italian authors, **Pietro Bembo**, **Paolo Manuzio** and **Francesco Petrarca**, and works on early Christian archaeology and art
- 30,000 index cards on Victorians who held liquor licenses from 1960s-1990
- 57 diaries of a Horsham family spanning 1956 to 2013 covering local events, theatre groups, running the family business and serving as Mayor, and Councillor
- A series of born digital photographs of the Barak Beacon housing estate
- **Andreas Vesalius**, *Anatomia in Quat Tota Humani Corporis Fabrica (Anatomy in Total of the Fabric of the Human Body)*. 1617. Purchase supported by a Rare Book Fund donation from **Jan McDonald**
- *Child, when my ship comes in*, an unpublished manuscript of an autobiographical novel based on the artist's childhood in Melbourne before the Great War by **H. H. Raynor**
- Cartoons by **Kaz Cooke** on experience of menopause, teenagers with cancer, etc.
- Collection of 30 Medieval and early Renaissance illuminated manuscripts and incunabula

- Letter from **Hanibal Essington King** to his son **R. John Essington King** about his ancestor **Governor Philip Gidley King** and family
- International Women's Day series of portraits by **Suzanne Phoenix**
- **Kami Fumi-E** 紙踏み絵 (*Sacred image made to be trampled on*). Woodcut printed broadside with an image of the Virgin Mary. (Japan): 1804 or before
- Kings Cross images from 1970/71 by **Rennie Ellis** and **Wesley Stacey**
- **Margaret Cavendish**. *The description of a new world, called the blazing-world. Written by the thrice noble, illustrious, and excellent princesse, the Duchess of Newcastle*. 1668. Acquired with the support of the **Helen Macpherson Smith Trust, Krystyna Campbell Pretty AM** and **Helen Sykes** as part of the Women Writers Fund.
- **Mary Gartside**. Ornamental groups, descriptive of flowers, birds, shells, fruit, insects, and illustrative of a new theory of colouring from designs and paintings. 1808. Acquired by the Women Writers Fund.
- **Mirka Mora**. Sketch books of the Flinders Street Station Mural
- **Oliver Byrne**. The first 6 books of the *Elements of Euclid*, in which coloured diagrams and symbols are used instead of letters for the greater ease of learners. 1847.
- **Peter Ewer** collection of interviews with ANZAC veterans on 1941 German invasion of Greece
- **Phillip Frazer** Literary Correspondence with Australian writers between 1970–1980, including **Helen Garner**, **Germaine Greer**, **Nate Jennings** and **Pete Steedman**.
- *Seaman's Log Book of 8 Voyages from England and Scotland to Melbourne, India, the United States, Canada, and the Mediterranean on Merchant Ships*, 1868–1872 (manuscript)
- Works from Torch Gallery including *Being a dad* / Kenny, Gunaikurnai; *Hungry* / KL, Gunaikurnai; *Stop returning to this bad place* / Ditdot, Yorta Yorta; *Family support in and out of prison* / D. Jones, Yorta Yorta; *Talking with our elders* / Trav H, Gunditjmara; *Our flag and Cathy* / Mickey Blue, Yorta Yorta; *Family Dreamtime* / BMAC, Wadawurrung

Cultural gifts finalised within the year:

- Personal papers of **Len Travers** and **Joan Travers** covering 1933–1945 including WWII correspondence.
- Collection of historic cookbooks donated by **Colin Tynan**

## StartSpace

### Founders start at StartSpace

Powered by State Library Victoria, **StartSpace** supports aspiring and early-stage entrepreneurs from all backgrounds. Since its launch, StartSpace has become a vibrant hub for startup and small business founders, offering 12-months free membership, programming and events to help them find product-market fit.

StartSpace has welcomed over 2400 members since launch, with 2024–25 seeing over 1400 applications and more than 800 new members. This reflects strong year-on-year growth:

- 17 per cent increase in member applications
- 23 per cent increase in new memberships

StartSpace members build businesses across industries, from high-tech startups in artificial intelligence (AI) and Machine Learning, medical technology (MedTech), agriculture technology (AgTech), education technology (EduTech), and software as a service (SaaS), to innovative marketplaces. Others are establishing small businesses in wellness, consulting, consumer products, and the creative industries.

StartSpace provides support to early-stage founders by offering numerous programs and events across the year to help members learn business skills, gain industry knowledge, build their networks, access funding opportunities and connect with fellow entrepreneurs. The opportunities and knowledge-sharing across the programs aim to connect members with the broader Victorian startup ecosystem, ensuring they gain access to a range of support to help them thrive.

### Increasing economic participation by reducing barriers to business creation

StartSpace plays a pivotal role in enhancing economic participation by lowering the barriers to starting a business. The community is composed of vibrant and ambitious early-stage founders and entrepreneurs from diverse backgrounds. In 2024–25, 40 per cent of our members identified as female or non-binary, and 42 per cent came from culturally and linguistically diverse backgrounds, significantly higher than national averages. According to the Startup Muster 2024 Report, female founders represent 27 per cent of Australian startups, and 18 per cent of founders do not speak English as their first language. This highlights StartSpace's contribution to fostering a more inclusive and representative startup ecosystem. This essential free membership service ensures that Victorians from all communities can access support when starting their entrepreneurial journeys, increasing their opportunity for business success.

## Key programs and scholarships

### StartSpace Flip the Pitch

The inaugural **StartSpace Flip the Pitch** took place on 13 May 2025, garnering a sell-out audience of 260 attendees joining in-person and online from across Victoria and interstate. This dynamic event featured 3-minute pitches from 20 leading organisations across Victoria's vibrant startup and small business ecosystem, each showcasing the variety of programs, funding opportunities and support services offered to founders. The event, a first-of-its-kind in Victoria, brought the entire community together and provided unique opportunities for founders to learn about the breadth of support available and engage directly with leaders from key organisations. The dedicated networking session fostered new leads and collaborations across the startup ecosystem, highlighting the creativity and entrepreneurial spirit thriving in Victoria.

### Future Founders: Australia's largest entrepreneurial program supporting international students

The **Future Founders Program** delivered by StartSpace in partnership with Study Melbourne is Australia's largest entrepreneurial program aimed at international students and aspiring new founders. The annual program features:

- **Future Founders Festival**, which in 2024–25 attracted 575 attendees (an increase of 55 per cent participation on the previous year) with a full day of panel talks and workshops presented by established entrepreneurs, as well as networking and a Pitch Competition. The festival is the flagship annual event of a 3-year partnership between the Library and Study Melbourne.
- **Future Founders Roadshows** held in Ballarat and Geelong, attracted 52 international student attendees in September. The program is designed to engage, inspire and connect regional-based students with the Melbourne startup community.
- **Future Founders Venture Scholarships**, provide 5 international-student-led entrepreneurship ventures with \$10,000 of equity-free funding per team, plus business mentoring and access to the StartSpace Loft coworking space. The 2025 Future Founders Venture Scholars were:
  - **Ying Zhi Cheong, Peter Elango and Hayden Kwok, co-founders of Aus Bios Labs**, a MedTech startup developing a portable device to conduct at-home breast screening for early breast cancer detection.
  - **Fernando Gargollo, Charlotte Thomas and Charlotte Jones, co-founders of Elen Medical**, an emerging MedTech business creating technology for non-invasive screening for Endometriosis, aiming to reduce the average diagnosis time currently 7–8 years.

- **Agnes Mukurrumbira, Akansha Gupta and Wan Sin Heng, co-founders of Food Protect Innovation**, a FoodTech organisation focused on addressing a common cause of food waste through a developing a fridge-compatible device to reduce food spoilage and extend the shelf life of fresh produce.
- **Kuldeep Jangid, co-founder and product experience lead of Neuwo**, a tech startup building an AI companion that helps neurodivergent individuals manage cognitive overload and conserve energy while handling everyday tasks and commuting.
- **Michelle Chen, founder, Cheryl Budiman, 2D game artist and Fitriani Revanda, animator at Mental Jam**, dedicated to creating impactful experiences through specially designed video games that explore mental health, offering a personal approach to wellbeing support in an accessible and engaging way.

### Lisa Ring and Family Scholarships

StartSpace provides a 12-month program for early-stage founders thanks to the generosity of Lisa Ring and Family. The scholarships offer 2 new businesses equity-free funding of \$10,000 each, business coaching, StartSpace Loft membership and access to relevant industry training and networking opportunities. The 2025 **Lisa Ring and Family Scholarship** recipients were:

- **Ruwini Cooray, founder and CEO of Neurogen Global**, developing an advanced cell-based brain implant solution for treating neurological diseases like Alzheimer's and Parkinson's
- **Josh Farrington, founder and CEO of Solara Health**, developing a patient-centric mobile application designed to educate, guide and support hospital patients navigating long or complex healthcare journeys including mental health, cancer and stroke

### Expanding partnerships and collaborations

To support under-represented segments of the startup ecosystem, StartSpace has expanded its partnerships and collaborations. These efforts focus on empowering women and founders from culturally and linguistically diverse backgrounds. StartSpace forms partnerships with various organisations to collaborate on events and programs, networking opportunities, and to provide resources to support these diverse communities.

Partnerships in 2024–25 included:

- **Study Melbourne**, support international students to become founders
- **Catalysr**, run various programs for entrepreneurs with migrant and refugee backgrounds
- **Press Play**, support female led startups
- **The Community Collective**, support startup community builders
- **MLAI**, connect AI and machine learning innovators.

### A Library for all

This year, State Library Victoria finalised a new **Disability Action and Inclusion Plan**, developed with d/Deaf and Disabled stakeholders, to guide how we improve access and equity across all areas of the Library's work. In parallel, the Library continued its partnership with the **Australian Disability Network**, strengthening workplace adjustment policies and processes for staff.

In response to staff feedback, the Library trialled and confirmed a **low-sensory workspace**, supporting neurodiverse staff and those with physical or psychological disabilities. A **dedicated expressing room** for staff returning from parental leave, piloted last reporting year, was also confirmed as a permanent space opening mid-2025.

The Library started its journey to become a **Hidden Disabilities Sunflower distribution point** and rolled out both disability awareness and domestic and family violence awareness training for staff, with tailored content for people managers.

The Library's commitment to inclusion was reflected in its public and internal programming. As part of **National Reconciliation Week**, we were honoured to host **Gail Mabo** for the official **Mabo Day address to staff**. Our ongoing partnership with **Midsumma Festival** included diverse events such as **Hugo's Rainbow Show**, **Rainbow Storytime**, **The Story Keepers**, **Melbourne Out Loud: Midsumma Edition**, and **Library Up Late x Midsumma** curated by **MzRizk** and featuring **The Huxleys**.

The Library also developed a calendar of significant diversity, equity and inclusion (DEI) dates, embedding internal and public recognition of diverse communities and histories.

In advancing gender equality, the Library submitted its **Gender Equality Action Plan 2021–25 Progress Report** to the Commission for Gender Equality in the Public Sector. In December 2024, the Commission confirmed State Library Victoria's compliance with public sector gender equality standards. We remain focused on ongoing progress for our staff, volunteers, and visitors. In October, the Library welcomed Premier of Victoria, The Honourable Jacinta Allan MP, to launch the **Free Pads and Tampons in Public Places** program. Our selection for this program highlights the essential role public libraries play in health equity and community wellbeing.

### Become an active community voice for learning, knowledge and culture

#### Championing diverse perspectives and communities

Through a range of initiatives and mediums, State Library Victoria actively serves as a community voice for learning, knowledge, and culture, championing diverse

perspectives and communities to enrich our collective understanding and heritage.

#### Brilliant blogs

[State Library Victoria's blogs](#) continue to be a cornerstone of the Library's digital engagement, sharing compelling stories and insights from its extensive collections. In 2024–25, the blogs featured a broad range of stories, each uncovering fascinating facets of Victoria's history, culture, and communities. With more than 233,650 views across 53 blogs published in 2024–25 alone, blog posts reached a growing audience eager for rich, archival content. Popular blogs included *Strange lights in the sky: The Westfall UFO event, 1966* with 8306 views, *The Ryerson Index: A family history discovery tool* with 5385 views, and *Medieval lives: Working women in English society, 1300–1500* with 5111 views, reflecting the community's appetite for deep, engaging narratives. These stories amplify diverse voices and help position the Library as an active and trusted community voice for knowledge and cultural learning.

#### Misinformation Research Guide

Aligned with the timely *Make Believe: Encounters with Misinformation* exhibition, the Library released a comprehensive [online Misinformation Research Guide](#) in 2025. Designed to help users navigate misinformation as a complex concept, the guide offers practical tips and strategies for evaluating resources and searching effectively within the Library's collection. It aims to empower visitors, educators, and researchers to critically engage with the vast and often overwhelming flow of information in today's digital age. From release to 30 June, the guide has been accessed over 3400 times, highlighting its importance as a trusted tool for informed enquiry and media literacy within the community, and the Library's commitment to supporting informed learning and critical thinking in the digital age.

#### Wikimedia Foundation Grant: Radical Acts

In 2024, State Library Victoria received a Wikimedia Australia Foundation grant to support *Radical Acts*, a transformative project addressing gender bias on Wikipedia and within the Library's own collections. Employing 2 Wikipedians-in-Residence, **Kerrie Burn and Ellie Watts**, the initiative focuses on improving the representation and connectivity of Australian feminist activists and movements. Drawing from the Library's extensive archives on Australian feminism and Women's Liberation, the project involves thorough research to identify activists, rectify fragmented stories, and establish complex interlinkages between Wikipedia pages and Library records. By enhancing digital visibility and access to these significant collections, *Radical Acts* advances the Library's commitment to championing diverse perspectives, expanding knowledge, and promoting inclusive historical narratives.



# Young Regional Writers' Program: Finding voice, building connection

In March 2025, 93 students from regional Victoria gathered in Wangaratta to meet the authors who had guided their writing journeys throughout the term. For many, it was the first time they had met a published author seen their creative voice recognised beyond the classroom.

Developed by State Library Victoria's Education team and supported by the Victorian Department of Education through the Strategic Partnerships Program, the inaugural Young Regional Writers' Program delivered professional learning experiences in reading and writing to students from low-ICSEA primary schools in the Wangaratta region.

Through a blend of online and in-person workshops, the program connects students with some of Australia's most celebrated children's and young adult authors, helping them find confidence and agency in their storytelling. More than a literacy initiative, the program gives regional students a platform for creative expression and ensures they're seen, heard and valued as part of Victoria's literary and learning landscape.

## A program grounded in equity

Victoria is a large and diverse state, and so are the challenges faced by regional students. Access to the kinds of real-world literary experiences enjoyed by students in metropolitan areas is often limited by distance, resources or infrastructure.

The Young Regional Writers' Program responds to this gap directly, aligning with the Library's commitment to strengthen diverse communities through inclusive learning. The program was co-designed with schools and authors to reflect the curriculum needs and local contexts of participating students and represents an important step toward ensuring every young Victorian has the opportunity to thrive through creativity.

Ten participating primary schools from across the Wangaratta region contributed to a rich learning cohort. In Term 1, students joined a series of 4 livestreamed author workshops from their classrooms. In Week 9, they gathered at the Wangaratta Performing Arts and Convention Centre to meet their mentors in person, reflect on their progress, and take part in final creative workshops.

This blend of remote and face-to-face learning reflects the Library's broader strategy: to create compelling digital experiences while ensuring opportunities for connection, celebration and community-building.

## Authors as mentors, not just role models

The program was delivered in collaboration with 4 award-winning authors: Judith Rossell, Claire Saxby, Lili Wilkinson and Huda Hayek – each paired with schools to deliver weekly sessions and build genuine rapport with the students. These authors worked closely with educators and the Library to build sustained learning relationships, and to foster storytelling environments where students felt safe to experiment, imagine and be heard.

Author Claire Saxby has also developed a new suite of curriculum-aligned resources based on the program learnings. Set to roll out in Term 3 these resources will be made freely available to all Victorian schools, extending the impact of the Wangaratta pilot.

## Supporting systems, not just schools

The program's success reflects the strength of its partnerships. Support from the Department of Education's Strategic Partnerships Program has allowed the Library to deepen its educational reach and demonstrate how cultural institutions can support schools in delivering transformative learning. It also aligns with the Department's 2024–28 strategic vision: that every child and young person in Victoria receives a great education – one that helps them thrive now, and into the future.

As a free public institution, State Library Victoria has a unique role to play in this vision. Its education programs don't replicate the classroom – they extend it. They offer curriculum-based experiences enriched through culture, authorship and creativity. They champion literacy not just as a skill, but as a foundation for lifelong learning, expression and equity.

The inaugural Young Regional Writers' Program has already shown what's possible when culture, education and equity converge. It's not just about nurturing the next generation of writers – it's about making sure every student, no matter where they live, has access to the tools, role models and belief to share their story.

### Creating conversations

Engaging in meaningful conversations cultivates a dynamic community voice that enhances learning, knowledge, and cultural understanding. We are committed to fostering these dialogues to enrich lives and empower communities, aligning with our mission to inspire creativity, curiosity, and connection through our collections and programs.

### Stephen Murray-Smith Memorial Lecture

On 8 October 2024, the Library marked the end of a 32-year legacy with the final **Stephen Murray-Smith Memorial Lecture** – a sold-out event delivered by celebrated playwright, screenwriter and novelist **Joanna Murray-Smith**. Drawing a full house and later broadcast nationally on ABC Radio National's *Big Ideas*, the lecture reflected on the artist's evolving role in a rapidly shifting political and social climate.

In a powerful and personal address, Joanna explored the creative impulse and how it collides with contemporary discourse – questioning whether societal change demands artistic transformation or risks stifling the very freedom that defines art.

The lecture series, which began in 1992 following the Library's acquisition of Stephen Murray-Smith's archives, has honoured the life and work of the founding editor of *Overland* magazine. Over 3 decades, it has become a vital forum for intellectual and cultural conversation, welcoming speakers such as **Malcolm Fraser, Alexis Wright, Bruce Pascoe and David Williamson**. Joanna's closing address brought the series full circle with clarity, insight and provocation.

### Professor Kate Crawford: Mapping Planetary AI

In December 2024, internationally renowned scholar **Professor Kate Crawford** delivered a sold-out address at State Library Victoria's annual *For Future Reference* lecture, exploring the cultural, environmental and political consequences of Artificial Intelligence (AI). Titled **Mapping Planetary AI**, the event was also streamed live to an extended audience across Victoria and beyond.

Crawford's thought-provoking conversation with ABC's **Natasha Mitchell** explored how AI systems – trained on mass data extraction from public sources like library collections – are reshaping global power structures and redefining access to knowledge. She urged audiences to consider AI not only as a technological innovation, but as a planetary-scale infrastructure with deep human and environmental costs.

The lecture garnered strong media coverage, with interviews in *The Age*, *The Sydney Morning Herald*, ABC Radio Melbourne and *The Australian*, coinciding with a spike in ticket sales and public interest.

*For Future Reference* is supported by the **Helen Macpherson Smith Trust** and the Library's **Women Writers Fund**, which champions the inclusion of underrepresented women writers, artists and thinkers in the State Collection and public discourse.

### Salon After D'Arc sparks vibrant cultural discourse

The *Salon After D'Arc* series continued to thrive in 2024–25, with 4 thought-provoking events offering fresh takes on feminism, creativity and critical thinking. Drawing from the Library's collections and the Women Writers Fund, the Salon format blends performance, provocation and archival wonder, sparking contemporary conversations in one of Melbourne's most iconic settings.

In October and November 2024, *Letters and Diaries*, *Feminist Manifestos* and *Paradise or Peril?* invited audiences to consider personal and political identity through rare items including diaries by Mirka Mora and Vali Myers, Virginia Woolf's *A Writer's Diary* and feminist ephemera. Curated lineups included artists, academics and performers, with highlights such as Butoh dancer **Yumi Umiuware** and a special address from the **Guerrilla Girls**.

The 2025 series launched with *Changing Your Mind*, a sold-out June event delving into misinformation and critical literacy in line with the *Make Believe: Encounters with Misinformation* exhibition. Hosted by **Jamila Rizvi**, and featuring **Sami Shah, Sushi Das and Gordon Farrer**, the night included live truth-testing experiments, a cocktail reception, and exclusive collection viewings – showing the power of stories and scholarship to question the status quo.

Through *Salon After D'Arc*, the Library continues to create bold, accessible platforms for learning, dialogue and cultural participation – amplifying its role as an active community voice for knowledge and creativity.

### Celebrating knowledge and legacy with the Redmond Barry Society

The **Redmond Barry Society** continued to recognise and honour those who support the Library through a bequest or living legacy, with an exclusive luncheon held in March 2025. The event featured a compelling in-conversation between **The Honourable Malcolm Turnbull AC and The Honourable Barry Jones AC**, celebrating the publication of the tenth and final hard copy edition of Barry Jones's *Dictionary of World Biography*.

Held in the Library's Ian Potter Queen's Hall, the event brought together some of the Library's most passionate advocates, celebrating their shared commitment to preserving knowledge, fostering public access, and honouring the legacy of State Library Victoria.

founder Sir Redmond Barry. Events such as these are a cornerstone of the Library's philanthropic program, strengthening long-term relationships and recognising the enduring impact of bequests in supporting the State Collection, conservation, free exhibitions and lifelong learning for generations to come.

### **Nurturing curiosity and belonging**

More than 16,859 children and families participated in **Baby Bounce**, **Toddler Tales** and **Storytime**, a suite of events that provided educational and fun activities for all pre-school age kids nearly every week of the year.

State Library Victoria's *Rainbow Families* program continued to spark curiosity, creativity and connection for LGBTQIA+ families in 2024–25 through a vibrant suite of inclusive events. Delivered in partnership with Midsumma and supported by Rainbow Families Switchboard, the program featured **Rainbow Storytime**, the interactive theatre production **The Story Keepers**, and **Hugo's Rainbow Show** – a joyful drag king performance tailored especially for children.

The Library also hosted a large-scale Midsumma forecourt installation and welcomed the Rainbow Community Angels for a moving dance event, increasing public forecourt visitation by 7.4 per cent. In total, more than 5000 children, caregivers and community members participated in *Rainbow Families* events during the year.

By providing safe, affirming spaces for children to learn, play and see their families reflected in stories and performance, *Rainbow Families* programming has become a cultural touchstone. It fosters early literacy, visibility and joyful learning – helping spark curious minds across generations.

### **Supporting creatives and scholars to traverse fresh ground**

This year, State Library Victoria awarded fellowships totalling \$195,000 to 18 creatives and scholars, supporting in-depth inquiry into the State Collection. As one of Australia's most substantial programs, these fellowships empower Victorian creative and academic communities to produce new, career-defining work, contributing to innovation and enriching our cultural landscape.

#### **Amor Residency at Baldessin Studio**

**Dianna Wells for *Intertidal*** – Dianna Wells' artistic practice explores the tensions which arise from the degradation and destruction of vulnerable plant ecosystems. Dianna's fellowship will draw on the Library's botanical and ecological archives. During her residency at Baldessin Studios, Dianna will print photographic imagery and graphic devices through the Photogravure process.

#### **Berry Family Fellowship**

**Elyas Alavi for *Echoing Shadows*** – *Echoing Shadows* is a research-led project that explores the history and legacy of South Asian cameleers in Victoria through an artistic lens. The project will include field research in regional towns across Victoria, such as Mildura and Bendigo, as well as archival work with documents, photographs, books, and artefacts at the Library and Immigration Museum. The outcome will include new poetry, installations, and drawings, alongside a series of art talks and panel discussions.

#### **Children's Storytelling and Literature Fellowship**

**Joanne Amarisa and Mei Leong for *My Summer in the Library: A guided storytelling adventure for children and teens*** – Joanne and Mei will create a 'choose your own adventure' storybook which will offer a new way for children and teens to explore State Library Victoria. Joanne and Mei will produce a book of modular worksheets that encourage young visitors to the Library to engage more deeply with the spaces and collections and then write letters to the Library. Participants will learn new storytelling techniques and become active contributors to the Library's rich history and legacy.

#### **Climate Futures Artist Fellowships**

**Dr Anna McMichael for *Sounds of the White Continent: Sounds and sights of Antarctica*** – Leading violinist and Head of Strings at Monash University, Dr Anna McMichael will create an immersive multimedia project which explores the impact of climate change on Antarctica. Drawing on the Library's collection of historic photographs and records of Antarctic exploration, Dr McMichael will also commission new works of music and soundscapes.

**Vei Tan and Patrick Macasaet for *The Great Reclamation: A speculative archive of climate futures*** – *The Great Reclamation* reimagines State Library Victoria as a wondrous, climate-altered future, no longer a static repository of the past, but an active participant in shaping what comes next. Set within a gaming environment, the Library becomes terrain – alive with ecological memory, transformed artifacts, architectural matter and atmospheric change.

#### **Creative Fellowships**

**Mojo Ruiz de Luzuriaga for *KAPWA*** – At the heart of Mojo's fellowship project is 'KAPWA': a philosophy of special importance to Filipino culture and psychology. Mojo's research will focus on pre-colonial Filipino beliefs and traditions, particularly 'Batok' or tattooing, shamanism, creation mythologies and the roles of gender non-conforming people within the culture. The fellowship will inspire a new piece of work combining photography and new, instrumental compositions.

**Rebecca Dauti and Avni Dauti for *Faed*** – *Faed* is a research project engaging with Deaf history from the mid-19<sup>th</sup> to early 20<sup>th</sup> century. It will focus on how Deaf lives and Deaf-authored knowledge appear – or not – within the State Collection. The project takes its name from Arthur James Wilson – pseudonym 'Faed' – a deaf writer, cyclist and inventor credited with inventing the wing mirror. His invention serves as inspiration for the project's aim to look forward and backward simultaneously.

#### Georges Mora Fellowship

**Hayley Millar Baker for *Blak Hauntology*** – Lens-based artist Hayley Millar Baker will focus on Indigenous hauntology – how the past, present and future are impacted by the spectral presence of culture, memory and spirituality. Hayley will delve into the Library's archives to engage with the collections through an Indigenous lens, to uncover what is recorded and omitted. The research will inform a major cinematic piece of work, where horror can be a vehicle for Indigenous storytelling, and where Indigenous women are not victims or ghosts of the past, but active agents of balance and transformation.

#### John Emmerson Research Fellowship

**Professor Danielle Clarke for *Constructing an alternative history of reading*** – Professor Danielle Clarke will use the extensive early modern holdings of the Emmerson Collection to construct an alternative history of reading, focused on the popular texts which were widely read by women and non-elite men from 1550 to 1700. An experienced scholar of early modern women's reading, Professor Clarke aims to challenge accepted narratives about women, women's spaces and their intellectual contributions.

#### Kerri Hall Fellowship for the Performing Arts

**Adam Fawcett for *Just An Artist: Lost stories from regional stages that helped shape Victoria's cultural landscape*** – Playwright, producer and screenwriter Adam Fawcett will delve into the Library's Performing Arts Collection, to uncover the history and impact of performing artists in regional Victoria. The intended outcome of the fellowship is a series of audio drama scripts that bring these moments to life. Adam, who lives and works in Hepburn Springs on Dja Dja Wurrung Country, aims to highlight the importance of community spaces and performing artists in shaping regional contemporary life.

#### Marion Orme Page Regional Creative Fellowships

**Louise Crisp for *Bogong*** – Gippsland resident and accomplished poet Louise Crisp plans to research and write a long form ecopoetic text, *Bogong*, based on the archives of ecologist Maisie Fawcett (S. G. M. Carr, 1912–1988), whose work led to the establishment of the Alpine National Park. Using Fawcett's diaries, field notes and

papers all held at the Library, as well as field trips to the Bogong High Plains, Louise aims to highlight the social, historical and scientific impact of Fawcett's research.

**Lorraine Brigdale and Dr Peta Clancy for *wala woka*** – Lorraine Brigdale and Peta Clancy (both Yorta Yorta) will work in parallel to create new artwork in response to photographs by Nicholas Caire featuring Maloga Mission held in the Library's collection. Both artists have familial ancestral connections to Maloga Mission, which was established in 1870 in New South Wales along the Murray River in Yorta Yorta/Bangerang. Their new artwork will be informed through research into Maloga Mission and the cultural and environmental significance of the Dhungala, via archives held at the Library. Their research will situate their family stories within the broader history of dispossession from Country and subsequent return.

#### Redmond Barry Fellowship

**Brendan Casey for *Magascenes: A guidebook to Australian little magazines*** – Writer, editor and researcher Brendan Casey will explore the vital role of little magazines – small, independently edited and printed poetry journals – in shaping Australia's literary culture. Brendan will draw on the archives of little magazines held in the rare book collections at both the Library and the University of Melbourne, and produce an accessible guidebook of Australian little magazines with the aim of making them available to a wider audience.

#### Tate Adams Residency at Baldessin Studio

**Ella Mittas for *Artist's book featuring original prints, essays and Greek Australian recipes*** – Greek Australian writer, artist and chef, Ella Mittas plans to create her second cookbook, featuring wood-cut prints, recipes and essays that celebrate Greek migrant culture. Working across multiple disciplines, Ella's fellowship will examine the history and culture of Greek Australians in the Library's archives, and explore the migrant experience of home, belonging and community.

#### Leadership in the library sector

In 2024–25, State Library Victoria continued its strong leadership and collaboration across the public library sector in Victoria, nationally and internationally.

CEO Paul Duldig visited public libraries across the state to recognise their vital role in local communities. 'Every time I visit libraries across Victoria, I'm struck by the dedication of their staff and the deep affection shown for them by their communities', Paul said.

Through the **Margery C Ramsay Scholarship**, Ballarat librarian **Mia Peardon** is undertaking a statewide survey of local studies collections, focusing on their condition, management and value, particularly in regional areas.

The **2025 Barrett Reid Scholarship** was launched alongside the completion of research by 2023 recipients **Rachel D'Arcy** and **Jessica Anderson**, whose work on sustainability accreditation models is already influencing best practice across Victorian public libraries.

Delivered in partnership with **Public Libraries Victoria**, the *Libraries Future Ready – Lunchtime Learning* sessions continued to support a resilient and forward-thinking sector, with strong engagement throughout the year.

As a member of **National and State Libraries Australasia (NSLA)**, the Library plays a leading role in joint initiatives across collecting, digital preservation, service innovation and professional development, in collaboration with libraries across Australia and Aotearoa New Zealand.

The Library also maintains international partnerships that foster innovation and shared learning. In 2024–25, we welcomed visiting delegations from institutions including the **Jiangsu Provincial Archives** and the **National Library of New Zealand Te Puna Mātauranga o Aotearoa**, strengthening global connections and dialogue.

#### Library membership

State Library Victoria provides all Victorians with free access to our extensive collections, resources and expert staff. Our free **Access membership** unlocks thousands of resources and nearly 6 million books, photos, artworks, maps and more. Members also enjoy access to popular facilities, including meeting rooms and recording studios.

In 2024, the free membership renewal cycle was extended from 12 months to 3 years, reducing administrative burden, offering potential cost savings, and enabling deeper engagement with our members.

In addition to free membership, we offer paid Cultural, Student and Family memberships. These provide added benefits such as exclusive experiences, curated content, and event discounts. A portion of each membership fee supports Library programs and collection development, helping to enrich the experience for all users. The paid membership program includes more than 1400 active members.

#### Working with media to share our stories

This year we worked with television, print and radio outlets to share our stories across Victoria and Australia. During the reporting period, there were 1966 mentions of the Library in the media, with a potential audience reach of 177,530,264 and an Advertising Value Equivalent of \$27,705,185.

Highlights included:

- **Melbourne Out Loud: Life through the lens of Rennie Ellis** received sustained national media coverage, 32 mentions in less than 6 months with stories in *The Herald Sun*, *The Age*, *The Guardian* and *The Australian*.
- **Mouthful of Dust: A Ned Kelly Web Experience** received high-profile media coverage in *The Weekend Australian*, *The Age*, Nine News and ABC Radio, with a potential audience reach of 2,256,332.
- **World of the Book**, celebrating its 20th year, received extensive coverage, with 92 media mentions including Nine News, SBS World News, ABC Radio Melbourne and *The Guardian*.
- **Make Believe: Encounters with Misinformation** received widespread coverage with 63 media mentions, including coverage on Ten News First, Triple R *Breakfasters* and an in-depth interview on ABC Radio with Library CEO Paul Duldig about 'libraries of the future' and the evolving role of cultural institutions.
- **Professor Kate Crawford's signature lecture on AI for the For Future Reference series** received significant media coverage including a feature story published in *The Age* and the *Sydney Morning Herald*, *The Australian* and ABC Radio. Earned media coverage garnered for this event caused it to sell-out.
- There was continued media interest in **Melbourne Out Loud: Life through the lens of Rennie Ellis** with coverage on ABC Radio, *Postcards* on Channel Nine, *Broadsheet*, *The Sunday Age*, the *Herald Sun* and Joy FM.

#### Deliver innovative and sustainable operations

##### Advancement through technical innovation

State Library Victoria continues to invest in cutting-edge technology and digital solutions to enhance accessibility, improve operations, and elevate the visitor experience. This ongoing focus on innovation ensures the Library remains a contemporary, forward-thinking centre for knowledge, creativity and culture – open and responsive to the needs of all Victorians.

Extending on measures implemented in the 2023–24 reporting period, the following outcomes were achieved in 2024–25 and will continue to impact operations into the next reporting period:

- Upgrading the wireless network back-end systems as well as removing unnecessary complexities from the network and infrastructure.
- Replacing the Telephony and Video Conferencing systems and Uplifting staff meeting rooms with New and supported video conferencing facilities.
- Finalisation of current state analysis for all existing software, alongside the creation of a systems roles and responsibilities framework that will provide the Library with the capacity to stand up a Configuration Management Database (CMDB).

### Improving our processes

In 2024–25, State Library Victoria delivered more than 2000 public programs, continuing to serve the full breadth of the community – from early learners to older adults – and maintaining its position as one of the busiest libraries in the world.

To support and strengthen this program delivery, the Library introduced a suite of new frameworks and guiding documents designed to shape how we work together and engage with our broader community.

The Ways of Working Framework, implemented in 2024–25 established a clear code of conduct outlining mutual expectations and obligations. It set the foundation for building trust, accountability and respect across all areas of the Library’s operations – internally and externally. This framework is now embedded in the design and delivery of programs, and in how the Library enters into agreements, contracts and partnerships.

The Freedom of Expression and Respectful Conduct Schedule was also introduced, affirming freedom of expression as a founding principle of the Library. It clarified expectations for respectful behaviour and outlined the responsibilities of all partners and personnel engaging with the Library, whether onsite or online.

The Curatorial Statement was developed to frame the Library’s curatorial approach. As a living document, it articulates the principles that guide the development of exhibitions, programs and experiences, grounding them in the Library’s mission, collections and its role within Victoria’s Knowledge Precinct.

Together, these new tools established a shared foundation for how the Library works – setting consistent standards, supporting curatorial decision-making, and ensuring respectful and principled engagement with all audiences.

### Maximising our impact and sustainability

#### A sought-after commercial venue

This year we delivered 390 commercial events, including 72 weddings in the Library event spaces. Notable events included hosting:

- Luna Rover Showcase,
- LinkedIn Roadshow,
- Melbourne’s inaugural Celestial Festival Fantasy Ball,
- 2024 Melbourne International Film Festival Gala,
- Mother’s Day High Tea in Ian Potter Queen’s Hall,
- Christmas day lunch in Ian Potter Queen’s Hall, and,
- Many university and government conferences and corporate annual general meetings.

Additionally, the Library was used as a shoot location for:

- *The Newsreader* (ABC),
- AFL x Colgate half time campaign featuring Collingwood Football Club Captain, Darcy Moore,
- July Luggage new collection launch across digital and print media, and,
- *Who Do You Think You Are?* (SBS).

During the warmer months, the forecourt hosted several activations, including:

- Crimestoppers – community engagement showcasing native animals and a petting zoo,
- Accor Live Limitless – a mock Currency Exchange encouraging contribution of leftover foreign currency to support The Domestic Violence Collective, and,
- Several product giveaways including Starbucks, The Alternative Dairy Co and Little Moons mochi.

Russell Street Welcome Zone visitation continued to climb resulting in increases to sales at Readings and Guild Cafe.

### Partnerships driving innovation and impact

During the reporting period, the Library collaborated with a diverse range of partners to deliver innovative, high-impact programs that attracted new audiences and enriched the visitor experience. These partnerships also supported our ongoing commitment to operational excellence and long-term sustainability.

Highlights during the reporting period included:

- The Library’s preferred hotel partnership with **Pullman Melbourne City Centre** focusing on shared goals of enhancing the visitor experience and reaching new audiences. The partnership delivered a suite of joint marketing and promotional initiatives, including co-designed packages, shared collateral, and cross-platform brand visibility. Tailored offers for Library Cultural Members further deepened audience engagement while contributing to more sustainable and innovative operational approaches.
- Partnering with **RMIT** to improve access for visitors who are blind or have low vision. This partnership resulted in the creation of 3D-printed replicas of Ned Kelly’s armour, beginning with a tactile version of his helmet. The initiative also included tactile images, Braille, and NFC-triggered audio, supporting a more inclusive and immersive visitor experience. This work reflects the Library’s ongoing commitment to accessibility and to creating meaningful experiences for all Victorians.
- Now in its second year, the Library’s 3-year partnership with the **University of Melbourne** continued to focus on student engagement, capability-building and talent development. A highlight of the reporting period was the placement of a Graduate Curatorial Assistant, strengthening pathways for

emerging professionals and underscoring a shared commitment to sustainable cultural leadership and creative enterprise.

- In late 2024, the Library partnered with **Yoto** to trial interactive audio players designed to engage young audiences through storytelling and sound. Installed in the Pauline Gandel Children's Quarter from October 2024 to February 2025, the Yoto kits offered a curated selection of audio cards in an interactive, play-based environment. This initiative advanced the Library's vision to deliver digital experiences that enrich early literacy, broaden access to the collection, and inspire curiosity through technology.
- Through the **Victorian Premiers' Reading Challenge**, the Library expanded its reach via large-scale digital author events, including *Book Bash*, which engaged almost 60,000 students across Victoria. This approach

maximised impact through efficient, state-wide delivery and demonstrated the potential for scalable, low-barrier access to literacy experiences.

- A new interpretive lens developed for *Melbourne Out Loud: Life through the lens of Rennie Ellis* in partnership with **Midsumma Festival** showcased the Library's commitment to inclusive programming and responsive curation. This approach extended the exhibition's reach, increased relevance for target audiences, and maximised the value of existing cultural assets.
- The **Dunkeld Writers Festival** partnership supported the James Dawson Oration through the Victorian Indigenous Research Centre, enabling sustained regional engagement and deepening the Library's long-term commitment to First Peoples-led truth-telling and programming across Victoria.

## Partners

acmi



COMMITTEE  
FOR  
MELBOURNE



Creative  
Program

MELBOURNE  
DESIGN  
WEEK

[ Melbourne  
Writers Festival ]



RISING :

stella 



#### Thank you to our Corporate Members

In 2024-25, our **Corporate Membership program** continued to evolve to meet the changing business environment. Members attended exclusive experiences aligned to our Exhibitions programs, networking opportunities complemented by viewings of the State Collection, and **Corporate Speaker Series** events.

We proudly recognise and appreciate the following Corporate Members for their partnership:



architectus

BHP



the CATALYST  
network



Equity Trustees



**FUTURITY**  
INVESTMENT GROUP



HERBERT  
SMITH  
FREEHILLS



K&L GATES



**LA TROBE**  
UNIVERSITY



**MONASH**  
University

**schwartzmedia**  
THINK AGAIN



### Donors support the people's university

State Library Victoria's role as the 'people's university' is made possible by the generosity of our loyal donors. Their support enables everything from exhibitions and education programs to vital acquisitions and conservation work helping us grow the State Collection and share the stories it holds with audiences across Victoria and beyond.

Many also choose to donate personal collections they have thoughtfully curated over years, entrusting the Library to preserve and share these important cultural materials. We are especially grateful to those whose contributions supported the acquisition of rare books this year, including through targeted donations and the Women Writers Fund.

Philanthropy highlights from the reporting period include:

- **2024 End of Year Appeal success** – In December 2024, the appeal focused on children's books in languages other than English. More than \$90,000 was donated by Library supporters and the general public providing the opportunity to double the number of these books available in the Pauline Gandel Children's Quarter.
- **Connecting on the forecourt through chess** – The temporary chessboards in front of the Swanston Street entrance to the Library have proven to be highly popular and a great way for members of the public to connect across generations and cultural backgrounds. Thanks to donors to the 2023 End of Year Appeal, the chessboards are now permanently installed in stone ensuring that players can enjoy this pastime into the future.
- **Redmond Barry Society and bequests** – Former Prime Minister, The Honourable Malcolm Turnbull AC and The Honourable Barry Jones AC entertained current and potential members at the Society's 2025 luncheon discussing the tenth and final hard copy edition of Barry's book, *Dictionary of World Biography*. Members have pledged to leave a gift to the Library in their wills, providing transformative support for our work and access for the general public. The estate of the late Bob Ross provided an inspirational example in late 2024, with a bequest of over \$1.3 million to the Library.
- **Telling the Stories of Us** – The Melbourne Benevolent Asylum at the end of Victoria Street, North Melbourne may have disappeared physically but the records of those who resided there are held in the State Collection. Donors to the 2025 End of Financial Year Appeal are helping us raise \$200,000 towards the preservation and digitisation of these records, which are frequently requested by family historians working at the Library.

State Library Victoria also gratefully acknowledges the support of the following individuals, families and organisations:

#### \$100,000+

Helen Macpherson Smith Trust  
Estate of Robert Ross  
Anonymous: 1

#### \$25,000+

Estate of Lynn Rooney  
Janet McDonald  
Krystyna Campbell-Pretty AM and Family  
Helen Sykes  
Collier Charitable Fund  
Estate of Frank Van Straten  
The Stuart Leslie Foundation

#### \$10,000+

Robert Shanks and Josephine Shanks  
Marquill Foundation  
Jo Porter and Michael Nossal, a giving fund in the Australian Philanthropic Services Foundation  
William George Alma Estate  
Lady Primrose Potter AC, CMRI  
MK Hope, a giving fund in the Australian Philanthropic Services Foundation  
David Kaylor  
Datt Family Foundation  
Tony Wheeler AO and Maureen Wheeler AO  
Andrew Sisson AO and Tracey Sisson  
Anita Anderson OAM and Judge Graham Anderson  
Lynne Saunders  
Brad Grandison  
Lisa Ring  
Alan and Mary-Louise Archibald Foundation  
Lovell Chen Pty Ltd

#### \$5000+

The Silver Gold Fund, a sub-fund of the Australian Communities Foundation  
Whiting Lukies Family Foundation  
Margaret Plant OAM  
Christine Christian AO  
Asian Australian Foundation  
Rick Amor and Meg Williams  
Ballandry (Peter Griffin Family) Fund, a sub-fund of the Australian Communities Foundation  
Leon Gorr  
The William Angliss (Vic) Charitable Fund  
Rhys Watson  
Greg Shalit and Miriam Faine  
Russell Jones  
Anne Shepherd  
Serp Hills Foundation  
Mary Kehoe  
Anonymous: 2

**\$1000+**

Forest Hill Early Childhood Foundation  
 John Harrison  
 Paul and Samantha Cross Foundation  
 Ron Male  
 Kerry and Ruth Williams Endowment  
 Ruth Crutch  
 Nigel and Sheena Broughton  
 Peter and Margaret Lothian  
 John G. Keats  
 Peter Arnold  
 Carrillo Gantner AC and Ziyin Gantner  
 Helen Freeman  
 M&T Sutherland  
 The Lewin Family Foundation  
 Judith Kinnear  
 David Dyer and Keren Murray  
 Philip and Elizabeth Leahy  
 HM and JE Brown  
 Caroline Woodhouse  
 Michael Kingston  
 Professor Anne Kelso, a giving fund in the Australian  
 Philanthropic Services Foundation  
 Liga Smith and Jeff Maher  
 Linda Thomas  
 Chris Egan  
 John Arnold and Elspeth Dargaville  
 Helen and Stephen Silk  
 Schudmak Family Foundation  
 Kathleen Raulings  
 Mary Lush  
 Remco Polman  
 Matthew Walker  
 Rosslyn Bamford  
 Katrina Beggs  
 Peter Sherlock  
 The J Permsew Foundation  
 Ralph Renard  
 Catherine McDonald  
 Laurie Warfe  
 Michael Smith  
 Rosemary Merralls  
 Irene Kearsey and Michael J Ridley  
 Julie Landvogt  
 James Syme  
 Wallace Kirsop and Joan Kirsop  
 Jane Ferguson Simpson  
 Erandathie Jayakody  
 Noel and Jenny Turnbull  
 Colin Golvan AM, KC and Deborah Golvan  
 Reg and Norma Binding

Victorian Association of Family History Organisations Inc

Gina Annand  
 The Sirius Foundation  
 Robert and Katy Laird  
 Penny Scott and Mark Powell  
 Andrea Goldsmith  
 Gayle Danchin  
 Ross Collier  
 Joanna Murray-Smith  
 Margaret Webster  
 Anne Coleman and Peter Coleman AC  
 Peter Lovell  
 Gwenllyn McIntosh  
 Peter Newbury  
 JS Chambers Foundation  
 Carole Woods OAM  
 Margaret Eva  
 Karen McLeod-Adair  
 Alan K Chuck  
 Margot Vaughan

**\$500+**

Joan Spiller  
 Stephen Hawke  
 Jean Dunn  
 John Smith  
 Graeme and Ros Martin  
 Chris Scott  
 John Dwyer KC  
 Ian Renard AM  
 Geoffrey Thomlinson  
 Lyn Williams  
 George Morstyn  
 John King  
 Christopher Morrow  
 Jim Palmer  
 Norman and Meryll Wodetzki  
 Louise Gourlay OAM  
 Gillian Hoysted  
 David Klempfner  
 Annemarie Hunt OAM  
 Judy Buchan  
 Julia Douglas  
 Elisabeth Kerdelhué  
 Richard Turnbull  
 David Kitchen and Barbara Emerson  
 Cheri Ong  
 Lesley Northey  
 Denise Reynolds  
 Elly Fink  
 Derek Whitehead OAM

Ross Bowden  
Peter Rogan  
Liz Pidgeon  
Dianne Reilly Drury AM  
Clarissa Flockhart  
James Lesh  
Emma Anderson  
Philip Knight  
Colin Newton  
Zoltan and Mrs Eldrida Kiss

Jennifer Sawyer  
Gary and Suzanne Adler  
William Gourlay  
John Arthur  
Kira White  
Kristian Kempen  
Kevin Lu  
Shona Dewar  
Anonymous: 9

# Financial summary

## Summary of financial results with 5-year comparatives\*

|   | 2025<br>\$'000      | 2024<br>\$'000   | 2023<br>\$'000   | 2022<br>\$'000   | 2021<br>\$'000   |
|---|---------------------|------------------|------------------|------------------|------------------|
| Revenue from government                             | 58,814 <sup>1</sup> | 60,404           | 52,955           | 48,308           | 95,418           |
| Other revenue <sup>2</sup>                          | 10,464              | 8,205            | 11,204           | 9,416            | 8,928            |
| <b>Total revenue</b>                                | <b>69,278</b>       | <b>68,609</b>    | <b>64,159</b>    | <b>57,724</b>    | <b>104,346</b>   |
| <b>Total expenses (excluding depreciation)</b>      | <b>(64,809)</b>     | <b>(59,563)</b>  | <b>(57,428)</b>  | <b>(53,989)</b>  | <b>(91,912)</b>  |
| <b>Net result for the year before depreciation</b>  | <b>4,469</b>        | <b>9,046</b>     | <b>6,731</b>     | <b>3,735</b>     | <b>12,434</b>    |
| <b>Depreciation</b>                                 | <b>(13,076)</b>     | <b>(11,990)</b>  | <b>(12,626)</b>  | <b>(24,023)</b>  | <b>(18,749)</b>  |
| <b>Total expenses</b>                               | <b>(77,885)</b>     | <b>(71,553)</b>  | <b>(70,054)</b>  | <b>(78,012)</b>  | <b>(110,661)</b> |
| <b>Net result for the year after depreciation ^</b> | <b>(8,607)</b>      | <b>(2,944)</b>   | <b>(5,895)</b>   | <b>(20,288)</b>  | <b>(6,315)</b>   |
| <b>Cash flow from operating activities</b>          | <b>8,483</b>        | <b>7,015</b>     | <b>7,567</b>     | <b>(1,368)</b>   | <b>9,915</b>     |
| <b>TOTAL ASSETS</b>                                 | <b>1,106,531</b>    | <b>1,098,687</b> | <b>1,081,356</b> | <b>1,085,700</b> | <b>1,111,528</b> |
| <b>TOTAL LIABILITIES</b>                            | <b>19,869</b>       | <b>13,006</b>    | <b>12,605</b>    | <b>11,971</b>    | <b>14,928</b>    |
| <b>NET ASSETS</b>                                   | <b>1,086,662</b>    | <b>1,085,681</b> | <b>1,068,751</b> | <b>1,073,729</b> | <b>1,096,546</b> |

### Notes

<sup>^</sup> The net result for the year is presented before accounting for other comprehensive income and other economic flows, which are detailed in the Comprehensive Operating Statement within the Financial Statements.

<sup>1</sup> Government revenue: \$56.8 million in operating funding; and \$1.9 million from other grants.

<sup>2</sup> Other revenue includes income from commercial activities, donations, bequests, investments, and other external sources.

<sup>\*</sup> The above summary, which includes net assets, should be reviewed in conjunction with the accompanying financial statements.

## FINANCIAL SUMMARY (Cont'd)

### Current year financial review

In 2024–25, the Library Board of Victoria reported a net result after depreciation of \$8.6 million deficit, compared with a \$2.9 million deficit in 2023–24. On a pre-depreciation basis, the Library achieved a surplus of \$4.5 million, compared with \$9.0 million in 2023–24.

### Revenue performance

Total revenue increased by \$0.7 million (1.0%) to \$69.3 million. This was influenced by several key movements:

- Government funding decreased by \$1.6 million to \$58.8 million.
- Commercial operations and other activities contributed \$3.4 million, up \$0.3 million.
- Donations and bequests rose by \$1.1 million to \$3.8 million,
- Investment and interest income increased by \$0.8 million to \$3.3 million.

### Expenses and operating result

Total expenses (excluding depreciation) rose by \$5.2 million (8.8%) to \$64.8 million, reflecting higher employee entitlements and operating costs. Depreciation also increased by \$1.1 million to \$13.1 million, driven by asset additions and revaluation movements. As a result, the Library recorded a statutory deficit after depreciation of \$8.6 million.

### Balance sheet and cash flow

Net assets increased by \$0.98 million to \$1.09 billion. This movement was primarily attributable to:

- \$6.5 million increase in cash and cash equivalents,
- \$1.2 million uplift in investments reflecting stronger market conditions.

Total liabilities increased by \$6.9 million to \$19.9 million, mainly due to higher payables and employee provisions.

Operating cash inflows strengthened to \$8.5 million (up from \$7.0 million in 2023–24), reflecting improved revenue collection and working capital management.

# Key performance indicators

The Library's 2024–25 planning framework was designed to achieve outcomes articulated in the 2026 Strategic Plan.

| Description   | Unit of measure | Target 2024–25 | Actual 2024–25 | Actual 2023–24 |
|---|-----------------|----------------|----------------|----------------|
| Onsite visits <sup>1</sup>                            | Number          | 2,750,000      | 2,818,114      | 2,651,495      |
| Overall visits <sup>2</sup>                           | Number          | 7,299,891      | 7,391,282      | 8,651,511      |
| New visitors  | Number          | 1,000,000      | 1,017,100      | 1,118,641      |
| Digital engagements with the collection               | Number          | 3,805,529      | 4,072,870      | 4,715,558      |
| Online sessions<br>Regional Victoria                  | Number          | 136,495        | 135,612        | 150,347        |
| Visitor satisfaction with onsite or online experience | %               | 93%            | 90%            | 91%            |

## Notes

In 2024–25, the Library is on track to deliver key results stated in the 2026 Strategy subject to future funding outcomes.

1. In 2024–25 the Library hosted over 2.82 million visitors, which set a record visitation level for the Library.  
Onsite visitation in FY25 was 6 per cent higher than in FY24 and is on track to reach 3 million annual visits in 2026.
2. Overall visits include onsite visits and website sessions.

# Creative Industries portfolio service agreement

The Creative Industries portfolio service agreement establishes a range of performance indicators under the Creative Industries Portfolio performance framework including Budget Paper 3 and Creative State deliverables.

## 2024-25 Budget Paper 3 (BP3) performance indicators

| Description   | Unit of measure | Target 2024-25 | Actual 2024-25 | Actual 2023-24 | Actual 2022-23 | Actual 2021-22 | Actual 2020-21 |
|---|-----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Agency website visitation <sup>1</sup>                    | Number          | 5,000,000      | 4,573,168      | 6,000,016      | 6,275,089      | 5,327,953      | 5,296,096      |
| Users/ attendances <sup>2</sup>                           | Number          | 2,250,000      | 2,818,114      | 2,651,495      | 2,113,188      | 831,655        | 410,259        |
| Members and friends <sup>3</sup>                          | Number          | 1250           | 1453           | 1377           | 1242           | 1100           | 763            |
| Volunteer hours <sup>4</sup>                              | Number          | 10,000         | 6694           | 6682           | 7392           | 3357           | 2766           |
| Students participating in education programs <sup>5</sup> | Number          | 20,000         | 109,202        | 72,927         | 115,175        | 13,371         | 7454           |
| Agency collections storage meeting industry standards     | %               | 99%            | 96.6%          | 93.4%          | 96.9%          | 95.2%          | 95.2%          |
| Visitors satisfied with visit                             | %               | 90%            | 90%            | 91%            | 91%            | 97%            | 96%            |

### Notes

1. The transition to GA4 has impacted results target.
2. The result is higher than target with onsite visitation continuing to grow year-on-year. In FY25, the Library recorded over 2 million exhibition visits and welcomed more than 47,000 attendees to onsite programs.
3. The result is higher than target due to several successful campaigns aimed at increasing student members.
4. The result is lower than target as a result of fewer volunteer opportunities and broader sector-wide volunteer recruitment challenges.
5. The result is higher than target with an outstanding response to the online Book Bash programs.

# Creative Industries portfolio performance indicators 2024–25

| Description  | Unit of measure | Target 2024–25 | Actual 2024–25 |
|--|-----------------|----------------|----------------|
| <b>Community connection / inclusion</b>  |                 |                |                |
| Total number of volunteers <sup>1</sup>  | Number          | 150            | 125            |
| <b>Programming activities</b>  |                 |                |                |
| Number of events <sup>2</sup>  | Number          | 1000           | 1347           |
| New exhibitions on site (permanent or temporary)                                 | Number          | 8              | 8              |
| Exhibition attendance <sup>3</sup>   | Number          | 1,800,000      | 2,076,164      |
| <b>Sector engagement</b>   |                 |                |                |
| Loans to other organisations from the collection                                 | Number          | 750            | 734            |
| Regional venues in receipt of touring programs / exhibitions                     | Number          | 4              | 4              |
| <b>Collections and infrastructure</b>  |                 |                |                |
| Collection electronically registered   | Number          | 4,500,000      | 4,781,706      |
| Newly acquired collection electronically registered <sup>4</sup>                 | Number          | 60,000         | 48,117         |
| Collection on public display   | Number          | 192,000        | 197,378        |
| Collection publicly accessible online  | Number          | 4,028,538      | 4,239,409      |
| Collection publicly accessible online with digitised elements                    | Number          | 840,000        | 814,208        |
| Cultural facilities maintenance fund projects delivered within agreed timeframes | %               | 100%           | 100%           |

## Notes

1. The result is lower than target as a result of fewer volunteer opportunities and broader sector-wide volunteer recruitment changes.
2. The Library offered a diverse range of new programs to meet the needs of its visitors.
3. The Library ran a number of exciting exhibitions, including *Melbourne Out Loud: Life through the lens of Rennie Ellis, Treaty* presented by State Library Victoria through the Victorian Indigenous Research Centre, and *Searching for Sanctuary: A Journey of Survival by Barat Ali Batoor*.
4. While a number of heritage collection items were purchased, rare books, pictures and manuscripts on average had a higher price per item, which equated to fewer items per acquisition.

# Acquisitions statistics

## VOLUMES ADDED TO STOCK JULY 2024 - JUNE 2025

| Method of acquisition  | Purchase      | Donation      | Govt donation | Legal deposit | Total 2024-25 | Total 2023-24 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Newly acquired physical items/volumes</b>                     |               |               |               |               |               |               |
| Monographs   | 3,101         | 3,625         | 737           | 1,568         | 9,031         | 13,977        |
| Serials  | 494           | 1,478         | 437           | 968           | 3,377         | 3,491         |
| Newspapers   | 1,043         | 67            | 0             | 277           | 1,387         | 1,401         |
| Sheet maps   | 13            | 342           | 653           | 36            | 1,044         | 899           |
| Sound and video recordings                                       | 113           | 1,290         | 0             | 32            | 1,435         | 726           |
| Music scores   | 3             | 26            | 0             | 1             | 30            | 259           |
| Ephemera folders (Political-Riley/<br>Arts-AAA/Theatre Programs) | 0             | 1,211         | 2             | 0             | 1,213         | 28            |
| Pictures   | 8,924         | 9,608         |               |               | 18,532        | 28,956        |
| Manuscripts (item estimate<br>based on linear metres)            | 16            | 789           |               |               | 805           |               |
| <b>TOTAL physical items/volumes</b>                              | <b>13,707</b> | <b>18,436</b> | <b>1,829</b>  | <b>2,882</b>  | <b>36,854</b> | <b>49,737</b> |
| <b>Electronic acquisitions</b>                                   |               |               |               |               |               |               |
| PANDORA (Victorian websites)                                     |               |               | 624           | 1,918         | 2,542         | 1,529         |
| Ebooks (purchased titles)  | 1,529         |               |               |               | 1,529         | 3,252         |
| Born digital Victorian serials (titles)<br>(NED)                 |               |               |               | 379           | 379           | 426           |
| Born digital Victorian monographs<br>(titles) (NED)              |               |               |               | 4,079         | 4,079         | 4,261         |
| Born digital heritage – pictures                                 |               | 2,728         |               |               | 2,728         | 25            |
| Electronic collections (purchased)                               | 6             |               |               |               | 6             | 7             |
| <b>TOTAL electronic items</b>                                    | <b>1,535</b>  | <b>2,728</b>  | <b>624</b>    | <b>6,376</b>  | <b>11,263</b> | <b>9,500</b>  |
| <b>TOTAL physical and electronic</b>                             | <b>15,242</b> | <b>21,164</b> | <b>2,453</b>  | <b>9,258</b>  | <b>48,117</b> | <b>59,237</b> |
| <b>Additions – manuscripts</b>                                   |               |               |               |               |               |               |
| Physical – manuscripts (linear metres)                           |               |               |               |               | 59.80         | 68.12         |
| Born digital – manuscripts<br>(gigabytes)                        | 10.63         | 122.92        |               |               | 134           | 71.05         |

## ACQUISITIONS STATISTICS (Cont'd)

## CONSOLIDATED PHYSICAL STOCK HOLDINGS 2023 TO 2025

| Stock holdings (volumes)   | 30 June 2023     | 30 June 2024     | 30 June 2025     |
|--|------------------|------------------|------------------|
| Monographs   | 1,582,496        | 1,599,306        | 1,608,029        |
| Serials  | 649,418          | 652,205          | 655,152          |
| Newspapers   | 116,852          | 117,165          | 118,328          |
| Maps   | 44,227           | 45,217           | 46,325           |
| Sound and video recordings                                       | 43,494           | 44,371           | 45,816           |
| Music scores   | 41,870           | 42,147           | 42,164           |
| Ephemera folders (Political-Riley/<br>Arts-AAA/Theatre Programs) | 48,242           | 48,263           | 49,204           |
| Pictures   | 1,278,902        | 1,329,739        | 1,517,650        |
| Manuscripts (Items in Alma)                                      |                  |                  | 52,913           |
| <b>TOTAL</b>   | <b>3,805,501</b> | <b>3,878,413</b> | <b>4,135,581</b> |
| Manuscripts (linear metres)                                      | 8,614            | 7,998            | 8,058            |

## CONSOLIDATED ELECTRONIC HOLDINGS 2023 TO 2025

|   | 30 June 2023     | 30 June 2024     | 30 June 2025     |
|---|------------------|------------------|------------------|
| PANDORA (Victorian websites)                        | 24,518           | 26,047           | 31,041           |
| Ebooks (purchased titles)                           | 32,653           | 35,906           | 37,423           |
| Born digital Victorian serials (titles)<br>(NED)    | 7,525            | 2,694            | 3,073            |
| Born digital Victorian monographs<br>(titles) (NED) | 20,692           | 23,793           | 27,872           |
| Born digital – pictures                             | 1,504            | 1,554            | 4,282            |
| Electronic collections (purchased)                  | 130              | 131              | 137              |
| <b>TOTAL</b>  | <b>87,022</b>    | <b>90,125</b>    | <b>103,828</b>   |
| <b>COMBINED TOTAL (physical and<br/>electronic)</b> | <b>3,892,523</b> | <b>3,968,538</b> | <b>4,239,409</b> |
| Born digital – manuscripts<br>(gigabytes)           | 119              | 190.50           | 324              |

## ACQUISITIONS STATISTICS (Cont'd)

### CONSOLIDATED ECollections 2023 TO 2025

|  | 30 June 2023   | 30 June 2024   | 30 June 2025   |
|--|----------------|----------------|----------------|
| Ecollections (purchased)               | 130            | 131            | 137            |
| <b>Ecollections (component titles)</b> | <b>592,748</b> | <b>827,059</b> | <b>860,843</b> |

#### Notes

1. Stock holdings in Alma equates to items (physical volumes) and electronic titles publicly accessible.
2. Consolidated physical and electronic holdings data from Alma, including manuscripts and pictures.
3. Monographs: includes pamphlets, books, kits, software, microforms, etc.
4. Music scores: previously part of monographs.
5. Ephemera collections (AAA, Riley and Theatre Programs) at folder level from item report.
6. Manuscript data presented as items where available from Alma and a conversion from linear metres (average 17.5cm per item). Both item and linear metre measurements included in table.
7. PANDORA is an archive of Victorian digital publications and websites gathered from the internet.
8. Ebooks: available for remote access for Victorian registered users.
9. NED data collected from Alma.
10. Born digital serial and monograph (NED): Victorian electronic titles deposited by publishers into the National edeposit service to meet legal deposit requirements.
11. Ecollections represent themed or single-format collections of monographs, serials and original materials purchased for perpetual access by the Library (discoverable via the catalogue) but are not included in overall stock holdings.
12. Stock holdings do not include eresource and database subscriptions.

# Health, safety and wellbeing performance measures

The Library's health, safety and wellbeing program continues to guide our approach to both psychosocial and physical health and wellbeing initiatives. Our strong collaborative approach encourages our leaders and employees to work together to mitigate risk and engage on matters and initiatives that are fit for purpose and future orientated.

We continue to support individuals through their employee lifecycle by promoting physical and psychosocial safety through the provision of services such as our Employee Assistance Program (EAP), rehabilitation programs, early intervention programs and Return to Work programs, along with a wide range of paid leave programs. These programs, initiatives and flexible work arrangements help Library employees balance work and personal responsibilities, while supporting diversity, inclusion and a whole-of-organisation approach to flexibility.

## **Hazard and incident management**

The online health and safety system continues to provide improved reporting and visibility of incidents and hazards. Most recorded incidents are related to behaviour by visitors towards each other and/or our employees. We continue to invest in our employees safety and wellbeing through the provision of essential and targeted training to handle these encounters, and leverage off our strong relationships with other service organisations to support our visitors with complex social needs.

## HEALTH, SAFETY AND WELLBEING PERFORMANCE MEASURES (Cont'd)

### Health, safety and wellbeing performance measures

| Category  | Measure  | 2024-25   | 2023-24   | 2022-23   |
|---|--|-----------|-----------|-----------|
| Incidents                                       | No. of incidents   | 745       | 601       | 652       |
|   | Rate per 100 FTE   | 89.65     | 67.33     | 68.26     |
| Policy currency (review cycle 3 years)          | Occupational health and safety (OHS) policy current  | Yes       | Yes       | Yes       |
| Provisional Improvement Notices (PINs)          | No. of PINs issued by HSRs   | 0         | 0         | 0         |
|   | No. of identified issues actioned  | n/a       | n/a       | n/a       |
| HSR training (health and safety representative) | % of HSRs trained  | 100%      | 100%      | 100%      |
| WorkSafe interactions                           | Notifiable incidents   | 3         | 1         | 0         |
|   | Notices received   | 0         | 0         | 0         |
|   | Visits (including as a result of notifiable incidents)   | 0         | 0         | 0         |
|   | % of identifiable issues actioned  | 100%      | 100%      | 0         |
| WorkCover claims management                     | Number of standard* claims   | 4         | 2         | 0         |
|   | Rate per 100 FTE   | 2.4       | 1.12      | 0         |
|   | Number of lost time claims   | 4         | 2         | 0         |
|   | Rate per 100 FTE   | 2.4       | 1.12      | 1         |
|   | Number claims exceeding 13 weeks   | 1         | 1         | 0         |
|   | Rate per 100 FTE   | 0.60      | 0.56      | 0         |
|   | Fatality claims  | 0         | 0         | 0         |
|   | Average cost per standard claim  | \$9183    | \$52,300  | 0         |
|   | % claims with a return-to-work (RTW) plan > 30 days  | 100%      | 100%      | 0         |
| Consultation and participation                  | Evidence of agreed structure of designated work groups (DWGs), HSRs and issue resolution procedures (IRPs) | Completed | Completed | Completed |
|   | Compliance with agreed structure on DWGs, HSRs and IRPs  | Completed | Completed | Completed |
|   | Number of OHS Committee meetings   | 8         | 6         | 9         |

\* A claim becomes standard when time lost is greater than 10 days or medical expenses exceed \$855 (FY25). Claims data is current at time of reporting but may change due to continuing claims.

#### Note

The introduction of an online health and safety system in 2022-23 has made the reporting of incidents and hazards more streamlined. Improved data analysis functionality has enabled more accurate reporting for previous years' results. Ongoing training in identifying hazards and managing and reporting incidents has resulted in increased reporting.

# Public sector values and employment principles

## Public sector values

State Library Victoria continues to meet our obligations under the *Public Administration Act 2004*. The Library and our employees are governed by The Code of Conduct for Victorian Public Sector Employees, which promotes adherence to the public sector values and informs the way we approach our work. The Library has also developed a set of Library-specific values which are embedded in the Enterprise Partnership Agreement 2020. Along with our ways of working, these describe the expectations for all employees, including contractors and volunteers.

All employees are required to successfully complete a suite of compliance modules on commencement of employment, which cover Code of Conduct, equal opportunity, anti-discrimination and harassment, and child safety. Regular refresher training is provided and employees must demonstrate understanding and compliance with these and other core modules.

## Employment principles

We are committed to providing all applicants with an equal opportunity to demonstrate that they are the best person for the job. This includes positively responding to accommodation requests from candidates at all stages of the recruitment process to ensure equitable access for all applicants.

We actively review our recruitment practices and seek feedback from candidates throughout the process to ensure our policies and practices are inclusive.

# Statement of workforce data and merit and equity

The Library is committed to applying merit and equity principles when appointing staff. The selection process ensures applicants are assessed and evaluated fairly and equitably, without discrimination, against the key selection criteria and other accountabilities. Employees have been correctly classified in workforce data collections.

## Workforce data as at June 2025

|                     |                  | June 2025     |        |                      |                      |        |                     |      | June 2024     |        |                      |                      |       |                     |      |
|---------------------|------------------|---------------|--------|----------------------|----------------------|--------|---------------------|------|---------------|--------|----------------------|----------------------|-------|---------------------|------|
|                     |                  | All employees |        | Ongoing              |                      |        | Fixed-term + casual |      | All employees |        | Ongoing              |                      |       | Fixed-term + casual |      |
|                     |                  | Head-count    | FTE    | Full-time head-count | Part-time head-count | FTE    | Head-count          | FTE  | Head-count    | FTE    | Full-time head-count | Part-time head-count | FTE   | Head-count          | FTE  |
| All (non-executive) |                  | 339           | 284.73 | 205                  | 70                   | 256.73 | 64                  | 28   | 355           | 294.3  | 207                  | 86                   | 63.3  | 62                  | 24   |
| Demographic data    | Gender           |               |        |                      |                      |        |                     |      |               |        |                      |                      |       |                     |      |
|                     | Male             | 111           | 98.21  | 77                   | 18                   | 90.71  | 16                  | 7.5  | 122           | 106.91 | 87                   | 19                   | 14.41 | 16                  | 5.5  |
|                     | Female           | 224           | 183.82 | 127                  | 52                   | 165.02 | 45                  | 18.8 | 228           | 183.49 | 119                  | 66                   | 48.09 | 43                  | 16.4 |
|                     | Self-described   | 4             | 2.7    | 1                    | 0                    | 1      | 3                   | 1.7  | 5             | 3.9    | 1                    | 1                    | 0.8   | 3                   | 2.1  |
|                     | Age              |               |        |                      |                      |        |                     |      |               |        |                      |                      |       |                     |      |
|                     | 15–24            | 4             | 2.2    | 1                    | 1                    | 2      | 2                   | .2   | 3             | 1.2    | 0                    | 1                    | 1     | 2                   | 0.2  |
|                     | 25–34            | 61            | 45.4   | 23                   | 13                   | 33.5   | 25                  | 11.9 | 74            | 51.41  | 27                   | 18                   | 13.11 | 29                  | 11.3 |
|                     | 35–44            | 98            | 81.41  | 54                   | 28                   | 74.61  | 16                  | 6.8  | 108           | 92.39  | 64                   | 30                   | 22.19 | 14                  | 6.2  |
|                     | 45–54            | 82            | 74.92  | 65                   | 8                    | 70.62  | 9                   | 4.3  | 92            | 82.7   | 66                   | 18                   | 13.3  | 8                   | 3.6  |
| Classification data | 55–64            | 63            | 55.9   | 46                   | 10                   | 53.4   | 7                   | 2.5  | 53            | 45.8   | 37                   | 8                    | 6.2   | 8                   | 2.6  |
|                     | 65+              | 31            | 24.9   | 16                   | 11                   | 23.6   | 4                   | 1.3  | 25            | 20.8   | 13                   | 11                   | 7.7   | 1                   | 0.1  |
|                     | VPS 1–7          |               |        |                      |                      |        |                     |      |               |        |                      |                      |       |                     |      |
|                     | VPS 1            | 0             | 0      | 0                    | 0                    | 0      | 0                   | 0    | 0             | 0      | 0                    | 0                    | 0     | 0                   | 0    |
|                     | VPS 2            | 77            | 47.31  | 20                   | 20                   | 34.01  | 37                  | 13.3 | 85            | 48.5   | 24                   | 25                   | 16.4  | 36                  | 8.1  |
|                     | VPS 3            | 111           | 92.7   | 64                   | 29                   | 85.9   | 18                  | 6.8  | 116           | 98.5   | 67                   | 36                   | 27.2  | 13                  | 4.3  |
|                     | VPS 4            | 74            | 69.02  | 55                   | 15                   | 66.2   | 4                   | 4.29 | 73            | 69.5   | 53                   | 15                   | 11.9  | 5                   | 4.6  |
|                     | VPS 5            | 53            | 51.7   | 46                   | 6                    | 50.7   | 1                   | 1    | 57            | 56.6   | 46                   | 10                   | 7.8   | 1                   | 0.8  |
|                     | VPS 6            | 18            | 18     | 15                   | 0                    | 15     | 3                   | 3    | 16            | 15.2   | 12                   | 0                    | 0     | 4                   | 3.2  |
|                     | VPS 7            | 6             | 6      | 5                    | 0                    | 5      | 1                   | 1    | 8             | 8      | 5                    | 0                    | 0     | 3                   | 3    |
|                     | Senior employees |               |        |                      |                      |        |                     |      |               |        |                      |                      |       |                     |      |
|                     | STS              | 0             | 0      | 0                    | 0                    | 0      | 0                   | 0    |               |        |                      |                      |       |                     |      |
|                     | Executives       | 5             | 5      | 5                    | 0                    | 5      | 0                   | 0    | 6             | 6      | 0                    | 0                    | 0     | 6                   | 6    |
| Total employees     |                  | 344           | 289.7  | 220                  | 55                   | 256.73 | 69                  | 33   | 361           | 300.3  | 207                  | 86                   | 63.3  | 68                  | 30   |

## STATEMENT OF WORKFORCE DATA AND MERIT AND EQUITY (Cont'd)

### Annualised total salary, by \$20,000 bands, for Executives and other senior non-Executive staff 2025

| Income band (salary) | Executives | STS      |
|----------------------|------------|----------|
| < \$160,000          |            |          |
| \$160,000–\$179,999  |            |          |
| \$180,000–\$199,999  |            |          |
| \$200,000–\$219,999  |            |          |
| \$220,000–\$239,999  |            |          |
| \$240,000–\$259,999  |            |          |
| \$260,000–\$279,999  |            |          |
| \$280,000–\$299,999  | 2          |          |
| \$300,000–\$319,999  |            |          |
| \$320,000–\$339,999  | 2          |          |
| \$340,000–\$359,999  |            |          |
| \$360,000–\$379,999  |            |          |
| \$380,000–\$399,999  |            |          |
| \$400,000–\$419,999  |            |          |
| \$420,000–\$439,999  | 1          |          |
| \$440,000–\$459,999  |            |          |
| \$460,000–\$479,999  |            |          |
| \$480,000–\$499,999  |            |          |
| <b>TOTAL</b>         | <b>5</b>   | <b>0</b> |

### Reconciliation of executive officers

#### Total number of executive officers by gender 2025

| Class        | All      |          | Male     |          | Female   |          | Self-described |          |
|--------------|----------|----------|----------|----------|----------|----------|----------------|----------|
|              | No.      | Var.     | No.      | Var.     | No.      | Var.     | No.            | Var.     |
| SES1         | 0        | 0        | 0        | 0        | 0        | 0        | 0              | 0        |
| SES2         | 4        | 4        | 2        | 2        | 2        | 2        | 0              | 0        |
| SES3         | 1        | 1        | 1        | 1        | 0        | 0        | 0              | 0        |
| <b>TOTAL</b> | <b>5</b> | <b>5</b> | <b>3</b> | <b>3</b> | <b>2</b> | <b>2</b> | <b>0</b>       | <b>0</b> |

#### Reconciliation of executive numbers 2024–25

|      |   | 2024     | 2025     |
|------|---|----------|----------|
|      | Executives                                | 5        | 4        |
|      | Accountable Officer (CEO)                 | 1        | 1        |
| Less | Separations                               | 2        | 1        |
|      | <b>Total executive numbers at 30 June</b> | <b>6</b> | <b>5</b> |

# Environmental performance

State Library Victoria is committed to environmental sustainability in its operations and is working towards achieving net zero emissions. Sustainability forms a core part of our *2026 Strategy to Deliver innovative and sustainable operations*. The Library supports the Victorian Government's commitment to sustainability in adopting new technology that lowers emissions and increases environmental performance.

The Environmental Sustainability Working Group (ESWG) was formed during the 2022–23 reporting period to improve the long-term sustainability of the Library's buildings and operations, and reduce the Library's impact on the environment. Following a brief hiatus, the ESGW continues to meet on a monthly basis to discuss long-term sustainability opportunities for the Library's buildings and operational activities to reduce the Library's impact on the environment.

## Environmental performance 2024–25

|   |  | Measurement         | Melbourne  | Ballarat  | Comment   |
|---|--|---------------------|------------|-----------|---|
| <b>Electricity use</b>                        |  |                     |            |           |   |
| <b>EL1</b>                                    | Total electricity consumption  | mWh                 | 7233       | 783       | Actual consumption as invoiced                        |
| <b>EL2</b>                                    | On-site electricity generated  | mWh                 | 0          | 0         | Monitored power generate unknown                      |
| <b>EL3</b>                                    | On-site installed generation capacity segmented by source  | mW                  | 0          | 0.09963   | Solar in Ballarat                                     |
| <b>EL4</b>                                    | Total electricity offsets – solar generation   | mWh (EL1 × 25%)     | 0          | 196       | 25% Green Power purchase in Ballarat                  |
| <b>Stationary fuel use</b>                    |  |                     |            |           |   |
| <b>F1</b>                                     | Total fuels used in buildings and machinery – natural gas  | MJ                  | 16,793,775 | 523,633   | Figures from gas supplier monthly invoices            |
| <b>F2</b>                                     | Greenhouse gas emissions from stationary fuel consumption – natural gas                                    | tCO <sub>2</sub> -e | 932.56     | 29.08     |   |
| <b>Transport use – n/a, no fleet vehicles</b> |  |                     |            |           |   |
| <b>Total energy use</b>                       |  |                     |            |           |   |
| <b>E1</b>                                     | Total energy usage from fuels  | MJ (F1+T1)          | 16,794,708 | 523,633   | Total Kwh × 3.6                                       |
| <b>E2</b>                                     | Total energy usage from electricity  | MJ (EL1)            | 26,038,800 | 2,818,800 |   |
| <b>E3</b>                                     | Total energy usage segmented into renewable and non-renewable sources                                      | MJ (E1+E2)          | 42,833,508 | 3,342,433 |   |
| <b>E4</b>                                     | Units of energy used normalised by FTE, headcount, floor area, or other entity or sector specific quantity | MJ (E3*FTE)         | 124,516    | 1,114,144 | State Library Victoria FTE 344 (Melb = 341, BOSS = 3) |

## ENVIRONMENTAL PERFORMANCE (Cont'd)

|   |   | Measurement   | Melbourne | Ballarat | Comment   |
|---|---|---|-----------|----------|---|
| Sustainable buildings and infrastructure - n/a, no new buildings constructed or leases engaged during 2024-25 |   |   |           |          |   |
| Greenhouse gas emissions  |   |   |           |          |   |
| <b>G1</b>   | Total scope one (direct) greenhouse gas emissions               | tCO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, other and CO <sub>2</sub> -e (F2+T3) | 932.56    | 29.08    | tCO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, other and CO <sub>2</sub> -e |
| <b>G2</b>   | Total scope two (indirect electricity) greenhouse gas emissions | tCO <sub>2</sub> -e   | 6220      | 504.95   | Figures from electricity supplier monthly invoices                                  |

# Asset Management Accountability Framework maturity assessment

The Asset Management Accountability Framework is a non-prescriptive, devolved accountability model of asset management that requires compliance with 41 mandatory requirements in the following categories:

- Leadership and accountability
- Planning
- Acquisition
- Operation
- Disposal.

Self-assessment is required every 3 years. The next assessment is due to be reported in the 2026–27 financial year.

# Information and communication technology (ICT) expenditure

ICT expenditure refers to the Library's costs in providing business enabling ICT services within the current reporting period. It comprises Business as Usual (BAU) ICT expenditure and Non-Business as Usual (Non-BAU) ICT expenditure. Non-BAU ICT expenditure relates to extending or enhancing the Library's current ICT capabilities. BAU ICT expenditure is all remaining ICT expenditure that primarily relates to ongoing activities to operate and maintain the current ICT capability.

For the 2024-25 reporting period, the Library had a total ICT expenditure of \$6,455,613 with the details shown below.

| <b>BAU<br/>expenditure<br/>Total</b> | <b>Non-BAU<br/>expenditure<br/>Total = A+B</b> | <b>Operational<br/>expenditure<br/>A</b> | <b>Capital<br/>expenditure<br/>B</b> |
|--------------------------------------|--|--|--------------------------------------|
| \$5,632,880                          | \$822,733                                      | \$592,633                                | \$230,100                            |

# Freedom of information

State Library Victoria embraces the objectives of the *Freedom of Information Act 1982* (Vic) (FOI Act), which gives the community the right to request access to documents held by Victorian public sector agencies.

Our [website](#) provides information about the following:

- the types of documents maintained by the Library
- the type of information released by the Library via a Freedom of Information request
- how to request access to information
- the application fee.

Depending on the nature and complexity of the request, the individual requesting access may need to pay an application fee and additional charges for searching, retrieving and copying documents.

The Library does not have to give access to a document which is an exempt document under the FOI Act.

## Requests processed

During the year ending 30 June 2025, the Library did not receive any valid requests for access to documents under the FOI Act.

## Making a request

A request for access to documents under the FOI Act can be made in writing to the Freedom of Information Officer.

### Email

[foi@slv.vic.gov.au](mailto:foi@slv.vic.gov.au)

### Address

Policy, Risk and Legal  
State Library Victoria  
328 Swanston Street  
Melbourne VIC 3000

Further information on the operation of the FOI Act is available on the [Office of the Victorian Information Commissioner's website](#).

# Additional information available on request

In compliance with the requirements of the Standing Directions of the Minister for Finance, details in respect of the items listed below have been retained by State Library Victoria and are available (in full) on request, subject to the provisions of the *Freedom of Information Act 1982*:

- details of publications produced by State Library Victoria about itself, and how these can be obtained
- details of any major external reviews carried out on State Library Victoria
- details of major research and development activities undertaken by State Library Victoria
- a statement on industrial relations within State Library Victoria
- details of changes in prices, fees, charges, rates and levies charged
- a statement of completion of declarations of pecuniary interests by relevant officers
- details of overseas visits undertaken
- details of major promotional, public relations and marketing activities undertaken by State Library Victoria to develop community awareness of the agency and its services
- details of all consultancies and contractors, including consultants/contractors engaged, services provided, and expenditure committed for each engagement.

The information is available on request from:

Policy, Risk and Legal  
State Library Victoria  
328 Swanston Street  
Melbourne VIC 3000  
[foi@slv.vic.gov.au](mailto:foi@slv.vic.gov.au)

## Additional information included in annual report

Details in respect of the following items have been included in State Library Victoria's annual report, on the pages indicated below:

- assessments and measures undertaken to improve the occupational health and safety of employees (on [pages 60–61](#))
- a list of State Library Victoria's major committees, the purposes of each committee, and the extent to which the purposes have been achieved (on [page 18](#))

## Information that is not applicable to State Library Victoria

The following information is not relevant to State Library Victoria for the reasons set out below:

- a declaration of shares held by senior officers (no shares have ever been issued in State Library Victoria).

# Public Interest Disclosures Act 2012

The *Public Interest Disclosures Act 2012* (Vic) (PID Act) encourages and facilitates disclosures of improper conduct by public officers and public bodies. Improper conduct includes conduct that is corrupt, involves a substantial mismanagement of public resources, or involves a substantial risk to public health or safety or to the environment.

The PID Act provides protection to persons who make disclosures and aims to ensure that disclosures are properly assessed and investigated where necessary.

State Library Victoria is committed to the objectives of the PID Act. The Library does not tolerate improper conduct by its staff and will take all reasonable steps to protect people from any detrimental action taken in reprisal for a person making a disclosure under the PID Act.

## Compliance with the PID Act

Under the PID Act, State Library of Victoria cannot receive public interest disclosures about the Library or its employees. Disclosures must be made directly to the Independent Broad-based Anti-corruption Commission (IBAC):

Level 1, North Tower  
459 Collins Street  
Melbourne VIC 3000  
Phone 1300 735 135

Further information about making disclosures can be found on [IBAC's website](#).

# Building Act 1993

The Library is compliant with the National Construction Code of Australia and relevant Australian standards for buildings and building works. Essential services and building maintenance requirements are in accordance with the National Construction Code and relevant Australian standards specific to each discipline: mechanical, fire, electrical, lifts.

There were no major infrastructure projects (greater than \$50,000) completed during the reporting period.

The Library received no emergency or building orders regarding buildings during the reporting period.

The following were issued for Library-owned buildings:

- Building permits – 1
- Certificate of final inspection – 1

One Library building has become non-compliant with building standards during the reporting period. A corroded mains water pipe has necessitated a partial isolation of the sprinkler fire system until rectification works can be planned.

## Local Jobs First Act 2003

The *Local Jobs First Act 2003* (Vic) aims to promote employment and business growth by expanding market opportunities for local industry and providing for industry development in projects, developments, procurements and other initiatives undertaken or funded (whether wholly or partially) by the State.

The Local Jobs First Policy is comprised of the Victorian Industry Participation Policy and the Major Project Skills Guarantee.

The Library is required to apply the Local Jobs First policy in all projects valued at:

- \$3 million or more in metropolitan Melbourne or for state-wide activities; or
- \$1 million or more for projects in regional Victoria.

The Library is also required to apply the Major Project Skills Guarantee policy requirements all construction projects valued at \$20 million or more.

During 2024–25, there were no activities that triggered the application of the Local Jobs First policy, or the Major Project Skills Guarantee requirements.

## Competitive Neutrality Policy

The Library continues to fulfil its requirements on competitive neutrality. The Library follows its Pricing Policy to ensure products, fees and charges identified as profitable are assessed against the Victorian Government's Competitive Neutrality Policy.

## Disability Act 2006

The *Disability Act 2006* (Vic) provides a legislative scheme for persons with disability which reaffirms and strengthens their rights, recognising their need for support across the government sector and within the community.

State Library Victoria follows the social model of disability and focuses on removing environmental and social barriers to inclusion and equal participation. The Library's Disability Action and Inclusion Plan (DAIP) 2025–26 outlines a path to improve inclusion and access to the Library's programs, collections, services and workforce for people with disability. This work is guided by the Library's Diversity, Equity and Inclusion (DEI) Policy, which affirms the Library Board's commitment to fostering an inclusive environment for all staff and visitors. The DEI Advisory Group provides strategic oversight, advising the Executive Committee and reviewing recommendations from workstreams that address gaps and barriers for particular communities.

During the reporting period, outcomes included:

- Completion of the DAIP 2025–26, developed with input from people with disabilities
- An Easy English version of the DAIP was finalised in June 2025 to accompany the PDF and accessible word version
- Trial and permanent allocation of low-sensory workspace, supporting neurodiverse staff and others requiring alternative environments
- Senior Access and Inclusion Librarian hosted introduction and refamiliarisation training sessions on available assistive technology for all Visitor Information Services (VIS) staff. In response to community feedback, we've expanded our assistive technology offering. In terms of magnifiers, we now have:
  - The Optelec ClearView+ HD (with an LCD screen) in the Redmond Barry Reading Room
  - In the Information Centre, on the ground floor, there is a Topaz video magnifier (with an LCD screen)
  - Bookrests, a circular magnifying glass, portable magnifying sheets, and an illuminated magnifier
- Progress toward becoming a Hidden Disability Sunflower distribution point, with related training for staff
- As a part of our membership with ADN, a Workplace Adjustment Procedure is in development, streamlining requests for staff with disability across recruitment, onboarding and ongoing employment
- The Library engaged Arts Access Victoria (AAV) again in 2025 to support applicants who identify as d/Deaf or Disabled with completing and submitting their applications for the Fellowships Program

The Library's DEI commitment is further supported by measurable actions in the Gender Equality Action Plan (GEAP), with 38 actions set in the previous plan, of which all but one were completed, ongoing or in progress in 2024–25.

## Carer's Recognition Act 2012

State Library of Victoria has taken all practical measures to comply with its obligations under the Act. These include:

- promoting the principles of the Act to people in care relationships who receive our services and to the wider community
- ensuring our staff have an awareness and understanding of the care relationship principles set out in the Act
- considering the care relationships principles set out in the Act when setting policies and providing services
- implementing priority actions in *Recognising and supporting Victoria's carers: Victorian carer strategy 2018–22*.

# Government advertising expenditure

There were no advertising campaigns with a media spend of \$100,000 or greater.

## Major contracts

The Library engaged in no major contracts exceeding \$10 million.

Details of contracts that have been disclosed in the Victorian Government contracts publishing system can be viewed via the [Buying for Victoria website](#).

# Disclosure of grants and transfer payments (other than contributions by owners)

The Library has provided assistance to certain companies and organisations. Financial assistance provided in 2024–25 was as follows:

## Strategic policy advice

Become an active community voice for learning, knowledge and culture

| Details of financial assistance  | Awarded recipients  |
|--|---|
| <p><b>Program A:</b> Future Founders Venture Scholarships</p> <p><b>Grant:</b> Study Melbourne Future Founders Venture Scholarships 2025</p> <p><b>Total:</b> The scholarships totalled \$59,000 distributed between 7 recipients</p> <p><i>The scholarships are focused on providing support to new business ideas and startup ventures led by international students.</i></p>                    | <ul style="list-style-type: none"> <li>• AUS BIOS LABS PTY LTD</li> <li>• FERNANDO GARGOLLO</li> <li>• FEY SHUE</li> <li>• FOOD PROTECT INNOVATION PTY LTD</li> <li>• HUDDLED PTY LTD</li> <li>• MENTAL JAM PTY LTD</li> <li>• NEUWO PTY LTD</li> </ul>   |
| <p><b>Program B:</b> Lisa Ring and Family Scholarship</p> <p><b>Grant:</b> Lisa Ring and Family Scholarship recipients 2025</p> <p><b>Total:</b> The scholarships totalled \$42,000 distributed between 2 recipients</p> <p><i>The Lisa Ring and Family Scholarships offer seed funding, coaching and support to new business founders in the very early stages of their business journey.</i></p> | <ul style="list-style-type: none"> <li>• NEUROGEN GLOBAL PTY LTD</li> <li>• SOLARA HEALTH PTY LTD</li> </ul>  |
| <p><b>Program C:</b> Access Education Program</p> <p><b>Grant:</b> Access Education Bursary</p> <p><b>Total:</b> The bursaries totalled \$18,936 distributed between 28 recipients</p> <p><i>The grants support will make it possible for students from all backgrounds across Victoria to participate in our education programs onsite and online.</i></p>  | <ul style="list-style-type: none"> <li>• ALDERCOURT PRIMARY SCHOOL</li> <li>• ALKIRA SECONDARY COLLEGE</li> <li>• APPIN PARK PRIMARY SCHOOL</li> <li>• BOORT DISTRICT P12 SCHOOL</li> <li>• CLYDE SECONDARY COLLEGE</li> <li>• CRANBOURNE SECONDARY COLLEGE</li> <li>• EDGARS CREEK SECONDARY COLLEGE</li> <li>• FINDON PRIMARY SCHOOL</li> <li>• GLENEAGLES SECONDARY COLLEGE</li> <li>• GPPS COUNCIL ACCOUNT</li> <li>• GREENVALE SECONDARY COLLEGE</li> <li>• GRETA VALLEY PRIMARY SCHOOL</li> </ul> |

## DISCLOSURE OF GRANTS AND TRANSFER PAYMENTS (Cont'd)

| Details of financial assistance   | Awarded recipients   |
|---|--|
| <b>Program C (Cont'd)</b>   | <ul style="list-style-type: none"> <li>HOLY FAMILY DOVETON</li> <li>KURUNJANG SECONDARY COLLEGE</li> <li>LYNALL HALL COMMUNITY SCHOOL</li> <li>LYNDHURST SECONDARY COLLEGE</li> <li>MOOMBA PARK PRIMARY SCHOOL</li> <li>MOYHU PRIMARY SCHOOL</li> <li>NEERIM DISTRICT SECONDARY COLLEGE</li> <li>NYAH DISTRICT PRIMARY SCHOOL</li> <li>OXLEY PRIMARY SCHOOL COUNCIL</li> <li>ST ALBANS EAST PRIMARY SCHOOL</li> <li>ST ALBANS SECONDARY COLLEGE</li> <li>ST MARYS PRIMARY SCHOOL DANDENONG</li> <li>SUNSHINE COLLEGE</li> <li>SUNSHINE HARVESTER PRIMARY SCHOOL</li> <li>WILLIAM RUTHVEN SECONDARY COLLEGE</li> <li>YARRAWONGA COLLEGE P-12</li> </ul> |
| <b>Program D:</b> Fellowships Program<br><b>Grant:</b> Fellowships<br><b>Total:</b> The scholarships are focused on providing support to new business ideas and startup ventures led by international students.<br><i>State Library Victoria offers fellowships to encourage the imaginative use and development of the Library's collections for creative purposes.</i>  | <ul style="list-style-type: none"> <li>AMAARA RAHEEM</li> <li>ANA CRISTINA LARA HEYNS</li> <li>ANTHONY CROWLEY</li> <li>CHRISTIE NIEMAN</li> <li>DECLAN CROWLEY</li> <li>DR ANDREW KILSBY</li> <li>DR KATHRYN RICE</li> <li>GRACE VANILAU</li> <li>LAWRENCE LEUNG PTY LTD</li> <li>MICHAEL DULANEY</li> <li>PERDITA STEPHANIE PHILLIPS</li> <li>RUBY LOWE</li> <li>THOMAS SEVIL</li> <li>THE BALDESSIN PRESS AND STUDIO</li> <li>BRIDGET VINCENT</li> <li>CAROLYN M BRIGGS</li> </ul>  |
| <b>Program E:</b> Library Sector Engagement Program<br><b>Grant:</b> The Margery C Ramsay and Barrett Reid Scholarships<br><b>Total:</b> The scholarship totalled \$4094 distributed to one recipient<br><i>The Margery C Ramsay and Barrett Reid Scholarships empower library professionals to develop bold ideas that enhance services, address community needs and contribute to the future of libraries in meaningful ways.</i> | <ul style="list-style-type: none"> <li>MIA PEARDON</li> </ul>  |

# Consultancy expenditure

## Details of consultancies over \$10,000

In 2024–25, there were 14 consultancies where the total fees payable to the consultants were \$10,000 or more. The total expenditure incurred during 2024–25 in relation to these consultancies was \$694,980 (excluding GST). Details of individual consultancies are outlined below.

## Consultancies over \$10,000

| Consultant                                  | Purpose of consultancy   | Start date  | End date    | Total approved fee (ex GST) | Expenditure in 2024–25 (ex GST) | Future expenditure (ex GST) |
|---|--|-------------|-------------|-----------------------------|---------------------------------|-----------------------------|
| Symbol Strategic Communications Pty Limited | Development and implementation of a comprehensive communications and engagement strategy.                | 1 Jul 2024  | 15 Nov 2025 | \$309,069                   | \$218,078                       | \$90,000                    |
| Radoll & Associates Pty Ltd                 | Provision of First Nations-focused legal, governance, and advisory services.                             | 4 Apr 2025  | 1 Dec 2025  | \$129,000                   | \$91,000                        | \$30,000                    |
| Starling Communications Pty Ltd             | Media landscape analysis and development of a strategic communications plan.                             | 21 Mar 2024 | 8 Jul 2024  | \$143,860                   | \$42,462                        | -                           |
| Sandwalk Partners Pty Ltd                   | Precinct utilisation and optimisation strategy to improve operational efficiency and visitor experience. | 27 Feb 2024 | 31 Aug 2024 | \$50,000                    | \$45,000                        | -                           |
| Sandwalk Partners Pty Ltd                   | Development of a retail operations and growth strategy.  | 31 Mar 2025 | 31 Jul 2025 | \$41,800                    | \$19,000                        | \$22,800                    |
| Sandwalk Partners Pty Ltd                   | Strategic planning for the StartSpace program, including service delivery and future sustainability.     | 8 May 2025  | 31 Aug 2025 | \$31,800                    | \$10,000                        | \$21,800                    |
| Perfectly Paired Group Pty Ltd              | Market launch planning, assessment, contracting support, and preparation of tender documentation.        | 20 Sep 2024 | 30 Jun 2025 | \$58,000                    | \$58,000                        | -                           |

## CONSULTANCY EXPENDITURE (Cont'd)

| Consultant                    | Purpose of consultancy   | Start date  | End date    | Total approved fee (ex GST) | Expenditure in 2024-25 (ex GST) | Future expenditure (ex GST) |
|-------------------------------|--|-------------|-------------|-----------------------------|---------------------------------|-----------------------------|
| Leadership & Learning Pty Ltd | Design and delivery of a targeted leadership intervention and capability-building program.         | 1 Oct 2024  | 30 Jun 2025 | \$52,500                    | \$52,500                        | -                           |
| The Governance Guide          | Independent review and update of internal organisational policies.                                 | 1 Jun 2024  | 30 Nov 2024 | \$34,000                    | \$33,048                        | -                           |
| The Governance Guide          | Development of a Duty of Care framework and associated governance policies.                        | 1 Oct 2024  | 28 Feb 2025 | \$39,250                    | \$39,250                        | -                           |
| ROTB Consulting Pty Ptd       | Strategic consultancy for the StartSpace 2.0 project, including planning and delivery.             | 23 Oct 2024 | 20 Dec 2024 | \$30,000                    | \$30,000                        | -                           |
| Amplify Fundraising           | Development of a philanthropic strategy and roadmap to support long-term fundraising growth.       | 22 Sep 2023 | 23 Sep 2026 | \$300,000                   | \$23,642                        | \$221,501                   |
| Katherine Mary Barlock        | Creation of a site map and content architecture plan for the SLV Lab digital platform.             | 1 Oct 2024  | 30 Sep 2025 | \$29,200                    | \$19,000                        | \$10,200                    |
| LML Lift Consultants Pty Ltd  | Maintenance and condition audit, reporting, and establishment of a comprehensive maintenance plan. | 15 Apr 2025 | 30 Jun 2025 | \$14,000                    | \$14,000                        | -                           |

### Details of consultancies under \$10,000

In 2024-25 there was one consultancy where the total fees payable to the consultants were less than \$10,000. The total expenditures incurred during 2024-25 in relation to this consultancy was \$8000 (excluding GST).

# Reviews and studies expenditure

During 2024–25, there were 2 reviews and 2 studies undertaken with the total cost of \$343,148 (ex GST). Details of individual reviews and studies are outlined below.

| Name of the review/study                         | Reasons for review/study  | Terms of reference   | Anticipated outcomes   | Estimated cost for the year (ex GST) | Final cost, if completed (ex GST) | Publicly available (Y/N) and URL |
|--|---|--|--|--------------------------------------|-----------------------------------|----------------------------------|
| Library Service Delivery and Costing Model Study | To design a comprehensive service delivery and costing model that strengthens planning and operational decisions for the Library. | Develop a robust, data-driven service delivery and costing model to support informed decision-making.                            | Stronger evidence-based decision-making and resource allocation.   | \$133,182                            | \$20,302                          | N                                |
| Library Programming Strategy Review              | To assess and develop an enhanced programming strategy that better meets the evolving needs of the Library's diverse community.   | Review current programming and design a future-focused strategy to improve engagement, reach, and sustainability.                | Improved program effectiveness and alignment with community needs.   | \$40,500                             | -                                 | N                                |
| Economic and Social Value Study                  | To evaluate and quantify the economic and social impact of the Library's services and programs on the community.                  | Undertake a comprehensive evaluation of the Library's economic contribution and social value for stakeholders and the community. | Better understanding of the Library's value proposition, leading to improved prioritisation of effort and resources. | \$147,329                            | \$2,696                           | N                                |
| Duty of Care Review                              | To review and update the Library Programs Code to ensure alignment with current care obligations and best practice standards.     | Assess and refine the Library's duty of care policies and framework to ensure legal compliance and strong governance.            | A clear and robust policy framework supporting consistent application of duty of care obligations.                   | \$22,137                             | -                                 | N                                |

## Disclosure of emergency procurement

The Library had nil reports in 2024-25 in relation to activating any emergency procurement.

## Disclosure of procurement complaints

The Library had nil reports in 2024-25 in relation to procurement complaints.

# Disclosure of social procurement activities under the Social Procurement Framework

The Social Procurement Framework governs how the Victorian Government undertakes social procurement. The framework applies to the procurement of all goods, services and construction undertaken by, or on behalf of, entities subject to the Standing Directions 2018 under the *Financial Management Act 1994*. State Library Victoria applies the Victorian Government's Social Procurement Framework (SPF) to eligible procurements in accordance with the Standing Directions 2018 and FRD 22 reporting requirements.

## Commitment and priorities

The Library is committed to embedding social and sustainable outcomes in procurement while maintaining value for money and probity. Our priorities are to:

- increase opportunities for Social Traders-certified social enterprises and Kinaway-verified Aboriginal businesses where suitable
- promote safe, fair and inclusive workplaces (including women's equality and safety)
- encourage environmentally sustainable practices and outputs, applied proportionately to category and market conditions.

## Foundation activities undertaken in 2024-25

This year the Library took the first step toward implementing the Social Procurement Framework by introducing a Social Procurement Commitment Schedule into our standard supplier contract. The Schedule requires new and renewed suppliers to outline relevant commitments and benefits.

## Achievements in 2024-25

As 2024-25 was the foundation year, achievements centred on establishing the baseline for future progress. While a formal strategy and targets were not yet in place, this period set the groundwork by identifying the systems and processes required to capture data and monitor outcomes. Direct social procurement spend is not reported for 2024-25, with updates to templates, data capture and awareness/training scheduled for 2025-26.

## Planned initiatives for 2025-26

To move from foundation to implementation in 2025-26, the Library will:

- update sourcing templates to include SPF prompts and evaluation language so social outcomes can be considered where relevant
- establish data capture to identify and track spend with social benefit suppliers and monitor contracted commitments
- provide awareness/training sessions for buyers and evaluation panels on proportionate application of SPF considerations.

## Compliance note

2024-25 represents a baseline year. The Library will report direct social procurement spend and progress against defined measures once the 2025-26 data capture and reporting processes are in place.

# Library Board of Victoria

## financial report for the financial year ended 30 June 2025

The Library Board of Victoria has pleasure in presenting its audited general purpose financial statements for the financial year ended 30 June 2025 and providing users with the information about the Library Board of Victoria's stewardship of resources entrusted to it. It is presented in the following structure:

| <b>FINANCIAL STATEMENTS</b>  | <b>Page</b> |
|--|-------------|
| Comprehensive operating statement  | 88          |
| Balance sheet  | 89          |
| Cash flow statement  | 90          |
| Statement of changes in equity   | 91          |
| <br><b>NOTES TO THE FINANCIAL STATEMENTS</b>   |             |
| <b>Note 1 About this report</b>  | <b>92</b>   |
| The basis on which the financial statements have been prepared and compliance with reporting regulations |             |
| <b>Note 2 Funding delivery of our services</b>   | <b>94</b>   |
| 2.1 Summary of revenue and income that funds the delivery of our services                                | 94          |
| 2.2 Revenue and grants from the State Government   | 95          |
| 2.3 Other grants   | 95          |
| 2.4 Operating activities   | 96          |
| 2.5 Donations, bequests and philanthropic income   | 97          |
| 2.6 Investment income  | 98          |
| 2.7 Interest income  | 98          |
| <b>Note 3 The cost of delivering our services</b>  | <b>99</b>   |
| 3.1 Expenses incurred in the delivery of services  | 99          |
| 3.2 Supplies and services  | 102         |
| <b>Note 4 Key assets available to support output delivery</b>  | <b>103</b>  |
| 4.1 Property, plant and equipment and right-of-use assets  | 103         |
| 4.2 Cultural assets  | 106         |
| 4.3 Investments  | 107         |

|               |  |            |
|---------------|--|------------|
| <b>Note 5</b> | <b>Other assets and liabilities</b>                                  | <b>109</b> |
| 5.1           | Receivables  | 109        |
| 5.2           | Prepayments and deferred expenditure                                 | 110        |
| 5.3           | Payables   | 110        |
| 5.4           | Contract liabilities   | 111        |
| <b>Note 6</b> | <b>How we financed our operations</b>                                | <b>112</b> |
| 6.1           | Lease liabilities  | 112        |
| 6.2           | Cash and deposits  | 112        |
| 6.3           | Commitments for expenditure  | 113        |
| <b>Note 7</b> | <b>Financial instruments, contingencies and valuation judgements</b> | <b>114</b> |
| 7.1           | Financial instruments specific disclosures                           | 114        |
| 7.2           | Contingent assets and contingent liabilities                         | 117        |
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| <b>Note 8</b> | <b>Other disclosures</b>   | <b>120</b> |
| 8.1           | Ex-gratia expenses   | 120        |
| 8.2           | Other economic flows included in net result                          | 120        |
| 8.3           | Responsible persons  | 121        |
| 8.4           | Remuneration of executives   | 121        |
| 8.5           | Related parties  | 122        |
| 8.6           | Remuneration of auditors   | 124        |
| 8.7           | Subsequent events  | 124        |

# Financial management attestation



## Library Board of Victoria


### Attestation for financial management compliance with Ministerial Standing Direction 5.1.4

I, Christine Christian AO, on behalf of the Library Board of Victoria, certify that the State Library Victoria has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.

A handwritten signature in black ink, appearing to read "C. Christian", written over a dotted line.

Christine Christian AO  
President  
11 September 2025

# Declaration in the financial statements



**STATE LIBRARY  
VICTORIA**

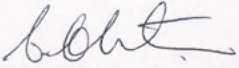
**LIBRARY BOARD OF VICTORIA**

The attached financial statements for the Library Board of Victoria have been prepared in accordance with Direction 5.2 of the Standing Directions of the Minister for Finance under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2025 and financial position of the Library Board of Victoria at 30 June 2025.

At the time of signing, we are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

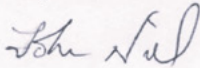
We authorise the attached financial statements for issue on 11 September 2025.



.....

Christine Christian AO  
President

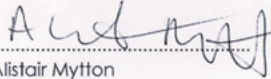
11 September 2025



.....

John Wicks  
Acting Chief Executive Officer

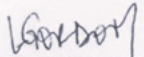
11 September 2025



.....

Alistair Mytton  
Chairman, Audit and Risk Management  
Committee

11 September 2025



.....

Lorena Gordon  
Head of Finance

11 September 2025

# Auditor-General's report



Victorian Auditor-General's Office

## Independent Auditor's Report

### To the Board of the Library Board of Victoria

|  |  |
|--|--|
| <b>Opinion</b>   | <p>I have audited the financial report of the Library Board of Victoria (the authority) which comprises the:</p> <ul style="list-style-type: none"> <li>• balance sheet as at 30 June 2025</li> <li>• comprehensive operating statement for the year then ended</li> <li>• statement of changes in equity for the year then ended</li> <li>• cash flow statement for the year then ended</li> <li>• notes to the financial statements, including material accounting policy information</li> <li>• declaration in the financial statements.</li> </ul> <p>In my opinion, the financial report presents fairly, in all material respects, the financial position of the authority as at 30 June 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and applicable Australian Accounting Standards - Simplified Disclosures.</p>                                    |
| <b>Basis for Opinion</b>                                 | <p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the authority in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants (including Independence Standards)</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>                                       |
| <b>Other information</b>                                 | <p>The Board of the authority is responsible for the "other information" included in the authority's Annual Report for the year ended 30 June 2025. The other information in the Annual Report does not include the financial report and my auditor's report thereon. My opinion on the financial report does not cover the other information included in the Annual Report. Accordingly, I do not express any form of assurance conclusion thereon.</p> <p>In connection with my audit of the financial report, my responsibility is to read the other information when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.</p> |
| <b>Board's responsibilities for the financial report</b> | <p>The Board of the authority is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the <i>Financial Management Act 1994</i>, and for such internal control as the Board determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Board is responsible for assessing the authority's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>  |

## AUDITOR-GENERAL'S REPORT (Cont'd)

### Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

- 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.
- 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 authority's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board
- conclude on the appropriateness of the Board's 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 authority's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my 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 authority to cease to continue as a going concern.
- 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 Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

MELBOURNE  
16 September 2025



Paul Martin  
as delegate for the Auditor-General of Victoria

**COMPREHENSIVE OPERATING STATEMENT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025**

|  | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|--|-------|----------------|----------------|
| <b>Continuing operations</b>                                   |       |                |                |
| <b>Revenue and income from transactions</b>                    |       |                |                |
| State Government funding                                       | 2.1   | 58,814         | 60,404         |
| Operating activities   | 2.4   | 3,378          | 3,057          |
| Donations and bequests   | 2.5   | 3,756          | 2,674          |
| Investment income  | 2.6   | 2,197          | 1,777          |
| Interest income  | 2.7   | 1,109          | 688            |
| Other grants   |       | 24             | 9              |
| <b>Total revenue and income from transactions</b>              |       | <b>69,278</b>  | <b>68,609</b>  |
| <b>Expenses from transactions</b>                              |       |                |                |
| Employee expenses  | 3.1.1 | 45,305         | 40,898         |
| Depreciation   |       | 13,076         | 11,990         |
| Supplies and services  | 3.2   | 19,504         | 18,665         |
| <b>Total expenses from transactions</b>                        |       | <b>77,885</b>  | <b>71,553</b>  |
| <b>Net result from transactions (net operating balance)</b>    |       | <b>(8,607)</b> | <b>(2,944)</b> |
| <b>Other economic flows included in net result</b>             |       |                |                |
| Net gain/(loss) on non-financial assets                        | 8.2   | -              | (1,862)        |
| Net gain/(loss) on financial instruments                       | 8.2   | 1,217          | 1,601          |
| Other gains/(losses) from other economic flows                 | 8.2   | (130)          | 1              |
| <b>Total other economic flows included in net result</b>       |       | <b>1,087</b>   | <b>(260)</b>   |
| <b>Net result from operations</b>                              |       | <b>(7,520)</b> | <b>(3,204)</b> |
| <b>Other economic flows – other comprehensive income:</b>      |       |                |                |
| <b>Items that will not be reclassified to net result</b>       |       |                |                |
| Changes in physical asset revaluation surplus                  | 4.1.3 | 7,916          | 19,964         |
| <b>Total other economic flows – other comprehensive income</b> |       | <b>7,916</b>   | <b>19,964</b>  |
| <b>Comprehensive result</b>                                    |       | <b>396</b>     | <b>16,760</b>  |

The accompanying notes form part of these financial statements.

## BALANCE SHEET AS AT 30 JUNE 2025

|   | Notes | 2025<br>\$'000   | 2024<br>\$'000   |
|---|-------|------------------|------------------|
| <b>Assets</b>   |       |                  |                  |
| <b>Financial assets</b>                               |       |                  |                  |
| Cash and deposits                                     | 6.2   | 22,805           | 16,341           |
| Receivables   | 5.1   | 3,400            | 2,934            |
| Investments   | 4.3.1 | 24,999           | 23,781           |
| <b>Total financial assets</b>                         |       | <b>51,204</b>    | <b>43,056</b>    |
| <b>Non-financial assets</b>                           |       |                  |                  |
| Property, plant and equipment and right-of-use assets | 4.1   | 600,051          | 602,157          |
| Cultural assets                                       | 4.2   | 453,179          | 452,914          |
| Prepayments and deferred expenditure                  | 5.2   | 2,097            | 560              |
| <b>Total non-financial assets</b>                     |       | <b>1,055,327</b> | <b>1,055,631</b> |
| <b>Total assets</b>                                   |       | <b>1,106,531</b> | <b>1,098,687</b> |
| <b>Liabilities</b>                                    |       |                  |                  |
| Payables  | 5.3   | 5,993            | 4,076            |
| Contract Liabilities                                  | 5.4   | -                | 16               |
| Lease Liabilities                                     | 6.1   | 594              | 593              |
| Employee-related provisions                           | 3.1.2 | 13,282           | 8,321            |
| <b>Total liabilities</b>                              |       | <b>19,869</b>    | <b>13,006</b>    |
| <b>Net assets</b>                                     |       | <b>1,086,662</b> | <b>1,085,681</b> |
| <b>Equity</b>   |       |                  |                  |
| Accumulated surplus/(deficit)                         |       | (81,598)         | (72,286)         |
| Donations and bequests reserve                        |       | 19,687           | 17,211           |
| Specific purpose grants reserve                       |       | 3,293            | 3,977            |
| Physical and cultural assets revaluation surplus      |       | 497,241          | 489,325          |
| Contributed capital                                   |       | 648,039          | 647,454          |
| <b>Net worth</b>                                      |       | <b>1,086,662</b> | <b>1,085,681</b> |

The accompanying notes form part of these financial statements.

## CASH FLOW STATEMENT AS AT 30 JUNE 2025

|  | Notes | 2025<br>\$'000  | 2024<br>\$'000  |
|--|-------|-----------------|-----------------|
| <b>Cash flows from operating activities</b>                    |       |                 |                 |
| <b>Receipts</b>  |       |                 |                 |
| Receipts from State Government                                 |       | 59,078          | 62,563          |
| Receipts from other entities                                   |       | 6,919           | 4,702           |
| Interest received  |       | 1,109           | 688             |
| Distribution received  |       | 1,656           | 587             |
| Net GST recovered from the ATO                                 |       | 1,687           | 1,617           |
| <b>Total receipts</b>  |       | <b>70,449</b>   | <b>70,157</b>   |
| <b>Payments</b>  |       |                 |                 |
| Payments to suppliers and employees                            |       | (61,966)        | (63,142)        |
| <b>Total payments</b>  |       | <b>(61,966)</b> | <b>(63,142)</b> |
| <b>Net cash flows from operating activities <sup>(a)</sup></b> |       | <b>8,483</b>    | <b>7,015</b>    |
| <b>Cash flows from investing activities</b>                    |       |                 |                 |
| Payments for property, plant and equipment                     |       | (319)           | (703)           |
| Payments for cultural assets                                   |       | (2,120)         | (2,029)         |
| <b>Net cash flows from/ (used in) investing activities</b>     |       | <b>(2,439)</b>  | <b>(2,732)</b>  |
| <b>Cash flows from financing activities</b>                    |       |                 |                 |
| Payment of principal portion of lease liabilities              |       | (165)           | (97)            |
| Capital contribution   |       | 585             | 169             |
| <b>Net cash flows from/ (used in) financing activities</b>     |       | <b>420</b>      | <b>72</b>       |
| <b>Net increase/(decrease) in cash and cash equivalents</b>    |       | <b>6,464</b>    | <b>4,355</b>    |
| Cash and cash equivalents at the beginning of the year         |       | 16,341          | 11,986          |
| <b>Cash and cash equivalents at end of financial year</b>      | 6.2   | <b>22,805</b>   | <b>16,341</b>   |

The accompanying notes form part of these financial statements.

## STATEMENT OF CHANGES IN EQUITY FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

|   | Physical asset<br>revaluation<br>surplus <sup>(a)</sup> | Cultural assets<br>revaluation<br>surplus <sup>(a)</sup> | Donations and<br>bequests reserve <sup>(b)</sup> | Specific purpose<br>grants reserve <sup>(c)</sup> | Accumulated<br>surplus / (deficit) <sup>(d)</sup> | Contributions<br>by owners <sup>(e)</sup> | Total            |
|---|---|--|--|---|---|---|------------------|
|   | \$'000  | \$'000   | \$'000   | \$'000  | \$'000  | \$'000                                    | \$'000           |
| <b>Balance 30 June 2023</b>                     | <b>219,460</b>  | <b>249,901</b>   | <b>15,872</b>                                    | <b>4,340</b>                                      | <b>(68,106)</b>                                   | <b>647,286</b>                            | <b>1,068,753</b> |
| Net result for the year                         | -   | -  | -  | -   | (3,204)   | -   | (3,204)          |
| Net transfer to / (from)<br>accumulated surplus | -   | -  | 1,339  | (363)   | (976)   | -   | -                |
| Revaluation of non-<br>current assets           | 19,964  | -  | -  | -   | -   | -   | 19,964           |
| Capital contribution                            | -   | -  | -  | -   | -   | 168                                       | 168              |
| <b>Balance 30 June 2024</b>                     | <b>239,424</b>  | <b>249,901</b>   | <b>17,211</b>                                    | <b>3,977</b>                                      | <b>(72,286)</b>                                   | <b>647,454</b>                            | <b>1,085,681</b> |
| Net result for the year                         | -   | -  | -  | -   | (7,520)   | -   | (7,520)          |
| Net transfer to / (from)<br>accumulated surplus | -   | -  | 2,476  | (684)   | (1,792)   | -   | -                |
| Revaluation of non-<br>current assets           | 7,916   | -  | -  | -   | -   | -   | 7,916            |
| Capital contribution                            | -   | -  | -  | -   | -   | 585                                       | 585              |
| <b>Balance 30 June 2025</b>                     | <b>247,340</b>  | <b>249,901</b>   | <b>19,687</b>                                    | <b>3,293</b>                                      | <b>(81,598)</b>                                   | <b>648,039</b>                            | <b>1,086,662</b> |

The accompanying notes form part of these financial statements.

**Notes:**

- (a) Represents changes from the revaluation of land, buildings, and cultural assets.
- (b) Represents the balance of donations and bequests which have been received to be applied to specific purposes and is unexpended at 30 June 2025.
- (c) Represents the balance of funds received from external organisations to be applied specific purpose and is unexpended at 30 June 2025.
- (d) Represents the cumulative net result from the current year and all prior years.
- (e) Additions to net assets which have been designated as contributions by owners (the State of Victoria) are recognised as contributed capital. Other transfers that are contributions also have been designated as contributions by owners.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 1 ABOUT THIS REPORT

#### Overview

The annual financial statements represent the audited general purpose financial statements for the Library Board of Victoria (the Library). The purpose of the report is to provide users with information about the Library's stewardship of resources entrusted to it.

The annual financial statements were authorised for issue by the Library Board of Victoria on 11 September 2025.

#### Reporting entity

The Library is a statutory agency of the State of Victoria, established under Section 16 of the *Libraries Act 1988* (as amended).

A description of the nature of its operations and its principal activities is included in the Report of Operations, which does not form part of these financial statements.

Its principal address is 328 Swanston Street, Melbourne VIC 3000.

The Library is one of 9 cultural agencies of the Victorian Government and was established in 1852. These agencies are overseen by Creative Victoria (CV), a division of the Department of Jobs, Skills, Industry and Regions (DJSIR). Creative Victoria is responsible for supporting, championing and growing the state's creative industries. The Library governs the activities and operation of the State Library and reports to the Victorian Minister for Creative Industries.

#### Basis of preparation

These financial statements are Tier 2 general purpose financial statements prepared in accordance with AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* (AASB 1060) and Financial Reporting Direction 101 *Application of Tiers of Australian Accounting Standards* (FRD 101).

The Library is a Tier 2 entity in accordance with FRD 101. These financial statements are the first general purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures. The Library's prior year financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards (Tier 1). As the Library is not a 'significant entity' as defined in FRD 101, it was required to change from Tier 1 to Tier 2 reporting effective from 1 July 2024.

These financial statements are in Australian dollars and the historical cost convention is used unless a different measurement basis is specifically disclosed in the notes to the financial statements.

The accrual basis of accounting has been applied in preparing these financial statements, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Consistent with the requirements of AASB 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of the Library.

Capital grants which have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of distributions to or contributions by owners have also been designated as contributions by owners.

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in applying AAS that have significant effects on the financial statements and estimates are disclosed in the notes under the heading: 'Significant judgement or estimates'.

These financial statements cover the Library as an individual reporting entity and include all the controlled activities of the Library. There is no entity consolidated into the Library.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 1 ABOUT THIS REPORT (Cont'd)

#### Rounding amounts

All amounts in the financial statements have been rounded to the nearest \$1,000 unless otherwise stated.

#### Compliance information

These general-purpose financial statements have been prepared in accordance with the *Financial Management Act* (FMA) and applicable Australian Accounting Standards (AASs), which include Interpretations, issued by the Australian Accounting Standards Board (AASB).

Where appropriate, those AASs paragraphs applicable to not-for-profit entities have been applied. Accounting policies selected and applied in these financial statements ensure that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

#### Going concern

As part of the preparation of the financial statements, the Library has undertaken an assessment of its ability to continue as a going concern for the next 12 months. In June 2025, Creative Victoria confirmed the Library's base operational funding of \$54.4 million for the financial year ending 30 June 2026, with forward estimates indicating continued funding for approximately \$54 million annually through to 2028–2029. The Library will actively work with Creative Victoria and the Department of Jobs, Skills, Industry and Regions to develop a sustainable operating model that aligns with government expectations and maintains essential services. Based on this future funding indication the Library's going concern assumption has been deemed to remain valid.

#### Comparative information

The financial statements provide comparative information in respect of the previous year. Where applicable, comparative amounts have been adjusted to conform to changes in presentation in the current year.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 2 FUNDING DELIVERY OF OUR SERVICES

#### Introduction

The Library receives revenue from the State Government of Victoria, commercial activities and philanthropic sources to meet its objectives. The State Government funding principally comprises the government capital funding and other grants for specific purposes. These revenue streams are described in more detail in Notes 2.1 to 2.7.

#### Significant judgement: revenue recognition

The Library recognises revenue in line with Australian Accounting Standards.

The Library has made judgements in determining which amounts are recognised under AASB 15 *Revenue from Contracts with Customers* depending on whether contracts with customers create enforceable rights and obligations and performance obligations are sufficiently specific. Where the criteria to apply AASB 15 is not met, AASB 1058 *Income of Not-for-Profit Entities* is applied. When AASB 15 is applied, judgements are made to determine the timing of satisfaction of performance obligations, and in determining price and amounts allocated to performance obligations.

#### Structure

- 2.1 Summary of revenue and income that funds the delivery of our services
- 2.2 Revenue and grants from State Government
- 2.3 Other grants
- 2.4 Operating activities
- 2.5 Donations, bequests, and philanthropic income
- 2.6 Investment income
- 2.7 Interest income

#### 2.1 Summary of revenue and income that funds the delivery of our services

|   | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|---|-------|----------------|----------------|
| State Government – funding                        | 2.2   | 56,853         | 35,758         |
| State Government – other grants                   | 2.3   | 1,961          | 24,646         |
| <b>Subtotal State Government funding</b>          |       | <b>58,814</b>  | <b>60,404</b>  |
| Donations and bequests                            | 2.5   | 3,756          | 2,674          |
| Operating activities                              | 2.4   | 3,378          | 3,057          |
| Investment income                                 | 2.6   | 2,197          | 1,777          |
| Interest income                                   | 2.7   | 1,109          | 688            |
| Other grants                                      |       | 24             | 9              |
| <b>Total revenue and income from transactions</b> |       | <b>69,278</b>  | <b>68,609</b>  |

The revenue and income that fund the delivery of the Library's services are accounted for consistently with the requirements of the relevant accounting standards disclosed in the following notes.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

**2 FUNDING DELIVERY OF OUR SERVICES (Cont'd)****2.2 Revenue and grants from the State Government****State Government-funding and other grants**

State Government-funding does not have sufficiently specific performance obligations attached and accordingly are recognised as income upon the earlier of receipt or unconditional right to receipt in accordance with AASB 1058.

**2.3 Other grants****Grants recognised under AASB1058**

The Library has determined that all grant income is recognised as income of not-for-profit entities in accordance with AASB 1058 on the basis that it has been earned under arrangements that are either not enforceable or linked to sufficiently specific performance obligations.

Income from grants without any sufficiently specific performance obligations or that are not enforceable, is recognised when the Library has an unconditional right to receive cash which usually coincides with receipt of cash. On initial recognition of the asset, the Library recognises any related contributions by owners, increases in liabilities, decreases in assets or revenue ('related amounts') in accordance with other Australian Accounting Standards. Related amounts may take the form of:

- contributions by owners, in accordance with AASB 1004 *Contributions*
- revenue or a contract liability arising from a contract with a customer, in accordance with AASB 15
- a lease liability in accordance with AASB 16 *Leases*
- a financial instrument, in accordance with AASB 9 *Financial Instruments*
- a provision, in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

Capital grant income received during the current reporting period which is related to work not yet commenced has been deferred and recognised as deferred grant income (refer Note 5.3). Capital grants to construct an asset that is controlled by the Library is recognised as income under AASB 1058 as the asset is developed using the 'progressive percentage costs incurred method' because it most closely reflects the progress to complete the asset.

**Grants recognised under AASB 15**

Revenue from grants that are enforceable and contain sufficiently specific performance obligations are accounted for as revenue from contracts with customers under AASB 15. These grants relate to the delivery of specific programs and are normally received in advance. Revenue is recognised when the Library satisfies the relevant performance obligations by delivering the specified activities or services to funding bodies. This recognition is based on the consideration set out in the funding agreements, to the extent that it is highly probable that a significant reversal of revenue will not occur. Payments are generally received in advance or shortly after, the completion of the relevant performance obligations.

|  | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|--|-------|----------------|----------------|
| <b>Revenue from contracts with customers (AASB 15)</b>     |       |                |                |
| Specific purpose grants from State Government entities     |       | -              | 115            |
| <b>Income for not-for-profit (AASB 1058)</b>               |       |                |                |
| Other grants from State Government entities <sup>(a)</sup> |       | 1,961          | 24,531         |
| <b>Total other grants</b>                                  | 2.1   | <b>1,961</b>   | <b>24,646</b>  |

**Note**

(a) Refer to Note 8.5 for further details of grants from State Government entities.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 2 FUNDING DELIVERY OF OUR SERVICES (Cont'd)

## 2.4 Operating activities

|   | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|---|-------|----------------|----------------|
| Venue hire <sup>(a)</sup>                 |       | 3,076          | 2,560          |
| Other revenue <sup>(b)</sup>              |       | 302            | 497            |
| <b>Total operating activities revenue</b> | 2.1   | <b>3,378</b>   | <b>3,057</b>   |

**Notes**

(a) Venue hire incorporates all activities generating revenue from use of the building including contractual assets.

All venue hire revenue is recognised at a point in time.

(b) Other revenue includes cost recoveries from third parties.

The revenue from operating activities are transactions that the Library has determined to be classified as revenue from contracts with customers in accordance with AASB 15.

Revenue from venue hire represents revenue received from a third-party for the use of the Library's building facilities. Revenue is measured based on the consideration specified in the contract with the customer. Customers are invoiced and revenue is recognised upon delivery of the services and accepted by customers.

Consideration received in advance of recognising the associated revenue from the customer is recorded as a contract liability (Note 5.4).

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 2 FUNDING DELIVERY OF OUR SERVICES (Cont'd)

## 2.5 Donations, bequests and philanthropic income

|                                       | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|---------------------------------------|-------|----------------|----------------|
| Bequests                              |       | 1,401          | 200            |
| Donations                             |       | 1,371          | 1,422          |
| Donated cultural assets at fair value |       | 716            | 744            |
| Memberships                           |       | 268            | 308            |
| <b>Total donations and bequests</b>   | 2.1   | <b>3,756</b>   | <b>2,674</b>   |

## Donations, bequests and philanthropic income

Donations and bequests are recognised as income upon receipt at their fair value when the recipient obtains control over the resources, irrespective of whether restrictions or conditions are imposed over the use of the contributions. Memberships are recognised on receipt. The balance of unexpended donations and bequests tied to a specific purpose is transferred from the accumulated surplus/deficit to the donations and bequests reserve on an annual basis. Amounts are transferred from the donation and bequests reserve back to accumulated surplus/deficit in line with the expenditure of the donation or bequest on the specific purpose for which it is intended.

## Donated cultural assets

Donated assets are recognised when they are accepted by the Library, when control of the contribution or right to receive the gift exists, and the donor has signed a deed of gift. Donated assets are recorded at fair value which is determined by either independent valuation for items donated under the Cultural Gifts Program, or by an independent valuation or internal curatorial assessment undertaken by the Library. Where accessioning into the collection is complex, certain donated cultural assets are held as 'work in progress' before they are accepted into the collection.

## Voluntary services

The Library receives contributions in the form of volunteer services. However, consistent with its policy on volunteers, the Library's service delivery does not depend on volunteers and these services would not be purchased if they were not donated. On this basis these contributions have not been recognised as services received free of charge.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 2 FUNDING DELIVERY OF OUR SERVICES (Cont'd)

## 2.6 Investment income

|   | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|---|-------|----------------|----------------|
| Distributions from managed investment schemes |       | 2,197          | 1,495          |
| Other investment income                       |       | -              | 282            |
| <b>Total investment income</b>                | 2.1   | <b>2,197</b>   | <b>1,777</b>   |

Distributions from managed investment schemes are recognised when the right to receive payment is established.

Other investment income includes franking credits which are recognised on receipt.

Net realised and unrealised gains and losses on the revaluation of managed investment schemes do not form part of income from transactions but are reported either as part of income from 'other economic flows' in the net result.

## 2.7 Interest income

|                              | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|------------------------------|-------|----------------|----------------|
| Interest income              |       | 1,109          | 688            |
| <b>Total interest income</b> | 2.1   | <b>1,109</b>   | <b>688</b>     |

Interest income is recognised using the effective interest method which allocates the interest over the relevant period.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 3 THE COST OF DELIVERING OUR SERVICES

#### Introduction

This section provides an account of the expenses incurred by the Library in delivering its objectives. In section 2, the funds that enable the provision of services were disclosed and, in this note, the costs associated with the provision of services are recorded. Expenses incurred in delivering the objectives of the Library are outlined from 3.1 to 3.2 below:

#### Structure

- 3.1 Expenses incurred in the delivery of services
- 3.2 Other operating expenses

#### 3.1 Expenses incurred in the delivery of services

|  | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|--|-------|----------------|----------------|
| Employee benefit expenses                              | 3.1.1 | 45,305         | 40,898         |
| Other operating expenses                               | 3.2   | 19,504         | 18,665         |
| <b>Total expenses incurred in delivery of services</b> |       | <b>64,809</b>  | <b>59,563</b>  |

#### 3.1.1 Employee benefits in the comprehensive operating statement

|   | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|---|-------|----------------|----------------|
| Salaries and wages, annual leave and long service leave |       | 37,872         | 34,471         |
| Superannuation expense                                  |       | 4,079          | 3,815          |
| Other salary-related costs                              |       | 2,949          | 2,612          |
| Termination benefits                                    |       | 405            | -              |
| <b>Total employee benefits</b>                          | 3.1   | <b>45,305</b>  | <b>40,898</b>  |

Employee expenses include all costs related to employment including wages and salaries, fringe benefits, leave entitlements, termination payments, superannuation contributions and WorkCover premiums.

The amount recognised in the comprehensive operating statement in respect of superannuation represents the contribution paid or payable by the Library to the superannuation funds of employees. The Library does not recognise any accrued defined benefit liability in respect of the plan(s).

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when the Library is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

**3 THE COST OF DELIVERING OUR SERVICES (Cont'd)****3.1 Expenses incurred in the delivery of services (Cont'd)****3.1.2 Employee benefits in the balance sheet**

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave (LSL) for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

|   | <b>2025</b>   | <b>2024</b>   |
|---|---------------|---------------|
|   | <b>\$'000</b> | <b>\$'000</b> |
| <b>Current provisions</b>                                 |               |               |
| Salaries and wages provisions <sup>(a)</sup>              | 4,778         | -             |
| Long-service leave  | 4,054         | 4,133         |
| Annual leave  | 2,760         | 2,497         |
| Provisions for on-costs                                   | 877           | 875           |
| <b>Total current provisions for employee benefits</b>     | <b>12,469</b> | <b>7,505</b>  |
| <b>Non-current provisions</b>                             |               |               |
| Employee benefits   | 714           | 698           |
| On-costs  | 99            | 118           |
| <b>Total non-current provisions for employee benefits</b> | <b>813</b>    | <b>816</b>    |
| <b>Total provisions for employee benefits</b>             | <b>13,282</b> | <b>8,321</b>  |

**Note**

- (a) A provision has been recognised for the back payment of salaries and wages resulting from the approved Enterprise Bargaining Agreement (EPA). This provision reflects the Library's financial obligation to make retrospective adjustments to employee remuneration for the period prior to the EPA's formal approval.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 3 THE COST OF DELIVERING OUR SERVICES (Cont'd)

#### 3.1 Expenses incurred in the delivery of services (Cont'd)

##### 3.1.2 Employee benefits in the balance sheet (Cont'd)

##### Wages and salaries, annual leave and sick leave

Liabilities for wages and salaries (including non-monetary benefits, annual leave and on-costs) are recognised as part of the employee benefit provision as current liabilities, because the Library does not have an unconditional right to defer settlements of these liabilities. The liability of salaries and wages are recognised in the balance sheet at remuneration rates which are current at the reporting date. As the Library expects the liabilities to be wholly settled within 12 months of the reporting date, they are measured at undiscounted amounts.

The annual leave liability is classified as a current liability and measured at the undiscounted amount expected to be paid, as the Library does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

No provision has been made for sick leave as all sick leave is non-vesting and it is not considered probable that the average sick leave taken in the future will be greater than the benefits accrued in the future. As sick leave is non-vesting, an expense is recognised in the comprehensive operating statement as it is taken.

Employment on-costs such as payroll tax, workers' compensation and superannuation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

##### Long-service leave

Unconditional long-service leave (LSL) is disclosed as a current liability, even where the Library does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months. The components of this current LSL liability are measured at:

- undiscounted value – if the Library expects to wholly settle within 12 months, or
- present value – if the Library does not expect to wholly settle within 12 months.

Conditional LSL is disclosed as a non-current liability. There is a conditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL is measured at present value. Any gain or loss following revaluation of the present value of non-current LSL liability is recognised as a transaction, except to the extent that a gain or loss arises due to changes in bond interest rates for which it is then recognised as an 'other economic flow' in the net result.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 3 THE COST OF DELIVERING OUR SERVICES (Cont'd)

## 3.2 Supplies and services

|   | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|---|-------|----------------|----------------|
| Buildings and facilities                |       | 8,922          | 8,192          |
| Information technology                  |       | 3,473          | 4,225          |
| Professional and finance                |       | 2,602          | 2,490          |
| Marketing and promotion                 |       | 2,295          | 2,402          |
| Other expenses from ordinary activities |       | 1,718          | 1,173          |
| Low value leases                        |       | 131            | 132            |
| Lease interest payments                 |       | 52             | 54             |
| Grants (refunded)/distributed           |       | 311            | (3)            |
| <b>Total other operating expenses</b>   | 3.1   | <b>19,504</b>  | <b>18,665</b>  |

Other operating expenses generally represent the day-to-day running costs incurred in normal operations. It also includes a loss allowance from transactions that are mutually agreed. Other operating expenses are recognised as an expense in the period in which they are incurred.

Grant expenses are contributions of Library resources to another party for specific or general purposes where there is no expectation that the amount will be repaid in equal value (either by money, goods or services). Grants can either be operating or capital in nature. Grants can be paid as general-purpose grants, which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and/or have conditions attached regarding their use. Grant expenses are recognised in the reporting period in which they are paid or payable. Grants can take the form of money, assets, goods, services or forgiveness of liabilities.

Low value leases represent leases where the underlying assets fair value (when new, regardless of the age of the asset being leased) is no more than \$10,000.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 4 KEY ASSETS AVAILABLE TO SUPPORT OUTPUT DELIVERY

## Introduction

The Library controls assets that are utilised in the delivery of its services. The key assets include property, plant and equipment, right-of-use assets, cultural assets, managed investment schemes and financial assets.

## Structure

- 4.1 Property, plant and equipment and right-of-use assets
- 4.2 Cultural assets
- 4.3 Investments

## 4.1 Property, plant and equipment and right-of-use assets

|                         | Gross carrying amount |                | Accumulated depreciation |                | Net carrying amount |                |
|-------------------------|-----------------------|----------------|--------------------------|----------------|---------------------|----------------|
|                         | 2025                  | 2024           | 2025                     | 2024           | 2025                | 2024           |
|                         | \$'000                | \$'000         | \$'000                   | \$'000         | \$'000              | \$'000         |
| Land at fair value      | 193,697               | 199,688        | -                        | -              | 193,697             | 199,688        |
| Buildings at fair value | 400,501               | 395,752        | -                        | -              | 400,501             | 395,752        |
| Equipment at fair value | 12,091                | 11,545         | (6,238)                  | (4,828)        | 5,853               | 6,717          |
| <b>Closing balance</b>  | <b>606,289</b>        | <b>606,985</b> | <b>(6,238)</b>           | <b>(4,828)</b> | <b>600,051</b>      | <b>602,157</b> |

## Note

Included in the above table are right-of-use assets for buildings and equipment.

## Initial recognition

Property, plant and equipment are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment.

The cost of constructed non-financial physical assets includes the cost of all materials used in construction, direct labour on the project, and an appropriate proportion of variable and fixed overheads.

Where an asset is received for no or nominal consideration, the cost is the asset's fair value at the date of acquisition.

## Subsequent measurement

Property, plant and equipment as well as right-of-use assets under leases are subsequently measured at fair value less accumulated depreciation. Fair value is determined with regard to the asset's highest and best use (considering legal or physical restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset). Refer to Note 7.3 for more detail on the fair value determination of these assets.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 4 KEY ASSETS AVAILABLE TO SUPPORT OUTPUT DELIVERY (Cont'd)

#### 4.1 Property, plant and equipment and right-of-use assets (Cont'd)

##### Land, buildings and equipment

Land, buildings and equipment are measured at fair value. The management revaluation considerations with respect to land and building gives regard to their highest and best use after due consideration is made for any legal or constructive restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset. Refer to Note 7.3.1 for a more detailed discussion of the fair value determination of these assets.

##### 4.1.1 Depreciation and amortisation

Property, plant and equipment, including freehold buildings but excluding land, have finite lives and are depreciated. Depreciation is calculated on a straight-line basis at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life.

The following are typical estimated useful lives for the different asset classes, including right-of-use assets, used in the calculation of depreciation. The typical estimated useful life for the different asset classes has not changed and they are included in the table below.

| Asset class                               | 2025 and 2024 |
|---|---------------|
| Buildings – heritage                      | 50 years      |
| Buildings – specialised                   | 25–40 years   |
| Land right-of-use assets                  | 30 years      |
| Equipment                                 | 5–20 years    |
| Equipment right-of-use assets             | 3–5 years     |
| Cultural assets – non-heritage collection | 50 years      |

Depreciation begins when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management. The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period. Where it is determined that the estimated useful life of an asset has changed, the depreciation rate for the asset is adjusted accordingly.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term. Where the Library obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the entity will exercise a purchase option, the entity depreciates the right-of-use asset over its useful life.

Land and heritage collection assets, which are considered to have an indefinite life, are not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

##### 4.1.2 Impairment of property, plant and equipment

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

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

**4 KEY ASSETS AVAILABLE TO SUPPORT OUTPUT DELIVERY (Cont'd)****4.1 Property, plant and equipment and right-of-use assets (Cont'd)****4.1.3 Reconciliation of movement in carrying value of property, plant and equipment and right-of-use assets**

|                                      | Land at<br>fair value<br>\$'000 | Buildings at<br>fair value<br>\$'000 | Equipment at<br>fair value<br>\$'000 | Right-of-use<br>assets<br>\$'000 | Total<br>\$'000 |
|--------------------------------------|---------------------------------|--------------------------------------|--------------------------------------|----------------------------------|-----------------|
| <b>2025</b>                          |                                 |                                      |                                      |                                  |                 |
| <b>Opening balance</b>               | <b>199,688</b>                  | <b>395,556</b>                       | <b>6,439</b>                         | <b>474</b>                       | <b>602,157</b>  |
| Additions                            | -                               | -                                    | 319                                  | 166                              | 485             |
| Depreciation                         | -                               | (9,140)                              | (1,232)                              | (135)                            | (10,507)        |
| Revaluation of assets <sup>(a)</sup> | (5,991)                         | 13,907                               | -                                    | -                                | 7,916           |
| <b>Closing balance</b>               | <b>193,697</b>                  | <b>400,323</b>                       | <b>5,526</b>                         | <b>505</b>                       | <b>600,051</b>  |

**Note**

(a) Fair value assessments have been performed for all classes of assets in this purpose group and an indexation based valuation adjustment has been made using Valuer General Victoria (VGV) indices. The next scheduled full revaluation for this purpose group will be conducted in 2026. Refer to Note 7.3 for more information.

**4.1.4 Right of use assets**

The Library leases various properties such as IT equipment. The lease contracts are typically made for fixed periods of 3–5 years with an option to renew the lease after that date.

Leases of IT equipment are either short-term and or/leases of low-value items (see Note 3.2 for low value lease expenses). The Library has elected not to recognise right-of-use assets and lease liabilities for these leases.

Right-of-use assets under leases at significantly below-market terms and conditions that are entered into principally to enable the Library to further its objectives, are initially and subsequently measured at cost.

**Right-of-use asset – initial recognition**

The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability, any initial direct costs incurrent, and is adjusted for any lease payments made at or before the commencement date less any lease incentive received. The cost of the right-of-use asset also includes an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

**Right-of-use asset – subsequent measurement**

Right-of-use assets are depreciated on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. Right-of-use assets are also subject to revaluation.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 4 KEY ASSETS AVAILABLE TO SUPPORT OUTPUT DELIVERY (Cont'd)

## 4.2 Cultural assets

|                                       | Gross carrying amount |                | Accumulated depreciation |                | Net carrying amount |                |
|---------------------------------------|-----------------------|----------------|--------------------------|----------------|---------------------|----------------|
|                                       | 2025                  | 2024           | 2025                     | 2024           | 2025                | 2024           |
|                                       | \$'000                | \$'000         | \$'000                   | \$'000         | \$'000              | \$'000         |
| Heritage collection at fair value     | 331,760               | 330,849        | -                        | -              | 331,760             | 330,849        |
| Non-heritage collection at fair value | 124,511               | 123,805        | (9,841)                  | (7,359)        | 114,670             | 116,446        |
| Donated material at fair value        | 5,328                 | 4,613          | (182)                    | (93)           | 5,146               | 4,520          |
| Donated material WIP at fair value    | 1,603                 | 1,099          | -                        | -              | 1,603               | 1,099          |
| <b>Closing balance</b>                | <b>463,202</b>        | <b>460,366</b> | <b>(10,023)</b>          | <b>(7,452)</b> | <b>453,179</b>      | <b>452,914</b> |

Cultural assets comprise items in the State Library Collection and other cultural assets. Control of the State Library Collection is vested in the Library by virtue of the *Libraries Act 1988*. Additions to the State Collection may take the form of either a purchase by the Library or a donation from a third party.

All cultural assets are held for exhibition, education, research and historical interest. Such assets are deemed worthy of preservation because of the social rather than financial benefits they provide to the community. The nature of these assets means that there are certain limitations and restrictions imposed on their use and/or disposal.

The fair value of cultural assets and collections, heritage assets and other non-financial physical assets that the State of Victoria intends to preserve because of their unique historical, cultural or environmental attributes, is measured at market value or the replacement cost of the asset less, where applicable, accumulated depreciation (calculated on the basis of such cost to reflect the already consumed or expired future economic benefits of the asset) and any accumulated impairment. The basis of valuation is dependent on the existence of market information and the characteristics of the asset class. These policies and any legislative limitations and restrictions imposed on their use and/or disposal may impact their fair value.

Purchased cultural assets are initially carried at cost and revalued subsequently at fair value. Donated or bequeathed cultural assets are carried at fair value. This is determined by either independent valuation for items donated under the Cultural Gifts Program, or by an internal curatorial or other assessment undertaken by the Library. Items in the heritage collection are not depreciated as they do not have a finite useful life. The current use is considered the highest and best use. Refer to Note 7.3.1 for a more detailed discussion of the fair value determination of collections.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

**4 KEY ASSETS AVAILABLE TO SUPPORT OUTPUT DELIVERY (Cont'd)****4.2 Cultural assets (Cont'd)****4.2.1 Reconciliation of movements of cultural assets**

|                        | <b>Heritage<br/>collection<br/>at fair value<br/>\$'000</b> | <b>Non-heritage<br/>collection<br/>at fair value<br/>\$'000</b> | <b>Donated<br/>material<br/>at fair value<br/>\$'000</b> | <b>Work in<br/>progress<br/>\$'000</b> | <b>Total<br/>\$'000</b> |
|------------------------|---|---|--|--|-------------------------|
| <b>2025</b>            |   |   |  |  |                         |
| Opening balance        | <b>330,849</b>  | <b>116,446</b>  | <b>4,520</b>   | <b>1,099</b>                           | <b>452,914</b>          |
| Purchases              | 911   | 957   | -  | 252                                    | <b>2,120</b>            |
| Donated materials      | -   | -   | 716  | -                                      | <b>716</b>              |
| Transfers              | -   | (252)   | -  | 252                                    | -                       |
| Depreciation           | -   | (2,481)   | (90)   | -                                      | <b>(2,571)</b>          |
| <b>Closing balance</b> | <b>331,760</b>  | <b>114,670</b>  | <b>5,146</b>   | <b>1,603</b>                           | <b>453,179</b>          |

**4.3 Investments**

The Library holds and managed investment schemes to provide for future operating and capital purposes, including the purchase of cultural assets. Funds are classified as current or non-current.

Current funds represent funds held either in transactional bank accounts or invested in order to reduce volatility in value and optimise the investment income earned.

Non-current funds represent funds held in perpetuity (endowed funds) and invested with the intent of maximising their long-term value. As a result, these funds may experience more volatility in value.

Managed investment schemes held by the Library are measured at fair value through the net result and as described in Note 7.3.1.

Gains or losses on revaluation of managed investment schemes due to changes in market value are recognised as 'Other economic flows' in the net result.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 4 KEY ASSETS AVAILABLE TO SUPPORT OUTPUT DELIVERY (Cont'd)

## 4.3 Investments (Cont'd)

## 4.3.1 Analysis and purpose of investments

|   | 2025<br>\$'000 | 2024<br>\$'000 |
|---|----------------|----------------|
| <b>Total Dedicated funds</b>                          |                |                |
| Managed investment schemes and other financial assets | 24,999         | 23,781         |
| <b>Total financial assets</b>                         | <b>24,999</b>  | <b>23,781</b>  |

General funds have been generated by the Library from operating activities and are applied to the achievement of the Library's future strategic objectives, including expenditure on property, plant and equipment.

Dedicated funds have been granted, donated or bequeathed to the Library. These funds are dedicated to specific purposes, as expressed by the original grantor, donor or testator. The change in value of dedicated funds reflects the economic change impacting securities held in actively traded markets.

Dedicated funds shown as 'managed investment schemes and other financial assets' are categorised as follows:

|   | 2025<br>\$'000 | 2024<br>\$'000 |
|---|----------------|----------------|
| <b>Dedicated funds shown as managed investment schemes and other financial assets</b> |                |                |
| Corpus  | 16,354         | 15,982         |
| Bequests/donations – endowed  | 8,560          | 7,723          |
| Bequests/donations – non-endowed  | 85             | 76             |
| <b>Total managed investment schemes and other financial assets</b>                    | <b>24,999</b>  | <b>23,781</b>  |

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 5 OTHER ASSETS AND LIABILITIES

## Introduction

This section sets out those assets and liabilities that arose from the Library's operations.

## Structure

- 5.1 Receivables
- 5.2 Prepayments and deferred expenditure
- 5.3 Payables
- 5.4 Contract liabilities

## 5.1 Receivables

|                                  | 2025<br>\$'000 | 2024<br>\$'000 |
|----------------------------------|----------------|----------------|
| <b>Current – contractual</b>     |                |                |
| Accrued investment income        | 2,029          | 1,488          |
| Debtors – external               | 909            | 424            |
| Other receivables                | 157            | 781            |
| <b>Current – statutory</b>       |                |                |
| Statutory GST recoverable        | 305            | 241            |
| <b>Total current receivables</b> | <b>3,400</b>   | <b>2,934</b>   |

Contractual receivables are classified as financial instruments and categorised as 'financial assets at amortised costs'. They are initially recognised at fair value plus any directly attributable transaction costs. The Library holds the contractual receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less any impairment.

Statutory receivables do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments for disclosure purposes. The Library applies AASB 9 for initial measurement of the statutory receivables and, as a result, statutory receivables are initially recognised at fair value plus any directly attributable transaction cost.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 5 OTHER ASSETS AND LIABILITIES (Cont'd)

## 5.2 Prepayments and deferred expenditure

|   | 2025<br>\$'000 | 2024<br>\$'000 |
|---|----------------|----------------|
| Prepayments                                       | 2,096          | 559            |
| <b>Deferred expenditure</b>                       |                |                |
| CARM Centre Bundoora                              | 1,000          | 1,000          |
| Accumulated depreciation                          | (999)          | (999)          |
| <b>Total prepayments and deferred expenditure</b> | <b>2,097</b>   | <b>560</b>     |

Prepayments represent payments in advance of receipt of goods or services or that part of expenditure made in one accounting period covering a term extending beyond the period. Prepayments include collection serials and Information and Communication Technology (ICT) licences.

The value of deferred expenditure represents the remaining value of the CAVAL Archival and Research Materials (CARM) Centre after the Library write-down in 2004-05.

## 5.3 Payables

|  | Notes | 2025<br>\$'000 | 2024<br>\$'000 |
|--|-------|----------------|----------------|
| <b>Contractual</b>                           |       |                |                |
| Supplies and services                        |       | 3,800          | 1,778          |
| Accrued expense                              |       | 1,412          | 1,602          |
| Deferred capital grant income                | 5.3.1 | 548            | 548            |
| Unearned income                              |       | 83             | -              |
|  |       | <b>5,843</b>   | <b>3,928</b>   |
| <b>Statutory</b>                             |       |                |                |
| Amounts payable to other government agencies |       | 150            | 148            |
| <b>Total payables</b>                        |       | <b>5,993</b>   | <b>4,076</b>   |

Accounts payable and accrued expenses represent liabilities for goods and services provided to the Library prior to the end of the financial year that are unpaid and arise when the Library becomes obliged to make future payments in respect of the purchase of those goods and services, and statutory payables such as goods and services tax and fringe benefits tax payables.

Contractual payables are classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for goods and services provided to the Library prior to the end of the financial year that are unpaid (refer to Note 7.1.1).

Statutory payables are recognised and measured similarly to contractual payables but are not classified as financial instruments and not included in the category of financial liabilities at amortised cost because they do not arise from contracts. Payables for supplies and services have an average credit period of 30 days.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

**5 OTHER ASSETS AND LIABILITIES (Cont'd)****5.3 Payables (Cont'd)****5.3.1 Deferred capital grant income**

Deferred capital grant income is recognised progressively as the asset is constructed, since this is the time when the Library satisfies its obligations under the transfer by controlling the asset as and when it is constructed. Income is progressively recognised as the work is completed (see Note 2.3). The Library has deferred some grant consideration received as a liability for outstanding obligations. Deferred capital grant income amounted to \$548,000 in 2025 (2024:\$548,000).

**5.4 Contract liabilities**

Contract liabilities include consideration received in advance from funding agencies to deliver programs and library services to target clients. The Library receives upfront payment which is drawn based on the achievement of specific performance obligations. Funding is acquitted at the end of the reporting program and unused or unearned revenue is returned to the funding agencies or held in trust by the Library until the funding agency directs the Library as to use. The Library is expected to recognise the remaining balance of these liabilities in the next 12 months.

|   | <b>2025</b>   | <b>2024</b>   |
|---|---------------|---------------|
|   | <b>\$'000</b> | <b>\$'000</b> |
| Opening balance   | 16            | 322           |
| Revenue recognised in the reporting period for the completion of a performance obligation | (16)          | (306)         |
| <b>Total contract liabilities</b>   | <b>-</b>      | <b>16</b>     |

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 6 HOW WE FINANCED OUR OPERATIONS

## Introduction

This section provides information on the sources of finance utilised by the Library to deliver its services.

## Structure

- 6.1 Lease liabilities
- 6.2 Cash and deposits
- 6.3 Commitments for expenditure

## 6.1 Lease liabilities

|                               | 2025<br>\$'000 | 2024<br>\$'000 |
|-------------------------------|----------------|----------------|
| Current lease liabilities     | 202            | 153            |
| Non-current lease liabilities | 392            | 440            |
| <b>Total borrowings</b>       | <b>594</b>     | <b>593</b>     |

The Library leases building and IT equipment. The lease contract for land is for 30 years and for IT equipment the lease is typically for fixed periods of 3–5 years with the options to renew the lease after that date.

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease if that rate is readily determinable or the Library's incremental borrowing rate. Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in substance fixed payments.

## 6.2 Cash and deposits

Cash and deposits, including cash equivalents, comprise cash on hand and cash at bank. The Library's accounts are held in the Central Banking System (CBS) under the *Standing Directions 2018*.

For cash flow statement presentation purposes, cash and cash equivalents are indicated in the reconciliation below.

|                                | 2025<br>\$'000 | 2024<br>\$'000 |
|--------------------------------|----------------|----------------|
| Cash at bank                   | 9,578          | 5,549          |
| Bank deposits at call          | 13,227         | 10,792         |
| <b>Total cash and deposits</b> | <b>22,805</b>  | <b>16,341</b>  |

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 6 HOW WE FINANCED OUR OPERATIONS (Cont'd)

## 6.3 Commitments for expenditure

Commitments for future expenditure include operating and capital commitments arising from contracts. The following commitments are disclosed at their nominal value and inclusive of the GST payable and are not included in the balance sheet. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

|   | 2025<br>\$'000 | 2024<br>\$'000 |
|---|----------------|----------------|
| <b>Capital expenditure commitments</b>  |                |                |
| Capital expenditure includes building redevelopment payable as follows:   |                |                |
| Not later than one year   | 88             | 100            |
| Later than one year, not later than five years  | 68             | 156            |
|   | 156            | 256            |
| <b>Other expenditure commitments</b>  |                |                |
| Other expenditure includes mechanical and lift maintenance, ICT, security, cleaning and rental of the Library's Ballarat offsite storage site payable as follows: |                |                |
| Not later than one year   | 6,188          | 7,427          |
| Later than one year, not later than five years <sup>(a)</sup>   | 15,410         | 1,525          |
|   | 21,598         | 8,952          |
| <b>Total commitments for expenditure (inclusive of GST)</b>   | 21,754         | 9,208          |
| Less GST recoverable from the ATO   | (1,978)        | (837)          |
| <b>Total commitments for expenditure (exclusive of GST)</b>   | <b>19,776</b>  | <b>8,371</b>   |

**Note**

(a) The increase is primarily due to the renewal of the security services contract for a new five-year term commencing in 2025, as well as the renegotiation of other service contracts to deliver improved value for money.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 7 FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS

#### Introduction

The Library is exposed to risk from its activities and outside factors. It is often necessary to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information (including exposure to financial risks) as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for the Library relate mainly to fair value determination.

#### Structure

- 7.1 Financial instruments specific disclosures
- 7.2 Contingent assets and contingent liabilities
- 7.3 Fair value determination

#### 7.1 Financial instruments specific disclosures

##### Introduction

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of the Library's activities, certain financial assets and financial liabilities arise under statute rather than a contract (for example taxes, fines and penalties). Such assets and liabilities do not meet the definition of financial instruments in AASB 132 *Financial Instruments: Presentation*.

##### Categories of financial assets

##### Financial assets at amortised cost

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by the Library to collect the contractual cash flows, and
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interests.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

The Library recognises the following assets in this category:

- cash and deposits
- receivables (excluding statutory receivables).
- investments

##### Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the rights to receive cash flows from the asset have expired
- The Library retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement
- The Library has transferred its rights to receive cash flows from the asset and either:
  - has transferred substantially all the risks and rewards of the asset
  - has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Where the Library has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the Library's continuing involvement in the asset.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 7 FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS (Cont'd)

#### 7.1 Financial instruments specific disclosures (Cont'd)

##### Categories of financial liabilities

##### Financial liabilities at amortised cost

Financial liabilities measured at amortised costs are initially recognised on the date they are originated. They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in the net result over the period of the interest-bearing liability, using the effective interest rate method. The Library recognises the following liabilities in this category:

- payables (excluding statutory payables)
- lease liabilities.

##### De-recognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a de-recognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an 'other economic flow' in the comprehensive operating statement.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 7 FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS (Cont'd)

## 7.1 Financial instruments specific disclosures (Cont'd)

## 7.1.1 Financial instruments – Net gain/(loss) on financial instruments by category

|   | Carrying<br>amount | Net gain/<br>(loss) | Total interest<br>income<br>(expense) | Fee income/<br>(expense) | Impairment<br>loss |
|---|--------------------|---------------------|---------------------------------------|--------------------------|--------------------|
| <b>2025</b>                                     |                    |                     |                                       |                          |                    |
| <b>Financial assets at amortised cost</b>       |                    |                     |                                       |                          |                    |
| Cash and deposits                               | 22,805             | -                   | 1,109                                 | -                        | -                  |
| Receivables <sup>(a)</sup>                      | 3,095              | -                   | -                                     | -                        | -                  |
| Investments                                     | 24,999             | 1,217               | -                                     | 2,197                    | -                  |
| <b>Total financial assets at amortised cost</b> | <b>50,899</b>      | <b>1,217</b>        | <b>1,109</b>                          | <b>2,197</b>             | <b>-</b>           |
| <b>Financial liabilities at amortised cost</b>  |                    |                     |                                       |                          |                    |
| Payables  | 5,843              | -                   | -                                     | -                        | -                  |
| Lease liabilities                               | 594                | -                   | -                                     | -                        | -                  |
| <b>Total contractual financial liabilities</b>  | <b>6,437</b>       | <b>-</b>            | <b>-</b>                              | <b>-</b>                 | <b>-</b>           |
| <b>2024</b>                                     |                    |                     |                                       |                          |                    |
| <b>Financial assets at amortised cost</b>       |                    |                     |                                       |                          |                    |
| Cash and deposits                               | 16,341             | -                   | 688                                   | -                        | -                  |
| Receivables <sup>(a)</sup>                      | 2,934              | -                   | -                                     | -                        | -                  |
| Investments                                     | 23,781             | 1,601               | -                                     | 1,777                    | -                  |
| <b>Total financial assets at amortised cost</b> | <b>43,056</b>      | <b>1,601</b>        | <b>688</b>                            | <b>1,777</b>             | <b>-</b>           |
| <b>Financial liabilities at amortised cost</b>  |                    |                     |                                       |                          |                    |
| Payables  | 3,928              | -                   | -                                     | -                        | -                  |
| Contract liabilities                            | 16                 | -                   | -                                     | -                        | -                  |
| Lease liabilities                               | 593                | -                   | -                                     | -                        | -                  |
| <b>Total contractual financial liabilities</b>  | <b>4,537</b>       | <b>-</b>            | <b>-</b>                              | <b>-</b>                 | <b>-</b>           |

**Note**

(a) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoverable and taxes payable).

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 7 FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS (Cont'd)

#### 7.2 Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet but are disclosed and, if quantifiable, are measured at nominal value.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

##### Contingent assets

As at 30 June 2024 and 2025, the Library has been pledged donations which are expected to be honoured in the future, although they are not legally enforceable. The timing and value of these future economic flows are contingent on events beyond the Library's control.

##### Contingent liabilities

The Library has no contingent liabilities. (2024: nil)

#### 7.3 Fair value determination

##### Fair value hierarchy

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy. The levels are as follows:

- Level 1 – quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 – valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable, and
- Level 3 – valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

The Library determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

The Valuer General Victoria (VGV) is the Library's independent valuation agency. In conjunction with VGV, the Library monitors changes in the fair value of each asset and liability through relevant data sources to determine whether revaluation is required.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 7 FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS (Cont'd)

#### 7.3 Fair value determination (Cont'd)

##### 7.3.1 Fair value determination: Non-financial physical assets

##### Valuation techniques and significant assumptions of non-financial physical assets measured at fair value

AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities amended AASB 13 Fair Value Measurement by adding Appendix F Australian implementation guidance for not-for-profit public sector entities. Appendix F explains and illustrates the application of the principles in AASB 13 on developing unobservable inputs and the application of the cost approach. These clarifications are mandatorily applicable annual reporting periods beginning on or after 1 January 2024. FRD 103 permits Victorian public sector entities to apply Appendix F of AASB 13 in their next scheduled formal asset revaluation or interim revaluation process (whichever is earlier).

The last scheduled full independent valuation of all the Library's non-financial physical assets was performed by VGV in 2021. Annual fair value assessment for 30 June 2025 using VGV indices does not identify material changes in value. In accordance with FRD 103, the Library will reflect Appendix F in its next scheduled formal revaluation in 2026 or interim revaluation process (whichever is earlier). All annual fair value assessments thereafter will continue compliance with Appendix F.

For all assets measured at fair value, the Library considers the current use is the highest and best use.

**Cultural assets** is valued using the market approach, whereby valuation of the assets is determined by a comparison to similar examples of the artist's work in existence throughout Australia and research on recent prices paid for similar examples offered at auction or through art galleries.

The Library holds \$901m (2024: \$889m) in assets listed as heritage assets (land, buildings and collection). These heritage assets cannot be modified or disposed of without formal ministerial approval.

**Specialised land and specialised buildings (including right-of-use assets):** The market approach is also used for specialised land, although is adjusted for the CSO to reflect the specialised nature of the land being valued.

The CSO adjustment reflects the valuer's assessment of the impact of restrictions associated with an asset to the extent that is also equally applicable to market participants. This approach is in light of the highest and best use consideration required for fair value measurement and takes into account the use of the asset that is physically possible, legally permissible, and financially feasible.

##### Land

During this reporting period, the VGV's Land indices were taken into consideration to determine if a material adjustment was required to the fair value of the Library's land. Based on this assessment a net decrease of 3% and movement of \$5.99m was determined and an adjustment was carried out accordingly.

##### Buildings

For the Library's majority of buildings, the current replacement cost method is used, adjusting for the associated depreciation. As depreciation adjustments are considered as significant unobservable inputs in nature, specialised buildings are classified as Level 3 fair value measurements.

During this reporting period, the VGV's Buildings indices, were taken into consideration to determine if a material adjustment was required to the fair value of the Library's buildings. Based on this assessment, a net increase of 3.6% and movement of \$13.90m was determined and an adjustment was carried out accordingly.

##### Equipment (including right-of-use assets)

Equipment – including plant, equipment and motor vehicles – is held at fair value which has been determined using the current replacement cost method.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 7 FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS (Cont'd)

## 7.3 Fair value determination (Cont'd)

## 7.3.1 Fair value determination: Non-financial physical assets (Cont'd)

## 7.3.1 (a) Description of significant unobservable inputs to Level 3 valuations for 2025 and 2024

| Asset                 | Valuation technique                     | Significant unobservable inputs                | Range (weighted average)     | Sensitivity of fair value   |
|-----------------------|---|--|------------------------------|---|
| Specialised land      | Market approach                         | Community Service Obligation (CSO) adjustment  | 50–70% (70%) <sup>(a)</sup>  | A significant increase or decrease in the CSO adjustment would result in a significantly lower (higher) fair value.                               |
| Specialised buildings | Current replacement cost                | Direct cost per square metre                   | \$400–\$3,500/m2 (\$2,700)   | A significant increase or decrease in direct cost per square metre adjustment would result in a significantly higher or lower fair value.         |
|                       |   | Remaining useful life of specialised buildings | 25–40 years                  | A significant increase or decrease in the estimated remaining useful life of the asset would result in a significantly higher or lower valuation. |
| Heritage buildings    | Current replacement cost <sup>(b)</sup> | Direct cost per square metre                   | \$5,000–\$9,250/m2 (\$7,950) | A significant increase or decrease in direct cost per square metre adjustment would result in a significantly higher or lower fair value.         |
|                       |   | Remaining useful life of heritage buildings    | 50 years                     | A significant increase or decrease in the estimated remaining useful life of the asset would result in a significantly higher or lower valuation. |
| Equipment assets      | Current replacement cost                | Useful life of equipment                       | 5 – 20 years                 | A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.           |
| Cultural assets       | Market approach                         | Professional judgement                         | n/a                          | A significant increase in professional judgement would result in a significantly higher value   |
|                       |   | Statistically verified random samples          | n/a                          | A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.           |

## Notes

(a) A CSO weighted average of 70% is applied to the market approach value for the Library's specialised land.

(b) For some heritage and iconic assets, cost may be the reproduction cost of the asset rather than the replacement cost if their service potential could only be replaced by reproducing them with the same materials.

Significant unobservable inputs have remained unchanged since 30 June 2024. There were no transfers between levels during the period.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 8 OTHER DISCLOSURES

#### Introduction

This section includes additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

#### Structure

- 8.1 Ex-gratia expenses
- 8.2 Other economic flows included in net result
- 8.3 Responsible persons
- 8.4 Remuneration of executives
- 8.5 Related parties
- 8.6 Remuneration of auditors
- 8.7 Subsequent events

#### 8.1 Ex-gratia expenses

There were no ex-gratia expenses in aggregate or individually in excess of \$5,000 (2024: nil).

#### 8.2 Other economic flows included in net result

Other economic flows are changes in the volume or value of an asset or liability that do not result from transactions.

|   | <b>2025</b>   | <b>2024</b>   |
|---|---------------|---------------|
|   | <b>\$'000</b> | <b>\$'000</b> |
| <b>Net gain/(loss) on non-financial assets</b>  |               |               |
| Net gain/(loss) in disposal of non-financial assets                                     | -             | (1,862)       |
| <b>Net loss on financial instruments</b>  | 1,217         | 1,601         |
| Gain/(loss) on revaluation of managed investment schemes due to changes in market value |               |               |
| <b>Other gains/(losses) from other economic flows</b>                                   |               |               |
| Gain/(loss) on revaluation of long-service leave liability due to changes in bond rates | (130)         | 1             |
| <b>Total other economic flows included in net result</b>                                | <b>1,087</b>  | <b>(260)</b>  |

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

### 8 OTHER DISCLOSURES (Cont'd)

#### 8.3 Responsible persons

In accordance with the Ministerial Directions issued by the Minister for Finance under the *Financial Management Act 1994*, the following disclosures are made regarding responsible persons for the reporting period.

##### Names

The Accountable Officer of the Library is the Chief Executive Officer. The persons who held the positions of Minister and Accountable Officer of the Library are as follows:

|                                  |                       |                             |
|----------------------------------|-----------------------|-----------------------------|
| Minister for Creative Industries | The Hon. Colin Brooks | 1 July 2024 to 30 June 2025 |
| Chief Executive Officer          | Paul Duldig           | 1 July 2024 to 30 June 2025 |

##### Remuneration

Amounts relating to remuneration for the Minister for Creative Industries are disclosed in the State's Annual Financial Report. Remuneration received or receivable by the Accountable Officer in connection with the management of the Library during the reporting period was in the range \$460,000–469,999 (\$490,000–489,999 in 2024).

The names of Board members who have held office throughout the year unless otherwise stated are:

Christine Christian AO (President)  
Adam Lewis  
Cheri Ong  
Alex Cartel  
Inala Cooper  
Keren Murray  
John Dewar AO  
Hugh Williams (until May 2025)  
Donata Carrazza (until May 2025)  
Mark De Ambrosis (until May 2025)

No member of the Board has received remuneration or retirements benefits during 2024–25 (2024: nil).

#### 8.4 Remuneration of executives

The number of executive officers, other than ministers and accountable officers, and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provide a measure of full-time equivalent executive officers over the reporting period.

Remuneration comprises employee benefits (as defined in AASB 119 *Employee Benefits*) in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered. Accordingly, remuneration is determined on an accrual basis.

Several factors affected total remuneration payable to executives over the year. A number of employment contracts were completed and renegotiated and a number of senior executive service members retired, resigned or were retrenched in the past year.

|  | 2025<br>\$'000 | 2024<br>\$'000 |
|--|----------------|----------------|
| <b>Remuneration of executive officers</b>            |                |                |
| <b>Total remuneration<sup>(a)</sup></b>              | <b>1,606</b>   | <b>1,485</b>   |
| Total number of executives                           | 5              | 7              |
| Total annualised employee equivalents <sup>(b)</sup> | 5              | 5              |

##### Notes

(a) The total number of senior executive service members who meet the key definition of Key Management Personnel (KMP) of the entity under AASB 124 *Related Party Disclosures* and are also reported within the related parties disclosure (Note 8.5).

(b) Annualised employee equivalent is based on the time fraction worked over the reporting period.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 8 OTHER DISCLOSURES (Cont'd)

## 8.5 Related parties

The Library is a wholly owned and controlled entity of the State of Victoria. Related parties of the Library include:

- all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities they have significant influence over)
- all Cabinet Ministers and their close family members
- all departments and public sector entities that are controlled and consolidated into the whole of state consolidated financial statements.

All related party transactions have been entered into on an arm's length basis.

## Significant transactions with government-related entities

During the year, the Library had the following government-related entity transactions in excess of \$100,000 (GST excl.):

|   | 2025<br>\$'000 | 2024<br>\$'000 |
|---|----------------|----------------|
| <b>Receipts</b>   |                |                |
| Department of Education and Training – grant funding          | 1,406          | 1,348          |
| DJSIR – funding   | 56,854         | 58,413         |
| DJSIR – within portfolio grants                               | 585            | -              |
| Global Victoria – Future Founders Festival                    | 198            | 198            |
| Victorian Funds Management Corporation (VFMC) – distributions | 1,532          | 587            |
| <b>Payments</b>   |                |                |
| State Revenue Office – payroll tax paid                       | 2,324          | 2,074          |
| <b>Receivables</b>  |                |                |
| Department of Education and Training – grant funding          | 555            | 250            |
| DJSIR – grant   | -              | 381            |
| VFMC – distribution receivables                               | 2,031          | 1,207          |
| <b>Investments</b>  |                |                |
| VFMC – Managed investment schemes                             | 24,999         | 23,781         |

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 8 OTHER DISCLOSURES (Cont'd)

## 8.5 Related parties (Cont'd)

Key management personnel (KMPs) of the Library include the following:

|   |                                       |
|---|---------------------------------------|
| Minister for Creative Industries                    | The Hon. Colin Brooks                 |
| President   | Christine Christian AO                |
| Board Member  | Donata Carrazza (until 31 May 2025)   |
| Board Member  | Alex Cartel                           |
| Board Member  | Inala Cooper                          |
| Board Member  | Mark De Ambrosis (until 31 May 2025)  |
| Board Member  | Adam Lewis                            |
| Board Member  | Cheri Ong                             |
| Board Member  | John Dewar AO                         |
| Board Member  | Hugh Williams (until 31 May 2025)     |
| Board Member  | Keren Murray                          |
| Chief Executive Officer                             | Paul Duldig                           |
| Chief Operating Officer and Chief Financial Officer | John Wicks                            |
| Director, People and Partnership                    | Kathleen Brown                        |
| Director, Collections                               | Monika Szunejko (until 16 April 2025) |
| Director, Experience                                | Joel McGuinness                       |
| Chief Digital Officer                               | Paula Bray                            |

## Remuneration of key management personnel

The compensation detailed below excludes the salaries and benefits that the Minister for Creative Industries receives. The Minister's remuneration and allowances is set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported within the State's Annual Financial Report.

|                            | 2025         | 2024         |
|----------------------------|--------------|--------------|
| Compensation of KMPs       | \$'000       | \$'000       |
| <b>Total<sup>(a)</sup></b> | <b>2,072</b> | <b>1,980</b> |

## Note

(a) KMPs include the Accountable Officer and persons who meet the definition of executive officers under FRD 21. Executive officers are also reported in the disclosure of remuneration of executives (Note 8.4).

## Transactions with key management personnel and other related parties

A number of the Library's Board members hold or have held positions in other companies where it is considered they control or significantly influence the financial or operating policies of these entities.

In 2024-25, donations and other contributions totalling \$7,820 (2024: \$4,000) were received from Board members, the CEO and their related parties. Independent scrutiny of the proposed donations was conducted by the Library's Audit and Risk Management Committee with advice of a respected independent expert.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

**8 OTHER DISCLOSURES (Cont'd)****8.6 Remuneration of auditors**

|   | <b>2025</b>   | <b>2024</b>   |
|---|---------------|---------------|
|   | <b>\$'000</b> | <b>\$'000</b> |
| Fees paid and payable to the Victorian Auditor-General's Office for auditing the financial statements | 47            | 36            |

The Auditor-General provided no other services to the Library.

**8.7 Subsequent events**

On 18 July 2025, the Library announced the retirement of its Chief Executive Officer, Paul Duldig. His final day with the Library was 14 August 2025. This event does not have a material impact on the financial position of the Library as at 30 June 2025.

The Library is not aware of any other events occurring after 30 June 2025, up to the date when the financial statements were authorised for issue, that may have a material effect on the financial statements or its going concern.

# Disclosure index

The Annual Report of the Library Board of Victoria is prepared in accordance with the *Financial Management Act 1994* and the Standing Directions of the Minister of Finance. This index has been prepared to facilitate identification of compliance with statutory disclosure requirements.

| Legislation  | Requirement   | Page           |
|--|---|----------------|
| <b>Ministerial directions and financial reporting directions</b> |   |                |
| <b>Charter and purpose</b>                                       |   |                |
| FRD 22I  | Manner of establishment and the relevant minister                               | 15             |
| FRD 22I  | Purpose, functions, powers and duties   | 13, 14, 15, 16 |
| FRD 22I  | Key initiatives and achievements  | 20             |
| FRD 22I  | Nature and range of services provided   | 20             |
| <b>Management and structure</b>                                  |   |                |
| FRD 22I  | Organisational structure  | 19             |
| <b>Financial and other information</b>                           |   |                |
| FRD 10A  | Disclosure index  | 125            |
| FRD 22H  | Details of ICT expenditure  | 68             |
| FRD 29C  | Workforce data  | 63             |
| FRD 22I  | Employment and conduct principles   | 62             |
| FRD 22I  | Summary of financial results for the year                                       | 52             |
| FRD 22I  | Significant changes in financial position during the year                       | 52             |
| FRD 22H  | Operational and budgetary objectives and performance against objectives         | 54             |
| FRD 22H  | Employment and conduct principles   | 62             |
| FRD 22H  | Major changes or factors affecting performance                                  | 52             |
| FRD 22H  | Subsequent events   | 124            |
| FRD 22H  | Application and operation of <i>Freedom of Information Act 1982</i>             | 69             |
| FRD 22H  | Compliance with building and maintenance provisions of <i>Building Act 1993</i> | 71             |
| FRD 22H  | Statement on Competitive Neutrality Policy                                      | 72             |
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