

Australian  
Library and  
Information  
Association



*Annual Report*  
*2011*

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# About ALIA

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

The Association seeks to empower the profession in the development, promotion, and delivery of quality library and information services to the nation through leadership, advocacy and mutual support. ALIA has been representing the interests of members and the community since 1932 and continues to foster a vibrant professional culture while providing expert advice to decision-makers on the profession's behalf.

## *Objects of the Association*

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

## *Core Values*

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

## *Our Structure and Governance*

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

## *Board of Directors 2010–Until May 2011*

Graham Black, President  
Margaret Allen, Vice-President  
John Bayliss  
Gillian Hallam  
Andrew Hocken  
Julie Rae  
Kate Sinclair

## *Board of Directors – From May 2011*

Margaret Allen, President  
Vanessa Little, Vice-President  
John Bayliss  
Graham Black  
Kathryn Cass  
Joseph Cullen  
Julie Rae

## *Sub-Committees of the Board*

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

## *Advisory Committees*

(Appointed by the Board)  
ALIA By-Laws Advisory Committee  
ALIA Copyright and Intellectual Property Advisory Committee  
ALIA Public Sector Information Advisory Committee  
ALIA Interlibrary Lending Advisory Committee  
ALIA New Generation Advisory Committee  
ALIA Public Libraries Advisory Committee  
ALIA Research Committee  
ALIA Special Libraries Advisory Committee  
ALIA TAFE Libraries Advisory Committee  
ALIA Library Technician Advisory Committee

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# President's Report

2011 was another year of challenge and change.

Early in 2011, the Board released ALIA's *Strategic Plan 2011 – 2015*. The plan acknowledges the challenges ahead for both the profession and Association as the role of library professionals continues to change rapidly. The plan articulates the goals and aspirations for the Association and the profession to 2015 and beyond. As well as considering our shorter term goals to build strength and capacity for the profession and the Association, it also takes a longer term view in considering the future of our profession and the Association.

There has been some disquiet expressed to me by some members at the focus which has been placed by the Board in the last couple of years on the financial position of the Association. On the other hand, there have been members who have applauded this focus. As President, I make no apology for our emphasis on achieving a sustainable financial position for the Association. Not only is this a legal requirement of being a Director of ALIA but it is critical for the long term sustainability of our Association.

Our situation today is that the income the Association receives from membership fees is insufficient to cover the operating costs required to deliver the services expected by members and the broader profession. The Board therefore has no option but to ensure that activities – such as conferences – provide not only high quality professional development opportunities but also a solid financial return to the Association. It also means that we increasingly look for all ALIA activities, including groups, to generate a positive return and that we also continue to monitor our costs very closely.

Working with the National Office staff, the Board is placing a high priority on identifying new and additional sources of income for the Association to ensure that we are able to sustain and improve the level of services we are able to provide to members. We were fortunate in 2011 to be successful in our negotiations with the Commonwealth Government to manage the delivery of *The Library Initiative* project, providing not only a direct and tangible benefit to public libraries and their communities, but also to the Association in the form of project management fees.

In 2011, these approaches delivered positive benefits. The National Office team, working with the support of the Board, has delivered a financial surplus for the first time in many years and our plans are to maintain this situation in the coming years so as to ensure the longevity of the Association.

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This has meant changes to the way in which we will deliver some ALIA events in the future, our professional conference program being the most relevant example. Again, I make no apology for the decision of the Board to consolidate our conferences and to reduce costs while still providing quality, relevant and stimulating professional development. Again, I have had members express their views both in support and against this move but when taking into account the views of members, employers, and suppliers to our industry I believe it is the best decision for the Association and its future.

Also in 2011, a review of the ALIA Interlibrary Loan Voucher Scheme was undertaken and due to a significant decline in demand, the decision made to wind up this system by June 2012. We also reviewed our Awards program to ensure it remains relevant and enables us to effectively recognise excellence in the profession.

## Advocacy

Our lobbying and advocacy efforts continued in 2011 and ALIA continues to build strong partnerships across all library sectors reflecting the broad interest of our profession and its members.

The Australian Government released its report into the findings of the Inquiry into School Libraries and Teacher Librarians in December 2011. ALIA and the Australian School Libraries

Association (ASLA) have worked extremely closely over the last two years to advocate on behalf of school libraries, school librarians and the community and to put a combined position to the Inquiry. While it is disappointing that so many of the recommendations fall

between the state and federal governments, ALIA will continue to work with ASLA and other parties to advance the position of school libraries.

I had the pleasure of launching *Beyond a Quality Service: Strengthening the Social Fabric Standards for Australian Public Libraries* in April 2011. Developed under the guidance of ALIA's Public Libraries Advisory Committee, these standards provide an evidence-based guide for the development of Australian public library services in the form of a framework for self-assessment and continuous improvement. The *Standards* are intended to encourage best practice and equity in service delivery by highlighting the standards achieved by those libraries recognised as delivering high quality services.

The full details of all the six major submissions made to Government on behalf of members and the profession are detailed in the Partnerships section of this report. We provided detailed submissions on topics ranging from the National Broadband Network to the Queensland and Victorian floods, convergence, research and national cultural policy.

In addition, ALIA was also active in jointly lobbying the Australian Government with the Australian Libraries Copyright Committee (ALCC) regarding IFLA's *Draft Treaty Proposal on Limitations and Exceptions for Libraries and Archives* for the World Intellectual Property Organisation (WIPO). ALIA, together with National and State Libraries Australasia and the Council of Australian University Libraries, also formulated a response to some of the alarming comments about libraries contained within the Book Industry Strategy Group Report. These are but two examples of ALIA's active lobbying on behalf of Australian library professionals and libraries.

Also reported on in these pages is the success of The Increasing Accessibility Library Initiative, a \$1m project funded by The Department of Families, Housing, Community Services and Indigenous Affairs, intended to improve access for people with print disability to print material in digital format through Australian public libraries. Perhaps our largest single project in 2011, we're proud to report it outperformed initial objectives and delivered more than 1200 digital audio devices to 175 library service points over the year.

This is an example of where ALIA's visibility and reputation within the Australian Government allowed Australian public libraries and their clients to benefit from significant project funding. I'd like to thank the staff from public libraries for their help in making this project such a success.

During 2011 our lobbying for the 2012 National Year of Reading came to fruition with over \$1.4 million in funding provided through the Australian Government. ALIA continued to work with the Founding Partners to develop the major initiatives to be delivered during 2012. The Board particularly thanks the team at The Library Agency for their amazing work in developing and delivering the National Year of Reading, and we also thank the Australian library community for their enthusiastic support of this great campaign.

### *Operations*

ALIA relies heavily on its members who volunteer to support the work of the Association. Members undertake volunteer roles on our Advisory Committees, to create our publications, organise conferences and events for members, represent ALIA on external committees, and assist in writing submissions for

government inquiries among many other roles. The time given to ALIA and the profession by our volunteers is significant and I would like to thank the many ALIA members who give so generously and significantly of their time to support the work of the Association.

On behalf of the Board, I would also like to thank the National Office staff and the State Managers for their commitment to the Association and its members. Without this team, ALIA would not function.

I would particularly like to take this opportunity to thank Sue Hutley, our outgoing Executive Director for her commitment, energy and leadership of the Association and the National Office since 2006. The role of Executive Director is not an easy one. Our profession has very high expectations, conflicting needs and priorities. These, coupled with the numerous library associations seeking help and support from ALIA creates some interesting challenges for the Executive Director in particular. During her time, Sue successfully raised the profile of our profession within the Federal Government through lobbying, advocacy, participation in committees, presenting to inquiries and meeting with politicians and their advisors. A small measure of Sue's success in this area was \$1.4m in funding for the National Year of Reading and \$1m for The Library Initiative – both projects have provided real benefit to Australian libraries.

On behalf of the Board, I am pleased to submit the 2011 Annual Report of the Australian Library and Information Association.

*Margaret Allen ALIA*

President



# 2011 Awards

## *Awards Review*

ALIA did not call for nominations for our Premier, Excellence or Research Awards in 2011 as during this period we were undertaking a comprehensive review of all award offerings, as instructed by the Board of Directors. The aims of this review were to ensure ongoing sustainability and quality in our award program, to provide members with opportunities for effective industry recognition of achievements and professional contributions, and to facilitate the contribution of individuals to the development of the profession.

Following consultation with the Membership and Awards sub-committee, recommendations on the ongoing awards program were made to the ALIA Board and these recommendations have been accepted. The recommendations included retiring the Ray Choate Scholarship, YBP/Lindsay & Croft Research Award for Collection Services, ATSILIRN Bursary, Letter of Recognition, Excellence Award, and the Ellinor Archer Pioneer Award.

Applications recommence in 2012 for the following Awards:

- HCL Anderson Award
- Redmond Barry Award
- Metcalfe Award
- Fellowship Award
- Research Grant Award (previously 'Study Grant' Award)
- Library Technician Research Award
- Twila Ann Janssen Herr Research Award for Disability Services
- Aurora Scholarship

Silver Pins, Group Awards, Student Awards and Honorary Memberships will continue as usual.

## *Silver Pins*

Silver Pins are awarded each year in recognition of five terms of service to the Association by members. The 2011 Silver Pin recipients are:

Jill Benn  
Susan Courtland  
Naomi Doessel  
Thomas Girke  
Chris Hindmarsh  
Jennifer Johnson  
Narelle Paisley  
Tracie Pollin  
Sarah Townsend

## *Certified Practitioners 2011*

Participation in ALIA's professional development (PD) scheme is open to personal professional associate members and library technician members. The scheme offers members an opportunity to have ongoing professional development formally recognised through completing the requirements for Certified Practitioner status. The following members achieved Certified Practitioner status in 2011:

Denise Cadman	ALIATec (CP)
Catherine Brady	AALIA (CP)
Leanne Barrett	AALIA (CP)
Lesa Maclean	AALIA (CP)
Tracy McDonald	AALIA (CP)
Stephanie Mills	ALIATec (CP)
Patricia Kennedy	AALIA (CP)
Alana Read	AALIA (CP)
Andrew Spencer	AALIA (CP)
Kylie Bailin	AALIA (CP)
Tracy Gamlin	AALIA (CP)
Hoi-sze Ho	AALIA (CP)
Kathleen Robison	AALIA (CP)
Craig Milne	AALIA (CP)
Nicola Hayward-Wright	AALIA (CP)

## *Student Awards*

The ALIA student awards are presented to graduating students in ALIA accredited library and information study programs in recognition of achievement of excellence in their studies. The 2011 recipients of student awards are:

### **Charles Sturt University:**

Debra Leigo, Carol Grantham, Debra Farrell, Joanne Schafer, Amber Dean, Heather Green

### **Western Sydney Institute of TAFE:**

Liane Young

### **Tasmanian Polytechnic:**

Joanne Reeve, Janine Gall, Sally Ann Smith

### **Edith Cowan University:**

Laura Ranieri, Christopher Warren, Eloise Markey, Suzanna Dimmer

### **TAFE NSW – Sydney Institute:**

Anne Sullivan, Tennille Pepper, Louisa McGauley

### **RMIT University:**

Jacqueline Rae Borrett, Kathryn Lindsay

### **University of South Australia:**

Glenda Routley, Helen Baxter

### **Queensland University of Technology:**

Simone Wise

### **TAFE NSW – Hunter Institute:**

Melissa Donn

### **Victoria University:**

Karen Seckold

### **Box Hill Institute:**

Roselind McConville

### **Canberra Institute of Technology:**

Amanda Caddick

### **Charles Darwin University:**

Robyn Cormac, Karen Cocks

### **Curtin University:**

Susie Day, Rowen Rangnow, Abena Asomani

# Conferences and Events

ALIA's conference and event program is designed to support the objectives of our Strategic Plan by providing high quality and highly relevant forums for members and the profession along with designing and implementing effective national advocacy campaigns to raise awareness of, and seek support for, the sector. Annual events include Library Lovers Day (February 14), Information Awareness Month (May), Library and Information Week (May 23–29), and the Summer Reading Club program, while in 2011 our major conference events were the Information Online Conference in January and the National Library Technicians Conference and New Librarians Symposium, both held in September.

## *Library Lovers Day*

The third Library Lovers Day hosted by ALIA was held on 14th February – Valentine's Day – in 2011. Events to mark the day were organised across the country. This program has been widely adopted by library and information services as a fun and accessible theme to promote their services.

## *Information Awareness Month*

Information Awareness Month (IAM) was held in May 2011. It was the sixth collaborative effort by several associations in the library and information sector including ALIA, the Records and Information Management Professionals Australasia, Health Information Management Association of Australia, the Australian Society of Archivists, Institute for Information Management, Archives and Records Association of New Zealand, the National Archives of Australia, and the Public Records Office of Victoria. The theme for 2011 was *Information Overload: Finding The Tree In The Digital Forest*.

The purpose of Information Awareness Month is to increase public awareness of the breadth of the information industry through a series of information raising events all through the month of May. A poster was produced and events were jointly organised in many states and territories by ALIA and the other involved associations. Sue Hutley, ALIA's Executive Director, attended the launch of the campaign at the National Archives of Australia.

## *Library and Information Week*

Always a major highlight on the library calendar, Library and Information Week (LIW) was held from 23–29 of May. The LIW campaign aims to raise the profile of libraries, information services and information professionals in Australia. The 2011 theme was *Libraries: We Find Stuff*.

Playing on the concept of 'challenge us', libraries advertised their LIW program using a maze theme, set their patrons challenges and organised a wide variety of activities to demonstrate the value of their library and staff.

Library and Information Week 2011 was sponsored by Australian Communications and Media Authority.

ALIA offered a range of merchandise for sale to promote LIW 2011. Sales included 5750 stickers, 713 posters, 2950 eco bags and 8175 bookmarks. National Simultaneous Storytime, held on Wednesday 25 May 2011, was one of the key events held by ALIA during Library and Information Week 2011 (see below). Library and Information Week also includes national events such as National Library Technicians' Day and Libraries Celebrate Cancer Council's Biggest Morning Tea.

As part of the 2011 campaign ALIA partnered with the Wiggles on the *Make Australia a Reading Nation* campaign. The campaign aimed to improve awareness of the many services and resources available through libraries and online to help parents, carers and educators help children develop their literacy skills. By partnering with this campaign, ALIA was granted access to resources recorded by the Wiggles' and disseminated these links to members to add value to their individual campaign programs.

## *National Simultaneous Storytime*

National Simultaneous Storytime (NSS) was held on Wednesday, 25 May at 11am. This was the 11<sup>th</sup> year of National Simultaneous Storytime. The selected book was *Feathers for Phoebe*, written and illustrated by Rod Clement and published by HarperCollins Publishers Australia. Approximately 170 548 children at 1102 locations around Australia participated. Merchandise sales included 509 posters and 43 568 stickers.

The Hon. Simon Crean, Minister for the Arts, took part in the NSS events by reading *Feathers For Phoebe* at the Parliament House Daycare Centre, helping the program achieve additional media coverage. HarperCollins Publishers Australia provided media monitoring figures for NSS this year and reported widespread coverage with a concentration in suburban and regional newspapers and an estimated worth of \$1m in exposure for the event and for libraries and reading. ALIA's promotion included a media release issued in conjunction with HarperCollins Publishers Australia and the book's author.

### *Summer Reading Club*

ALIA hosted the National Summer Reading Club Program for the fifth time in 2011. The program covered the school holiday period from 1 December 2010 – 15 February 2011 with a theme of *Scare Up A Good Book*. Public libraries throughout Australia offered Summer Reading Club and holiday activities for children aged five years and older and their families over the summer break. The Summer Reading Club program includes provision of promotional posters, reading records, puzzles, activities, reading incentives and a website. There were over 30 000 registered participants for Summer Reading Club 2010-2011.

### *Conferences*

Conferences and other meetings are important avenues through which ALIA reaches out to members and the wider sector. ALIA hosted a number of major conferences in 2011.

The ALIA Information Online 2011 Conference was held at the Sydney Convention and Exhibition Centre from January 31 to February 4, 2011 and was attended by 1567 delegates.

The conference program included keynote presentations addressing issues such as library spaces, digital assets and rights management, e-literacy, emerging technologies, information management, and publishing. The Organising Committee assembled a diverse array of pre- and post-conference workshops to allow delegates to extend their learning experiences, while the trade exhibition showcased a diverse range of exhibitors including content management systems and services, econtent vendors, business scientific and legal information databases, integrated information management systems, and e-publishers.

The ALIA National Library and Information Technicians 2011 Conference was held at the Pan Pacific Hotel in Perth from September 12-16. The theme of the conference, *Back to Basics*, aimed to provoke thought and discussion among the delegates about the basic core values of the profession and the sector. Keynote speakers and workshops continued the theme and offered opportunities to re-address the values at the heart of working in the information service industry. A total of 247 delegates attended the event.

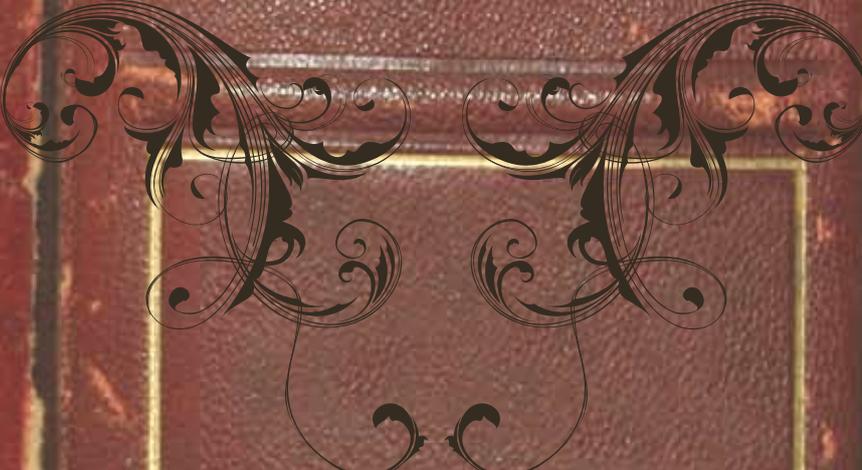
The ALIA New Librarian Symposium 5 2011 was held at the Pan Pacific Hotel from September 16–18, following directly on from the National Library and Information Technicians Conference, allowing for the first time the inclusion of a 'cross over day' in the program to support networking between the two groups of delegates and the sharing of ideas and knowledge at a special event entitled *Back to the Future*. Tickets for this forum sold out.

The theme of NLS5 was *Metamorphosis: What Will You Become Today?* This event attracted 157 delegates with a program including keynote presentations on themes of personal or industry metamorphosis and topics exploring new technologies and looking at libraries of the future.

Both the Library Technicians Conference and the New Librarians Symposium programming included a significant social media strategy, with NLS5 rating as one of the top three trending hashtags in Perth on the weekend of the event.



*2011 Year in Review*



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# Highlights

## Membership stable

ALIA membership remained stable and recruitment of new members slightly increased.

## Museums and Libraries/ Information Services Training Package review completed

The culmination of over a year's hard work saw the completion of the National Training Package. ALIA was an active participant in ensuring the new qualifications reflect industry requirements.

## \$1 million worth of exposure in the media

National Simultaneous Storytime in 2011 reached out through 1102 locations when 170 548 children enjoyed reading *Feathers For Phoebe* by Rod Clements simultaneously at 11am on Wednesday May 25th.

## Re-conceptualising library and information science education

ALIA contributed to and supported the Australian Learning and Teaching Council (ALTC) research project *Re-Conceptualising And Re-Positioning Australian Library And Information Science Education For The Twenty-First Century* throughout its progress to completion in 2011.

## ALIA course accreditation logo launched

This year we launched a logo specifically for ALIA accredited training programs and courses in library and information services education. It is now appearing in advertising by accredited universities and Registered Training Organisations.

### Over \$1.4 million for National Year of Reading

Working with other founding partners for the National Year of Reading, ALIA helped secure over \$1.4 million in funding for this vital national advocacy campaign.

### *The Increasing Accessibility Initiative* exceeds targets for print-disabled access

Our largest single advocacy project for 2011, this project provided 1200 digital audio devices to 175 library service points to improve access to print material in digital format for people with print disability through public libraries around the country. This initiative, generously supported by the Department of Families, Housing, Community Services and Indigenous Affairs, delivered in excess of \$700 000 in devices and content to public libraries Australia wide.

### ALIA Training participation up 15%

In 2011, ALIA Training outperformed on its participation and income targets for the year, recording an increase of 15% participation in the wide range of flexible learning options offered.

### 215 new registrations for PD Scheme

ALIA's voluntary professional development scheme recorded 215 new participants in 2011.

### Two for one conference networking event a sell-out

The National Library Technicians Conference and New Librarians Symposium 5 were scheduled back-to-back in Perth in September 2011. A first for our conferences, the program included a unique cross-over session, *Back To The Future*, which was a sell-out event for our conference program.

# Membership

“ALIA members are strong and committed supporters of the Association, the profession and the industry.”

– Strategic Plan 2010-2015

In 2011, ALIA worked towards reinforcing the value of membership as an integral part of professional standing while encouraging industry leaders to join the Association.

The Association focused on the future of the profession through the annual National Advisory Congress and consulted with a range of Advisory Committees and the membership as a whole in developing the new ALIA conference model during the year.

National Office staff provided ongoing support and mentoring to our many groups and also assisted with the delivery of group events designed to meet members’ needs. Our membership activities also included representation at local, national and international level.

Underpinning these activities is a commitment to ongoing membership growth and retention. There was a minor drop in membership and retention rates over the 2011 year, with total membership as at 30 June 2011 at 5749, compared with 5759 for 30 June 2010, representing a decrease of 0.18%. A 0.35% decrease in retention was recorded (4881, down from 4898 in 2010). However, recruitment rates for new members increased from 861 in 2010 to 868 for 2011, representing a 0.81% increase. These figures indicate reasonable stability in membership, however raising rates of recruitment and retention will be important ongoing objectives for the Association.

## ALIA Groups

At the conclusion of 2011, there were 42 endorsed self-nominating groups active around Australia.

The groups organised a variety of activities throughout the year including library tours, professional development opportunities and professional networking events. Among the highlights were:

- New Grads in the Pub (NEWGRADS)
- Techs On Tour (ALIALIBTVIC)
- Everything You Always Wanted to Know About Working as a Library Technician (LIBTWA)
- Positives, Perils and Pitfalls of Ebooks and Ereaders (ALIASCHOOLS)
- APSIG Anthropological Presentation (ALIAAPSIG)
- How to Become Library Senior Management in 12 Easy Steps (ALIASYD)
- Secure That Job – Tips for Jobseekers (LIBTSA)
- Lib Techs Author Evening (LIBTWA)
- Personal Postcards: Reflections on Libraries (ALIAQLD)
- Tex & The City (ALIALIBTVIC)
- Welcome Reception for NLA Director General (ALIA ACTIVE)

- Repositories at CSIRO (ALIA ACTIVE)
- ALIA Sydney 20x20 – Working Together (ALIASYD)
- National Lib Tech’s Day Breakfast
- Trivia Night (ALIAQLD)
- LibraryGaine – A rogaine on bikes (ALIA HUNTER)
- A World of Stories: a Reading Environment (ALIA SCHOOLS)
- Quiz Night (ALIA TOP END)
- People Power mini-conference (ALIA QLD)
- Knowing Me, Knowing You (ALIASYD)
- Health Librarianship and Informatics in an Ehealth World (ALIA HLA)
- Garden Party (ALIA TOP END)
- Thirtyseveneleven unconference (LIBTNSW)
- Keeping On Track (ALIA TAS)
- Network Your Way Into A Dream Job (ALIA NEW GRADS)
- Acquisitions – The Basics and Beyond (ALIA ACQ)
- Think Outside The Green (ALIASYD)
- Spring Dinner (ALIA ACTIVE)
- Top End Symposium (ALIA TOP END)
- ALIACYS Unconference for National Year of Reading 2012 (ALIACYSNSW)

### *Copyright Support Service*

There has been another increase in the number of copyright queries. There were 355 queries over the last year, compared with 321 in 2010, representing an increase of 10.59%. Most queries are now about digital issues and licences.

ALIA maintained its memberships of the Australian Libraries’ Copyright Committee (ALCC), the Australian Digital Alliance (ADA) and the Intellectual Property Consultative Group of the Department of Foreign Affairs and Trade (DFAT). In this way, ALIA contributed to valuable advocacy and lobbying in the areas of copyright and online content and regulation. In 2011 areas of particular interest and attention included orphan works, the iiNet copyright case, the Draft Treaty on Copyright Exceptions and Limitations for Libraries and Archives, and collecting societies.

### *Industrial Relations Support Service*

The ALIA Industrial Relations Advisory Service assisted members with a wide variety of queries in 2011, ranging from advice on salary scales and work level guidelines to recommendations in relation to position descriptions and negotiating employment reclassification or pay increases. ALIA continued its partnership with industrial relations consultants Indigo Field Pty Ltd, providers of specialist human resources and industrial relations advice to the not-for-profit sector. Indigo Field provided advice on a range of complex matters during the year, including assistance to members who were concerned about significant changes to their job or library service and to members facing redundancy or needing to negotiate a workplace agreement.

# Education & Professional Development

“We will support the needs of members to remain current, skilled and relevant in a changing profession.”

– Strategic Plan 2011-2015

## *Education*

The Association continues to review course accreditation to ensure ALIA’s work in this important area can be undertaken effectively, sustainably and to best practice standards into the future – to meet the interests of educators, students and future graduates, employers, the Association and the library and information services industry at large. With this in mind, ALIA continued to consult with educators, representatives in allied fields and accrediting bodies of other professions, to further inform the review of the current accreditation model and processes.

In 2011, three universities undertook course accreditation. Three others announced discontinuation of undergraduate courses. Two Registered Training Organisations (RTOs) have made enquiries about obtaining accreditation for new courses in the future.

ALIA engaged with educators through regular teleconferences and meetings. The annual Higher Educators’ Forum was held in May 2011 and the annual Library Technician Educators’ Forum was held in September 2011. These meetings provided an invaluable opportunity for discussion about ALIA accreditation, issues in education, current library and information sector research and industry projects. Guest speakers were included in the program and the professional networking component was also considered a valuable element for participants. A representative from each institution was required to attend as part of their accreditation.

A range of enquiries from prospective and current students, graduates, employers and educators, have been answered by the Education Manager and other National Office staff.

Practitioners seeking associate or library technician membership who had not completed an ALIA accredited course went through ALIA’s Widened Eligibility/Overseas Assessment for verification of their qualifications. ALIA has continued to have reciprocal recognition agreements with the Chartered Institute of Library and Information Professionals (CILIP) in the United Kingdom and the American Library Association (ALA).

## *ALIA Accreditation Logo Launched*

The ALIA accreditation logo was introduced for use by providers of ALIA accredited courses to ensure prospective students and their future employers can be confident that courses advertised with this logo are designed to equip graduates with the knowledge, skills and capabilities to enter the workforce and provide a high standard of information and service provision to their clients. In 2011, two universities and one RTO – TAFE – began using the logo in their marketing materials.

## *ALIA Research Project*

ALIA has provided support to a number of research and review projects throughout 2011.

ALIA was a member of the project Reference Group for the Australian Learning and Teaching Council (ALTC) research project *Re-Conceptualising And Re-Positioning Australian Library And Information Science Education For The Twenty-First Century*, supporting the dissemination of discussion papers, and contributing national education-related statistics from data collected annually as part of course accreditation.

### *National Training Package Preview*

The review of the *Innovation and Business Skills Australia Review of CUL04 Museums and Library/ Information Services Training Package* and the development of its successor were completed in 2011. The new qualifications are a direct result of industry feedback and contributions. ALIA was active in this work through membership of IBSA's National Project Reference Group and disseminated relevant information to a wide range of stakeholders including educators, employers and practitioners. ALIA also participated in consultations and provision of feedback to IBSA. ALIA worked with the library technician educators and other key stakeholders to ensure positive outcomes for the library and information services industry.

### *Professional Development*

The ALIA PD Scheme continued to offer a well-regarded mechanism for planning, recording and reflecting on continuous professional development. Membership of the PD Scheme has grown, with 215 new registrations in 2011. During 2011 the Professional Development and Careers Manager delivered explanatory sessions on the PD scheme via teleconference, face-to-face meetings and by delivering papers at the ALIA National Library and Information Technicians Conference and ALIA 5th New Librarians Symposium. Ten percent of PD Scheme members were successfully audited in October – November 2011. At the time of audit there were 720 members registered in the PD Scheme. Reflection as part of the continuous learning process has been an increasingly important element of the PD Scheme in 2011. Members who fulfilled the requirements of their PD triennium by June 2011 and applied for a Certified Practitioner certificate are listed on page 3.

In 2011, ALIA launched a member-only, personalised Professional Development and Career Advisory Service to assist members to identify ways to make the most of professional development, upgrade skills, and improve job satisfaction and employment marketability.

### *Training*

ALIA Training went from strength to strength in 2011. A dedicated Training Coordinator was appointed to manage and administer the program. A wide range of training options were featured in the calendar, which again included a number of short courses from TAFE NSW and FOLIOz at the University of Sheffield. E-learning, information skills training, acquisitions and Web 2.0 were particularly popular options. Additionally, a range of free-for-members teleconferences on disaster preparedness, public relations and media, the ALIA PD Scheme, and Library and Information Week and National Simultaneous Storytime campaigns were conducted with great success.

Comfortably achieving its budget target, ALIA Training contributed well to the financial position of the Association with 473 participants registered for courses and workshops throughout 2011. This demonstrated an overall increase of 15%, satisfying the target for this enterprise within the ALIA Strategic Plan.

# Sustainability

“The Association has a responsibility to its members to maintain and grow its assets and resources.”

## – Strategic Plan 2010-2015

The Association’s operational focus on sustainability was maintained during 2011.

The financial results detailed in the following Financial Report were pleasing and represent the achievement of the first step in the Strategic Plan 2011–2015 to be a financially sustainable organisation by 2015.

2011 saw strong revenue performance achieved from the Information Online Conference, income from group events, growth in our training revenue, a solid result from our ALIA House tenancy, and a major government funding program.

Expense control was achieved through a minor reduction in administration support staff at National Office, savings in travel and accommodation costs, renegotiation of some contracts such as insurances and a move to Voice over Internet Protocol (VOIP) technology which has delivered significant savings in telecommunication costs.

Overall, strong expense management by National Office staff, conference organising committees and groups all contributed to the result.

Membership numbers declined slightly during the year. While this is not an unusual situation among professional associations, the retention of members and attraction of new members must remain a high priority during 2012 and beyond.

The Association remains strong financially because of its assets and past retained surpluses, and maintaining our focus on returning reasonable operating surpluses will enhance that situation.

No major restructuring occurred at National Office during 2011; the organisational changes which were made during 2010 have served the Association well.

The decision to implement a financial strategy that moved ALIA away from a managed fund-reliant strategy to term deposits and other short term investments proved very appropriate given the continuing poor performance of the equity markets in 2011 and global economic uncertainty. Retention of ownership of ALIA House continues to be an appropriate strategy for the Association as it continues to show a positive cash flow. Full tenant occupancy was again achieved in 2011 and leases were renegotiated with two of our four tenants during the year.

### *Interlibrary Loan Voucher Scheme*

During the year ALIA announced that it would cease providing a voucher-based Interlibrary Lending Scheme. The issuing of vouchers ceased in December 2011 and Institutional and Voucher Only members are able to redeem vouchers held until June 30, 2012. The ALIA scheme was an innovative and valuable service to the library profession for many years but, as with many transaction systems, had been supplanted over time by simpler, more secure and more universally accepted systems.

# Governance

“A strong Association maintains relevance and sustainability through forward planning, a considered framework and a thorough knowledge of its responsibilities.”

## – Strategic Plan 2010-2015

At the May 2011 Board meeting, the Directors took a decision to reduce the number of standing committees and change their names to sub-committees, to better reflect their relationship to the Board.

Each sub-committee consists of three Board Members, supported by National Office Staff (who do not have voting rights).

The newly formed sub-committees were the:

- Finance, Audit and Risk Management Sub-Committee, assuming responsibility for governance issues
- Membership and Awards Sub-Committee, for whom responsibilities were unchanged
- Professional Development, Education, Research and Publishing Sub-Committee, integrating the professional development and education responsibilities with responsibilities for research and publishing

The Finance, Audit and Risk Management Sub-Committee commenced a review of the current constitution and By-Laws and will report its findings to the Board during 2012. This sub-committee also completed a review of business and financial delegations to National Office.

The Membership and Awards Sub-Committee commenced a review of membership categories during 2011 and will report its findings to the Board during 2012.

Our Advisory Committees continued their excellent work in advising the Board and its sub-committees on areas of interest to the profession, providing high quality advice and commentary.

Again, 2011 saw our new Directors being appointed to Board positions rather than contesting elections. The Board thanks our new Directors and is confident that the skills and experience they bring to the Board will be of significant benefit to the Association.

The time pressures of the modern work environment place considerable pressure on individual members and employers when potential membership of the Board is being considered. A strong Association brings undoubted benefits to individual members and the profession at large and the Board will continue to search for new approaches to ensure the ongoing professionalism of the Board and the Association is maintained and improved.

# Research and Publishing

“A strong research and publishing program provides the profession with a strong foundation for future growth and achievement.”

– Strategic Plan, 2010-2015

2011 saw the achievement of key milestones in the development of a strong research and publishing program, including increasing contributions to *INCITE* and celebrating the 60th anniversary of ALIA’s flagship journal, the *Australian Library Journal*.

*Australian Academic & Research Libraries* published four issues in 2011 under the editorship of Dr Bob Pymm. Ian Morrison continued as Book Reviews Editor.

*Australian Library Journal* celebrated its 60<sup>th</sup> (diamond) anniversary in 2011. Four issues were published under the editorship of Ann Ritchie with broad themes of looking forward and looking back at research within the profession. Gary Gorman continued as Book Reviews Editor.

*INCITE* continues to be the most visible member benefit, and made inroads to become more sustainable in 2011. A decision was made to cap at 32 pages for 2011 to manage production

costs within the budget. Advertising revenue met targets for 2011, partially through the introduction of a revised product and services directory lift out, the *LIS List*, published in November. Other features through the year included a lift out of ALIA accredited courses in conjunction with the launch of the ALIA course accreditation logo and providing ongoing profile for ALIA member services in the magazine. Member contributions continue to be the focus of the magazine, with 119 articles contributed by members through the year.

*aliaNEWS*, *pubNEWS*, *PD Postings*, and *LIS Management in Focus* continue to inform members of opportunities, news, and events, and the occasional prize for observant members.

The newly formed Professional Development, Education, Research and Publishing (PDERP) Sub-Committee continued to build on the Publishing Action Plan, with a focus on financial sustainability for ALIA’s publishing program.



# Partnerships

“To be effective, the profession must speak with one clear, collective voice.”

– Strategic Plan 2010-2015

The library and information profession remains characterised by interlocking threads of mutual interest that necessitate a network of formal and informal partnerships to achieve the outcomes the profession desires. ALIA continues to build strong partnerships across all library sectors as the members of our Association reflect that breadth of interest.

## *The Increasing Accessibility Library Initiative*

This project was perhaps the single largest advocacy project undertaken during 2011 and aimed to improve access to print material in digital format for people with print disability through public libraries around the country.

The Increasing Accessibility Initiative was undertaken with funding from the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).

The project had an initial goal of providing 800 digital audio devices through 50 library services around the country; however this goal was significantly exceeded over the course of the year. The final figures showed over 1200 devices had been provided through some 175 library service points. As a result of this thousands of Australians now have access to print material in a digital format and many of those library patrons have commented on the significant improvement this has made to their lives.

We thank the hundreds of public library staff and volunteers who have made this project such an outstanding success.

## *The National Year of Reading 2012*

2011 was an extremely busy year for ALIA and the other Founder Partners as plans for the National Year of Reading were finalised. Much planning and hard work went into obtaining significant government support and funding, and into the completion of a number of early projects such as the Writing Competition (a part of the official Adult Learners Week program in 2011).

The support of Sue McKerracher and her team at The Library Agency has been integral to the success already achieved by

the National Year of Reading 2012 and the library profession nationally has galvanised itself behind this wonderful campaign.

## *Inquiry into School Libraries and Teacher Librarians*

The Australian Government released its report into the findings of the Inquiry in December 2011. ALIA and the Australian School Libraries Association have worked extremely closely over a period of two years to put a combined position to the two rounds of inquiries.

It is disappointing that so many of the recommendations require further discussions between the Australian and the State Governments but we will continue to work with all the parties involved to ensure that the role and contributions of teacher librarians and school libraries remain valued and sustained.

## *Standards and Guidelines for Australian Public Libraries*

These national standards were launched in Perth in April 2011. Produced with the support of Public Library Associations across the country, the aim of this document is to support the work of Australia's 1500 public libraries in bringing information, recreation and lifelong learning opportunities to all Australians. This is the first document applicable to public libraries across Australia since 1990.

The document provides an evidence-based guide for the development of library services in Australia. It provides a framework for service assessment and continuous improvement, and is a practical tool for comparison among library services. It is intended to encourage best practice and equity in service delivery, not by presenting theoretical targets, but by highlighting standards already achieved by leading libraries.

The standards will be reviewed during 2012 to take into account 2009–10 data recently released by National and State Libraries Australasia.

### *Safer Internet and Cyber-Safety Consultative Working Group*

The Association has maintained an ongoing position on the Cyber-Safety Consultative Working Group. This is a broad based group from industry and government which looks to implement programs that enhance safe use of the internet without imposing unnecessary restrictions on access. ALIA has provided ongoing cross-promotional support to the messages of the Cybersmart campaign and Safer Internet Day.

We also continue to work with the National Broadband Network and the Department of Broadband, Communications and the Digital Economy to advance the cause of public libraries as service delivery points to bring community value from this rollout.

### *Blue Shield and May Day*

ALIA continues to be an active member and supporter of Blue Shield Australia which works to help communities recover and restore cultural and literary resources following disasters. Each year we promote disaster preparedness resources through the May Day program online and via social media, and in *INCITE*.

### *Book Industry Strategy Group*

ALIA worked closely with the Council of Australian University Librarians in 2010 to prepare a submission to the Book Industry Strategy Group (BISG). As the deliberations of the BISG continue, we will continue to represent our members and advocate their interests and those of the reading community to the Minister and to industry, particularly in areas of copyright and open access.

### *Australian Libraries Copyright Committee*

ALIA is continuing our ongoing involvement as a funding member and active participant in the Australian Libraries Copyright Committee and the Australian Digital Alliance with the objective of presenting members' interests to both industry and government.

### *Submissions*

In addition to these projects, during 2011 we provided submissions to the following inquiries:

- House of Representatives Committee on Infrastructure and Communications (relating to the National Broadband Network rollout)
- 2011 Queensland Floods Commission of Inquiry
- Victorian Floods Review
- Australian Government's Convergence Review Framing Paper
- 2011 Strategic Roadmap for Australian Research Infrastructure to the Department of Innovation, Industry Science and Research
- National Cultural Policy

Full details of submissions are available on the ALIA website and are reported through *aliaNEWS*, *elists* and ALIA publications.



# *Financial Report*



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

**FINANCIAL REPORT  
FOR THE YEAR ENDED  
31 DECEMBER 2011**

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## **DIRECTORS' REPORT**

Your directors present this report on the Australian Library and Information Association Ltd (the company) for the financial year ended 31 December 2011.

### **Directors**

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

Mr Graham Black (Resigned 17 May 2011, Reappointed on 18 May 2011)  
Dr Gillian Hallam (Resigned 17 May 2011)  
Ms Kate Sinclair (Resigned 17 May 2011)  
Ms Julie Rae  
Ms Margaret Allen  
Mr Andrew Hocken (Resigned 17 May 2011)  
Mr John Bayliss  
Ms Vanessa Little (Appointed 18 May 2011)  
Ms Kathryn Cass (Appointed 18 May 2011)  
Mr Joseph Cullen (Appointed 18 May 2011)

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

### **Company Secretary**

The following person held the position of Company Secretary at the end of the financial year:

Mr Harry Carroll – Financial Controller of ALIA since 17 May 2010. Mr Carroll was appointed Company secretary on 24 December 2011.

### **Principal Activities**

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

No significant changes in the nature of the company's principle activity occurred during the financial year.

### **Objectives**

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

## DIRECTORS' REPORT (CONTINUED)

### Operating Results

The surplus/(deficit) of the company amounted to \$106,076 (2010: \$551,281 deficit).

### After Balance Date Events

There have been no events subsequent to balance date identified that require disclosure in the financial statements.

### Future Developments

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

### Environmental Issues

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

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

No significant changes in the company's state of affairs occurred during the financial year.

### Options

No options over issued shares or interests in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

### Information on Directors

<b>Mr Graham Black</b>	-	Board Director - 19 May 2010 to 17 May 2011. Reappointed 18 May 2011
Qualifications	-	BA, Grad Dip Lib, MBA, AALIA
Experience	-	Serving third year on Board of Directors
<b>Ms Julie Rae</b>	-	Board Director - appointed 19 May 2010
Qualifications	-	BA Librarianship, GradCert Business Administration, AALIA
Experience	-	Serving second year on Board of Directors
<b>Ms Margaret Allen</b>	-	President - appointed 19 May 2010
Qualifications	-	BA (Lib Stud), AALIA
Experience	-	Serving second year on Board of Directors
<b>Mr John Bayliss</b>	-	Board Director - appointed 19 May 2010
Qualifications	-	AALIA
Experience	-	Serving second year on Board of Directors

## DIRECTORS' REPORT (CONTINUED)

### Information on Directors (Continued)

<b>Ms Vanessa Little</b>	-	Vice President - appointed 18 May 2011
Qualifications	-	BA Lib Stud, Grad Dip Bus Admin, AALIA, FLGMA
Experience	-	Serving first year on the Board of Directors
<b>Ms Kathryn Cass</b>	-	Board Director - appointed 18 May 2011
Qualifications	-	BA(Hons), GradDipAppSc(Lib&InfoMgt) AALIA(CP)
Experience	-	Serving first year on the Board of Directors
<b>Mr Joseph Cullen</b>	-	Board Director - appointed 18 May 2011
Qualifications	-	MBA, MPPM, FLGPro, FIPA, MAICD
Experience	-	Serving first year on the Board of Directors

### Meetings of Directors

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

#### Directors' Meetings

	Number eligible to attend	Number attended
Ms Margaret Allen	10	10
Ms Vanessa Little	5	5
Ms Julie Rae	10	10
Mr John Bayliss	10	10
Mr Graham Black	9	8
Mr Joseph Cullen	5	4
Ms Kathryn Cass	5	5
Ms Kate Sinclair	5	5
Dr Gilliam Hallam	5	5
Mr Andrew Hocken	2	0

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 31 December 2011, the total amount of members was 5,777 (2010: 5,341).

**DIRECTORS' REPORT (CONTINUED)**

**Auditor's Independence Declaration**

The lead auditor's independence declaration for the year ended 31 December 2011 has been received and can be found on page 5 of the financial report.

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



Director  
Margaret Allen - President

Dated this

24 day February

2012



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

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2011 there have been:

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

A handwritten signature in black ink, appearing to read 'A.B. Papps', is written over a faint, larger version of the signature.

PricewaterhouseCoopers  
A.B. Papps, CA  
28 February 2012  
Canberra, ACT

---

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**STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2011**

	Note	2011 \$	2010 \$
<b>Revenue</b>	2	5,422,436	3,576,377
<b>Expenses</b>			
ALIA House		(196,326)	(344,113)
Australian Library Journal		(38,379)	(37,951)
Awards/promotions/library week		(22,531)	(23,956)
Board of Directors/governance		(40,824)	(78,196)
Conference		(1,184,694)	(410,611)
Copyright		(30,060)	(14,849)
Divisions/groups		(55,176)	(26,919)
Education and training		(84,970)	(86,355)
External services		(439,264)	(640,862)
InCite		(167,056)	(154,588)
ICT		(190,651)	(124,156)
Australian Academic and Research Libraries Publications		(27,773)	(17,011)
Purchase and Merchandise		(14,776)	(51,031)
Administration		(80,359)	(385,702)
Depreciation		(297,217)	(305,774)
Salaries		(1,035,268)	(1,265,935)
Superannuation		(92,451)	(102,422)
Insurance		(46,405)	(57,227)
National Year of Reading		(200,421)	-
Library Initiative FAHCSIA		(965,198)	-
DEEWR Adult Learners Week		(79,000)	-
DEEWR Well Program		(21,203)	-
Total expenses		(5,310,002)	(4,127,658)
Surplus/(Deficit) before income tax		112,434	(551,281)
Income tax expense	1 (h)	-	-
Surplus/(Deficit) after income tax		112,434	(551,281)
<b>Other Comprehensive Income</b>			
Changes in asset revaluation reserves		-	-
Total Comprehensive Income		112,434	(551,281)

The accompanying notes form part of these financial statements.

**STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2011**

	<b>Note</b>	<b>2011</b>	<b>2010</b>
		\$	\$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	1,087,520	852,471
Investments	5	2,312,132	1,468,431
Trade and other receivables	6	12,672	26,007
Other current assets	7	183,162	399,558
<b>TOTAL CURRENT ASSETS</b>		<u>3,595,486</u>	<u>2,746,467</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	8	1,472,658	1,555,969
Investment property – ALIA House tenancies	9	3,867,898	3,972,227
Intangible assets	10	49,633	133,565
<b>TOTAL NON-CURRENT ASSETS</b>		<u>5,390,189</u>	<u>5,661,761</u>
<b>TOTAL ASSETS</b>		<u>8,985,675</u>	<u>8,408,228</u>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	11	248,524	313,697
Redeemable interlibrary loan vouchers	12	338,787	59,929
Prepaid Membership and other income in advance	13	760,495	1,250,756
Unspent Federal funds	14	1,123,938	-
<b>TOTAL CURRENT LIABILITIES</b>		<u>2,471,744</u>	<u>1,624,382</u>
<b>NON-CURRENT LIABILITIES</b>			
Long-term provisions	15	10,610	15,131
Redeemable interlibrary loan vouchers	12	-	383,651
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>10,610</u>	<u>398,782</u>
<b>TOTAL LIABILITIES</b>		<u>2,482,354</u>	<u>2,023,164</u>
<b>NET ASSETS</b>		<u>6,503,321</u>	<u>6,385,064</u>
<b>EQUITY</b>			
Retained earnings		4,363,956	4,358,133
Reserves		2,139,365	2,026,931
<b>TOTAL EQUITY</b>		<u>6,503,321</u>	<u>6,385,064</u>

The accompanying notes form part of these financial statements.

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2011**

	<b>Retained Earnings</b>	<b>Reserves</b>	<b>Revaluation Reserve</b>	<b>Total</b>
	\$	\$	\$	\$
<b>Balance at 1 January 2010</b>	2,578,212	93,247	4,266,266	6,937,725
Transfers from reserves	-	(1,380)	-	(1,380)
Profit/(Loss) attributable to the company	(551,281)	-	-	(551,281)
<b>Balance at 31 December 2010</b>	<u>2,026,931</u>	<u>91,867</u>	<u>4,266,266</u>	<u>6,385,064</u>
<b>Balance at 1 January 2011</b>	2,026,931	91,867	4,266,266	6,385,064
Transfers from reserves	-	5,823	-	5,823
Profit attributable to the company	112,434	-	-	112,434
Net gain on revaluation of assets	-	-	-	-
<b>Balance at 31 December 2011</b>	<u>2,139,365</u>	<u>97,690</u>	<u>4,266,266</u>	<u>6,503,321</u>

The accompanying notes form part of these financial statements.

**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2011**

	Note	2011 \$	2010 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipt of members and customers		6,535,802	4,004,347
Payments to suppliers and employees		(5,492,547)	(4,615,227)
Interest received		61,140	40,021
		<hr/>	<hr/>
Net cash generated from operating activities		1,104,395	(570,859)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
(Payment) / Proceeds from investments		(837,343)	537,552
Payment for property, plant and equipment		(25,645)	(33,498)
		<hr/>	<hr/>
Net cash used in investing activities		(862,988)	504,054
Net increase in cash held		235,049	(66,805)
Cash and cash equivalents at beginning of financial year		852,471	919,276
		<hr/>	<hr/>
Cash and cash equivalents at end of financial year	4	<u>1,087,520</u>	<u>852,471</u>

The accompanying notes form part of these financial statements.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

The financial statements are for the Australian Library and Information Association Ltd as an individual entity, incorporated and domiciled in Australia. The Australian Library and Information Association Ltd is a company limited by guarantee.

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### Basis of Preparation

The Australian Library and Information Association Ltd has elected to early adopt the pronouncements AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010-2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements to the annual reporting period beginning 1 July 2010.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board and the *Corporations Act 2001*.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

#### Accounting Policies

##### a. Revenue

Grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

The Australian Library and Information Association Ltd receive non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in the statement of comprehensive income.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Donations and bequests are recognised as revenue when received.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

a. **Revenue (Continued)**

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

All revenue is stated net of the amount of goods and services tax (GST).

b. **Property, Plant and Equipment**

Each class of property, plant and equipment is carried at cost or fair value as indicated, less, where applicable, accumulated depreciation and impairment losses.

#### **Freehold Property**

Freehold land and buildings are shown at their fair value based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings.

In periods when the freehold land and buildings are not subject to an independent valuation, the directors conduct directors' valuations to ensure the carrying amount for the land and buildings is not materially different to the fair value.

Increases in the carrying amount arising on revaluation of land and buildings are recognised in other comprehensive income and accumulated in the revaluation surplus in equity. Revaluation decreases that offset previous increases of the same class of assets shall be recognised in other comprehensive income under the heading of revaluation surplus. All other decreases are charged to the statement of comprehensive income.

As the revalued buildings are depreciated, the difference between depreciation recognised in the statement of comprehensive income, which is based on the revalued carrying amount of the asset and the depreciation based on the asset's original cost, is transferred from the revaluation surplus to retained earnings.

Any accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Freehold land and buildings that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

#### **Plant and equipment**

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Plant and equipment that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### b. Property, Plant and Equipment (Continued)

##### Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, but excluding freehold land, is depreciated on a straight line basis over the asset's useful life to the entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The useful lives used for each class of depreciable assets are:

<b>Class of Fixed Asset</b>	<b>Useful Life</b>
Buildings	30 years
Furniture and Fittings	3 – 11 years
Computer Equipment	1 – 3 years
Office Partitions	10 years
Leasehold Improvements	10 years

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

Each asset class's carrying amount is written down immediately to its recoverable amount if the class's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

#### c. Financial Instruments

##### Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (ie trade date accounting is adopted). Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified "at fair value through profit or loss" in which case transaction costs are expensed to profit or loss immediately.

##### Classification and subsequent measurement

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest rate method or cost. *Fair value* represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### c. Financial Instruments (Continued)

*Amortised cost* is calculated as:

- (i) the amount at which the financial asset or financial liability is measured at initial recognition;
- (ii) less principal repayments;
- (iii) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the *effective interest method*; and
- (iv) less any reduction for impairment.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

(i) *Financial assets at fair value through profit or loss*

Financial assets are classified at "fair value through profit or loss" when they are held for trading for the purpose of short-term profit taking, or where they are derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

(ii) *Loans and receivables*

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting period. (All other loans and receivables are classified as non-current assets.)

(iii) *Held-to-maturity investments*

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the entity's intention to hold these investments to maturity. They are subsequently measured at amortised cost.

Held-to-maturity investments are included in non-current assets, except for those which are expected to mature within 12 months after the end of the reporting period. (All other investments are classified as current assets.)

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### c. Financial Instruments (Continued)

If during the period the company sold or reclassified more than an insignificant amount of the held-to-maturity investments before maturity, the entire held-to-maturity investments category would be tainted and reclassified as available-for-sale.

##### (iv) *Available-for-sale financial assets*

Available-for-sale financial assets are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature, or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments. Such assets are subsequently measured at fair value.

Available-for-sale financial assets are included in non-current assets, except for those which are expected to be disposed of within 12 months after the end of the end of the reporting period. (All other financial assets are classified as current assets.)

##### (v) *Financial liabilities*

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

#### **Fair value**

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

#### **Impairment**

At the end of each reporting period, the entity assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

#### **Derecognition**

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are discharged, cancelled or expired. The difference between the carrying value of the financial liability, which is extinguished or transferred to another party, and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011****NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****d. Impairment of Assets**

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of a class of assets, the entity estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

**e. Employee Benefits**

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

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

**f. Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

**g. Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011****NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****g. Goods and Services Tax (GST) (Continued)**

Cash flows are included in the statement of cash flows on a gross basis, except for the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the ATO. The GST component of financing and investing activities which is recoverable from, or payable to, the ATO is classified as a part of operating cash flows. Accordingly, investing and financing cash flows are presented in the statement of cash flows net of the GST that is recoverable from, or payable to, the ATO.

**h. Income Tax**

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

**i. Provisions**

Provisions are recognised when the entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

**j. Redeemable Inter Library Loan Vouchers**

The Company operates an interlibrary lending voucher system, with vouchers used by libraries as payment for interlibrary loans, photocopies or microform copies made for retention by another library and digital copies. The Company's interlibrary loan vouchers are redeemable vouchers purchased from the Company and used by libraries as payment for interlibrary loans or copies of articles and other information made by one library or information service for use by another library or information service. The scheme provides a simple and secure form of interlibrary currency and meets the GST requirements.

**k. Comparative Figures**

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

When an entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

**l. Trade and Other Payables**

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011****NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****m. Critical Accounting Estimates and Judgments**

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

**Key estimates***Impairment*

The freehold land and buildings were independently valued at 31 December 2009. The valuation was based on the fair value less cost to sell. The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current strong demand for land and buildings in the area and recent sales data for similar properties.

At 31 December 2011, the directors have performed a directors' valuation on the freehold land and buildings. The directors have reviewed the key assumptions adopted by the valuers in 2009 and do not believe there has been a significant change in the assumptions at 31 December 2011. The directors therefore believe the carrying value of the land correctly reflects the fair value less cost to sell at 31 December 2011.

**n. Economic Dependence**

Australian Library and Information Association Ltd receive a material amount of funding from the Government to operate the business. At the date of this report the Board of Directors has no reason to believe the Government will not continue to support Australian Library and Information Association Ltd.

**o. New Accounting Standards for Application in Future Periods**

Australian Library and Information Association Ltd has elected to early adopt the pronouncements AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010-2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements to the annual reporting period beginning 1 July 2010.

The financial statements were authorised for issue on 24 February 2012 by the directors of the company.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011**

**NOTE 2: REVENUE AND OTHER INCOME**

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
<b>Revenue</b>		
Operating Revenue		
–Membership	1,371,798	1,321,100
–InCite and other publications	143,272	172,311
–Conferences	1,517,045	581,752
–Divisions/Groups	57,348	9,436
–Australian Library Journal	17,469	18,953
–Australian Academic and Research Libraries including publications	15,183	18,697
–Donations	2,026	8,522
–Awards/Promotions/Library Week	49,169	91,844
–ALIANet employment advertising	92,700	81,840
–Education and training	103,383	87,454
–Inter Library Loan Voucher Adjustment	-	547,725
–Other revenue	256,849	183,232
Total Operating Revenue	<u>3,626,242</u>	<u>3,122,866</u>
Grant Revenue		
–Federal Funding	1,265,822	-
Total Grant Revenue	<u>1,265,822</u>	<u>-</u>
Other Income		
–Interest revenue	73,549	5,282
–Managed fund income	(12,409)	34,739
–Rental income	469,232	413,490
Total Other Income	<u>530,675</u>	<u>453,511</u>
<b>Total Revenue and Other Income</b>	<u><u>5,422,436</u></u>	<u><u>3,576,377</u></u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 3: PROFIT FOR THE YEAR

	2011	2010
	\$	\$
a. <b>Expenses</b>		
Employee Benefits Expense	1,268,154	1,368,355
Depreciation and amortisation:		
– buildings	149,551	141,665
– Plant and equipment	147,666	164,109
Total depreciation and amortisation	297,217	305,774
Auditor Remuneration		
– auditing the financial report	21,000	21,000
– Accounting services	22,208	170,667
Total Auditor Remuneration	43,208	191,667
Grant Expenditure		
– National Year of Reading	200,421	-
– Library Initiative FAHCSIA	965,198	-
– DEEWR Adult Learners Week	79,000	-
– DEEWR Well Program	21,203	-
Total Grant Expenditure	1,265,822	-

### NOTE 4: CASH AND CASH EQUIVALENTS

	2011	2010
	\$	\$
CURRENT		
Conferences – cash at bank	-	12,556
National Office – cash at bank	866,429	104,884
Deposits at call	-	10,000
Divisions/Groups – cash at bank and in hand	49,818	180,163
Anne Harrison Trust Fund – cash at bank	58,257	55,638
Research fund – cash at bank	38,229	38,229
ANZ Negotiator – cash at bank	67,129	64,190
Other – cash at bank and in hand	2,060	2,060
Online Conference – cash at bank	-	377,043
TAS Group – cash at bank	5,598	7,708
Total Cash and Cash Equivalents	1,087,520	852,471

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011**

**NOTE 5: INVESTMENTS**

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
CURRENT		
Managed Fund	275,541	1,468,431
Term Deposits	2,036,591	-
	<hr/>	<hr/>
Total Investments	2,312,132	1,468,431
	<hr/>	<hr/>

**NOTE 6: TRADE AND OTHER RECEIVABLES**

	<b>Note</b>	<b>2011</b>	<b>2010</b>
		<b>\$</b>	<b>\$</b>
CURRENT			
Trade receivables		13,607	27,520
Provision for impairment	6a	(935)	(1,513)
		<hr/>	<hr/>
Total current trade and other receivables		12,672	26,007
		<hr/>	<hr/>

a. **Provision for Impairment of Receivables**

Movement in the provision for impairment of receivables is as follows:

	<b>\$</b>
Provision for impairment as at 31 December 2009	21,419
- Charge for year	15,544
- Written off	(35,450)
	<hr/>
Provision for impairment as at 31 December 2010	1,513
- Charge for year	-
- Written off	(578)
	<hr/>
Provision for impairment as at 31 December 2011	935
	<hr/>

**NOTE 7: OTHER ASSETS**

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
CURRENT		
Prepayments	171,162	362,158
Other	12,000	37,400
	<hr/>	<hr/>
Total Other Assets	183,162	399,558
	<hr/>	<hr/>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 8: PROPERTY, PLANT AND EQUIPMENT

	2011	2010
	\$	\$
<b>LAND AND BUILDINGS</b>		
Leasehold land – at fair value	300,000	300,000
Freehold buildings – at fair value	1,062,500	1,062,500
Less accumulated depreciation	(65,762)	(38,424)
	<u>996,738</u>	<u>1,024,076</u>
Total Land and Buildings	<u>1,296,738</u>	<u>1,324,076</u>
<b>Office Equipment</b>		
Office Equipment – at cost	203,199	191,726
Less accumulated depreciation	(164,918)	(150,877)
Total Office Equipment	<u>38,281</u>	<u>40,849</u>
<b>Fixtures and Fittings</b>		
Fixtures and Fittings – at cost	444,979	430,807
Less accumulated depreciation	(307,340)	(239,763)
Total Fixtures and Fittings	<u>137,639</u>	<u>191,044</u>
Total property, plant and equipment	<u>1,472,658</u>	<u>1,555,969</u>

### Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Leasehold Land	Freehold Buildings	Office Equipment	Fixtures and Fittings	Total
	\$		\$	\$	\$
<b>2011</b>					
Balance at the beginning of the year	300,000	1,024,076	40,849	191,044	1,555,969
Additions at cost	-	-	11,473	14,172	25,645
Depreciation expense	-	(27,338)	(14,041)	(67,577)	(108,956)
Carrying amount at the end of the year	<u>300,000</u>	<u>996,738</u>	<u>38,281</u>	<u>137,639</u>	<u>1,472,658</u>

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011**

**NOTE 8: PROPERTY, PLANT AND EQUIPMENT (CONTINUED)**

**Asset Revaluations**

The freehold land and buildings were independently valued at 31 December 2009. The valuation was based on the fair value less cost to sell. The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current strong demand for land and buildings in the area and recent sales data for similar properties.

At 31 December 2011, the directors have performed a directors' valuation on the freehold land and buildings. The directors have reviewed the key assumptions adopted by the valuers in 2009 and do not believe there has been a significant change in the assumptions at 31 December 2011. The directors therefore believe the carrying value of the land correctly reflects the fair value less cost to sell at 31 December 2011.

**NOTE 9: INVESTMENT PROPERTY- ALIA HOUSE TENANCIES**

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
ALIA House Investment	4,087,500	4,087,500
Less accumulated depreciation	(219,602)	(115,273)
	<hr/>	<hr/>
Total ALIA House Investment	3,867,898	3,972,227
		<hr/> <hr/>
		<b>ALIA House Investment</b>
		<b>\$</b>
<b>2011</b>		
Balance at the beginning of the year		3,972,227
Depreciation Expense		(104,329)
		<hr/>
Carrying amount at the end of the year		3,867,898
		<hr/> <hr/>

**Leasing Arrangements**

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

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
Within one year	444,531	435,227
Later than one year but not later than 5 years	360,340	336,570
	<hr/>	<hr/>
	804,871	771,797
		<hr/> <hr/>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 10: INTANGIBLE ASSETS

	2011	2010
	\$	\$
Software – at cost	335,730	335,730
Accumulated amortisation and impairment	(286,097)	(202,165)
Net carrying value	<u>49,633</u>	<u>133,565</u>

#### Computer Software \$

#### 2011

Balance at the beginning of the year	133,565
Amortisation charge	(83,932)
Carrying amount at the end of the year	<u>49,633</u>

### NOTE 11: TRADE AND OTHER PAYABLES

	Note	2011	2010
		\$	\$
CURRENT			
Trade payables		157,666	207,156
Other current payables		32,994	34,374
Employee benefits		57,864	72,167
	11a	<u>248,524</u>	<u>313,697</u>

a.		2011	2010
		\$	\$
<b>Financial liabilities at amortised cost classified as trade and other payables</b>			
Trade and other payables:			
-	total current	248,524	313,697
-	total non-current	-	-
		<u>248,524</u>	<u>313,697</u>
	Less PAYG	(19,953)	(21,368)
	Less GST Payable	(7,874)	(28,303)
	Less payroll liabilities	(12,266)	(13,006)
	Less annual leave entitlements	(57,864)	(72,167)
	Financial liabilities as trade and other payables	<u>150,567</u>	<u>178,853</u>
	21		

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011**

**NOTE 12: REDEMABLE INTERLIBRARY LOAN VOUCHERS**

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
CURRENT		
Voucher Liability	338,787	59,929
NON-CURRENT		
Voucher Liability	-	383,651
Total borrowings	338,787	443,580

In October 2010, ALIA undertook a project to determine the current unredeemed value of Inter Library Loan Vouchers. A survey was conducted with institutional members to ascertain the value of vouchers they may hold. Following this survey a "net present value" calculation was completed based on the average of the last three years voucher redemptions over a 10 year period. The Australian Bureau of Statistics long term bond rate was used as the discount factor. The result of the "net present value" calculation was compared with the current value in accounts and the reduction in value of \$547,725 was brought to account as income.

In November 2011, ALIA determined not to continue with the Inter Library Loan Voucher scheme and advised all voucher holders that the scheme was closed as at 31 December 2011. Final redemption must be made by 30 June 2012.

**NOTE 13: PREPAID MEMBERSHIP AND OTHER INCOME IN ADVANCE**

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
CURRENT		
Income in Advance	760,495	1,250,756
Total Other Current Liabilities	760,495	1,250,756

**NOTE 14: UNSPENT FEDERAL FUNDS**

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
CURRENT		
Unspent Federal Funding	1,123,938	-
Total Unspent Federal Funds	1,123,938	-

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 15: PROVISIONS

	<b>Long-term Employee Benefits</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>
Opening balance at 1 January 2011	15,131	15,131
Additional provisions raised during year	16,412	16,412
Amounts used	(20,933)	(20,933)
Balance at 31 December 2011	<u>10,610</u>	<u>10,610</u>
	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
<b>Analysis of total provisions</b>		
Current	-	-
Non-current	10,610	15,131
	<u>10,610</u>	<u>15,131</u>

#### Provision for Long-term Employee Benefits

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data. The measurement and recognition criteria relating to employee benefits have been included in Note 1.

### NOTE 16: SERVICE AGREEMENT COMMITMENTS

Non-cancellable service agreements entered into prior to 31 December 2011

Payable – minimum amounts payable		
- not later than 12 months	46,657	1,914
- between 12 months but not later than 5 years	43,984	147,250
-	<u>90,641</u>	<u>149,164</u>

### NOTE 17: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

As at balance date the entity has no known contingent liabilities or contingent assets.

### NOTE 18: EVENTS AFTER THE REPORTING PERIOD

There were no material events subsequent to balance date having a material effect on the financial statements as at 31 December 2011.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 19: KEY MANAGEMENT PERSONNEL COMPENSATION

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

	2011	2010
	\$	\$
Key management personnel compensation	137,187	122,000

### NOTE 20: RELATED PARTY TRANSACTIONS

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

### NOTE 21: FINANCIAL RISK MANAGEMENT

The company's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable, and leases.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2011	2010
		\$	\$
<b>Financial assets</b>			
Cash and cash equivalents	4	1,087,520	852,471
Loans and receivables	6	12,672	26,007
Investments	5	2,305,774	1,468,431
<b>Total financial assets</b>		<u>3,405,966</u>	<u>2,346,909</u>
<b>Financial liabilities</b>			
Financial liabilities at amortised cost:			
–trade and other payables	11a	150,567	178,853
<b>Total financial liabilities</b>		<u>150,567</u>	<u>178,853</u>

### Net Fair Values

- (i) For listed available-for-sale financial assets and financial assets at fair value through profit or loss the fair values have been based on closing quoted bid prices at the end of the reporting period.  
In determining the fair values of the unlisted available-for-sale financial assets, the directors have used inputs that are observable either directly (as prices) or indirectly (derived from prices).
- (ii) Fair values of held-to-maturity investments are based on quoted market prices at the ending of the reporting period.
- (iii) The fair values of finance leases are determined using a discounted cash flow model incorporating current commercial borrowing rates.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011****NOTE 22: RESERVES**

- a. **Asset Revaluation Reserve**  
The asset revaluation reserve records the revaluation of property, plant and equipment.
- b. **Research Fund Reserve**  
The general reserve records funds set aside for all awards administered by the ALIA Research Committee.
- c. **Anne Harrison Trust Reserve**  
The general reserve records funds set aside for the Anne Harrison Award, which is awarded every two years.

### DIRECTORS' DECLARATION

The directors of the entity declare that:

1. The financial statements and notes, as set out on pages 7 to 28, are in accordance with the *Corporations Act 2001* and:
  - a. comply with Australian Accounting Standards; and
  - b. give a true and fair view of the financial position as at 31 December 2011 and of the performance for the year ended on that date of the entity.
2. In the directors' opinion there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

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



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Margaret Allen- President

Dated this 24 day of February 2012



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

### **Report on the Financial Report**

We have audited the accompanying financial report of the Australian Library and Information Association Ltd (the company), which comprises the statement of financial position as at 31 December 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

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

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

#### *Auditor's Responsibility*

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

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

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

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

*Independence*

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of the Australian Library and Information Association Ltd Limited on 24 February 2012, would be in the same terms if provided to the directors as at the date of this auditor's report.

*Auditor's Opinion*

In our opinion, the financial report of the Australian Library and Information Association Ltd is in accordance with the *Corporations Act 2001*, including:

- a. giving a true and fair view of the company's financial position as at 31 December 2011 and of its performance for the year ended on that date; and
- b. complying with Australian Accounting Standards – Reduced Disclosure Requirements (including Australian Accounting Interpretations) and the Corporations Regulations 2001.

A handwritten signature in black ink, appearing to read 'A.B. Papps', is written over a light blue horizontal line.

PricewaterhouseCoopers

A.B. Papps, CA

Canberra, ACT

Dated this 29<sup>th</sup> day of February 2012

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