



Australian Library and
Information Association

ANNUAL REPORT 2022

About ALIA	3
Our Structure and Governance	4
Advisory Committees Appointed by the ALIA Board	5
President's Report	9
Acting Chief Executive Officer's Report	10
Chief Executive Officer's Report	11
ALIA's Performance Against the Strategic Plan 2021-2024	12
Our Membership	18
Groups	19
Awards	22
Financial Statements	26

© 2023

Australian Library and Information Association Annual Report 2022
Canberra ACT, Australian Library and Information Association, April 2023

www.alia.org.au

Front and back cover image: Bracken Ridge Library, QLD.

ABOUT ALIA

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

The Association seeks to empower the library and information sector 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 since 1937 and continues to work with them to create a strong, future focused Australian library and information sector.

ALIA Purpose Statement

To engage Members in promoting a strong, future focused Australian library and information sector to advance access to information for an inclusive and informed society.

Objects of the Association

- To promote the free flow of information and ideas in the interest of all Australians and a thriving culture, economy, environment 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.
- To endorse the principles of the United Nations Universal Declaration of Human Rights – Article 19 and the 2030 Sustainable Development Goals in response to the many challenges faced by the world today and into the future.

Values

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

The Association and its employees are supported by volunteer Members who serve on Advisory Committees, Editorial Boards, Course Accreditation and Judging Panels, and as Group officeholders

Board of Directors until May 2022

Vicki Edmunds AALIA, President
Stefanie Gaspari ALIA Allied Field, Vice-President
Justine Hyde
Mary Carroll AALIA
Alissa Sputore AALIA (CP)
Clare Thorpe AALIA (DCP)
Emily Wilson AALIA (CP)

Board of Directors from May 2022



Vicki Edmunds AALIA, President



Clare Thorpe AALIA (DCP), Vice-President



Mary Carroll AALIA



Kathryn Eyre AALIA (CP)



Hero Macdonald AALIA



Alissa Sputore AALIA (CP)



Janette Wright AALIA

ADVISORY COMMITTEES APPOINTED BY THE ALIA BOARD

While the primary purpose of the Advisory Committees is to provide advice to the ALIA Board, these Committees often undertake important projects, which add to our understanding of the issues facing the library and information sector or promote the work of the sector.

Committee Highlights in 2022

 <p>High contribution to the Professional pathways project</p>	 <p>MOU between National Library of Australia and National Library Board Singapore</p> <p>International Relations Advisory Committee</p>	 <p>Collaboration with ALIA Health Libraries Australia (HLA) on changing Medical Subject Headings (MeSH) terms for Indigenous Australians</p> <p>ALIA ACORD Advisory Committee</p>	 <p>Review of the APLA Action Plan to incorporate the UN Sustainable Development Goals</p> <p>Australian Public Library Alliance</p>
 <p>5th edition of the <i>Guidelines for Australian Health Libraries</i> released</p> <p>ALIA Health Libraries Australia (HLA) Advisory Committee and Group</p>	 <p>Development of an online Interlibrary Lending Training program</p> <p>ALIA Interlibrary Lending Advisory Committee</p>	 <p>Ten #AusLibChat webinars on topics including LIS qualifications, upskilling, decoding selection criteria and new careers in libraries</p> <p>ALIA New Generation Advisory Committee</p>	 <p>Review of the 2022 ALIA Research Grant Award applications</p> <p>ALIA Research Advisory Committee</p>

International Relations Advisory Committee

The ALIA International Relations Advisory Committee provide advice to the Board on strategic and policy issues relating to international affairs in the library and information sector within a broader GLAM (galleries, libraries, archives and museums) context.

The Committee is made up of Vicki McDonald (Chair), Margaret Allen, Laurie Atkinson, Alison Dellit, Jayshree Mamtora, Atlanta Meyer, Roxanne Missingham, Marian Morgan-Bindon, Jan Richards and Kathryn Eyre (ALIA Board liaison).

Key activities included:

- ALIA International Relations Statement approved by ALIA Board
- Coordination of MOU between National Library of Australia and National Library Board Singapore
- Chair Vicki McDonald elected President-elect 2022-23 of IFLA
- Dr Gill Hallam awarded the IFLA Scroll of Appreciation at IFLA WLIC 2022
- Clare Thorpe representing ALIA at IFLA's Asia-Oceania Regional Division Committee in Bangkok
- Article on Media Literacy in IFLA Asia and Oceania Regional Quarterly News May 2022 Issue
- Two articles published in Incite special issue July/August 2022 'Thinking global'

ALIA ACORD Advisory Committee

The ALIA Community on Resource Description (ACORD) is an ALIA Advisory and Special Interest Group which aims to support the Australian resource description community. Whilst the Committee met regularly online throughout the year, restrictions and challenges brought about by COVID-19 continued to impact the scope of work planned for the ALIA ACORD Committee. The Committee continued to meet regularly online for activities such as formation of Working groups until the survey analysis was completed.

During the year there were several Committee changes with founding members Ebe Kartus, Judy Richter, Lynn Farkas and Dr Hollie White stepping down and Nicole Hunt (Chair), Sarah Davidsson (Secretary), Sandra Wretham (Treasurer), Alissa McCulloch, Edith Fullalove, Vanessa Little and Melissa Parent were appointed for another three year term. The Committee also welcomed new members Anthony McLaughlin, Glenn Wells, Catherine Barnes, Renate Beilharz, John Twomey, and Hero Macdonald (ALIA Board liaison).

Key activities included:

- Data analysis undertaken for the ACORD Resource Description and Access (RDA) Survey
- Upgrade to web pages on the ACORD WordPress site
- Response and feedback provided to the ALIA Professional Pathways project
- NSLA and CAUL Indigenous Collection Project formalized by NSLA/CAUL for the First Nations Resource Description Working Group and Advisory Group
- Work undertaken with ALIA HLA on changing MeSH terms for Indigenous Australians
- Collaboration with Trove Collaborative Services
- Review of application profiles and policy statements and feedback provided

Australian Public Library Alliance

The ALIA Australian Public Library Alliance (APLA) is the peak body for public libraries in Australia, comprising the heads of all the state-based public library associations, together with representatives of the lead agencies from Tasmania and the territories. Operating within a Memorandum of Collaboration, APLA represents Australia's public libraries, uniting behind common goals and ambitions by sharing best practice and advocating the importance of libraries for future generations.

The Committee met six times during the year and comprised Viv Barton (Chair), Vanessa Little (ACT), Adele Casey (NSW), Suzie Gately (NT), Nicole Hunt (QLD), Dionne Collins (SA), Robyn Murfet (TAS), Leanne Williams (VIC), Alison Oliver (WA), Lisa Bateman (Expert member), and Vicki Edmunds (ALIA Board liaison).

Key activities included:

- Supporting the ALIA Professional Pathways initiative; Library Lovers' Day; National Simultaneous Storytime; Library and Information Week; the Australia Reads campaign; FOLA National Backyard Cricket; Australian Digital Health Agency training; Online Storytime Agreement
- Review of the APLA Action Plan to incorporate the UN Sustainable Development Goals
- Promoting the *Outcome Measures for Australian Public Libraries* designed to complement the *APLA ALIA Standards and Guidelines for Australian Public Libraries (2021)*.
- Promoting the revised UNESCO IFLA Public Library Manifesto 2022

ALIA Health Libraries Australia (HLA) Advisory Committee and Group

Health Libraries Australia (HLA) is the national professional organisation representing librarians and information professionals working in all health sectors including: hospitals and other clinical facilities, research institutes, regulatory agencies, pharmaceutical and biotechnology companies, government departments, regional health services, professional colleges, universities, cooperative research centres, not-for-profit and community organisations, and parts of public library services.

The Committee met monthly during the reporting period via Zoom. The 12 members of the HLA Executive are Gemma Siemensma (Convenor), Kate Jonson (Secretary), Sharon Karasmanis (Treasurer), Ann Ritchie (National Manager 2021-22), Jane Orbell-Smith, Rob Penfold, Rolf Schafer, Angela Smith, Daniel McDonald (HLA Publications Editor), Gillian Kirby, Natasha Bradley, Alana McDonald, Peter Murgatroyd (representing LIANZA), Janette Wright (ALIA Board liaison).

Key activities included:

- Over 20 professional development, education and training events including lunchtime seminars, paid training workshops, and other sessions
- Implementation of social media plan to further engage with members
- Announcement of the winners of the Anne Harrison Award and HLA/MedicalDirector/Telstra Digital Health Innovation Award
- 5th edition of the *Guidelines for Australian Health Libraries* released
- MeSH Submission to US National Library of Medicine
- Professional Pathways submission and participation in consultation workshop
- 12 issues of HLA Alerts, three issues of Journal of Health Information and Libraries Australia (JOHILA)

ALIA Interlibrary Lending Advisory Committee

The ALIA Interlibrary Lending Advisory Committee advise the Board on all issues relating to interlibrary lending and resource sharing. These include library exceptions in copyright, policy, practice and training.

The Committee met 10 times during the year and was made up of Linda Marchesani (Chair), Debra Gilmore, Megan O'Connor, Penelope Sherrell, Jo Clein-McAlister, Karen Vinales, and Janette Wright (ALIA Board liaison). Alison Wiercinski and Jo Clein-McAlister resigned in January and November respectively.

Key activities included:

- National Resource Sharing system review (specifically regarding decommissioning of Libraries Australia Document Delivery (LADD) (VDX))
- Development of Interlibrary Lending Training program - an online introductory course in Resource Sharing.
- Management of the process regarding ILRS Code Fee increases applied for 2022/23 period commencing 1 July 2022 reflecting 5% CPI increase
- ILAV webpage review and update

ALIA New Generation Advisory Committee

The New Generation Advisory Committee (NGAC) exists to help strengthen the participation of recently graduated library and information professionals in the Association. The Committee works to provide information to the Board and ALIA House staff to inform development and delivery of services for new professional and student members, with the aim of ensuring the Association's relevance to these Groups.

The Committee met 11 times during the year. The year started with Committee members Sara Altman (Chair), Lorraine Rose (Vice Chair), Olivia Larobina, Sarah Doecke, Lisa Lynch, Megan Chorusch, Rochelle Nicolls and Rory Caddis. Sarah Doecke, Lisa Lynch, Megan Chorusch, Rochelle Nicolls and Rory Caddis stepped down during the year with Emilia Bell, Alex Dupriez and Lydia Grant coming on board as new members, and Clare Thorpe (ALIA Board liaison).

Key activities included:

- Follow up survey on the impact of COVID-19 on students and new generation professionals submitted to the ALIA Board of Directors. The first report was conducted in 2020.
- Feedback and advice to the ALIA Professional Pathways scheme through representative on the Professional Pathways Board
- Professional Pathways Student and New Graduate Information session
- 10 #AusLibChat webinars on topics including LIS qualifications, upskilling, decoding selection criteria and new careers in libraries

ALIA Research Advisory Committee

The ALIA Research Advisory Committee advises the ALIA Board of Directors on all aspects of LIS research theory, policy and practice; matters of interest and concern to ALIA Members relating to research, and the awarding of research grants.

The Committee met every two months from February to December and was made up of Elham Abdi (Co-chair), Tina Du (Co-chair), Deidre Bryson, Mozhdah Dehghani, Katherine Howard, Nicole Johnston, Edward Luca, Yazdan Mansourian, Bhuvu Narayan, Ania Tait, Kirsten Thorpe, Huan Vo-Tran, Liz Walkley-Hall, Clare Thorpe and Hero Macdonald (ALIA Board liaisons).

Key activities included:

- Review of the 2022 ALIA Research Grant Award applications
- Providing feedback to the 2020 ALIA Twila Ann Janssen Herr Quarterly report
- Recommendations to the ALIA Board on Committee reporting strategies to ensure members are up to date with research grant outcomes and researchers get experience in summarising their findings for a practitioner audience

ALIA Vocational Education Training (VET) Libraries Advisory Committee

The Vocational Education Training (VET) Libraries Advisory Committee advises the ALIA Board of Directors on the development of a strategic program for Members working in vocational libraries or with interests in vocational librarianship.

The Committee met six times during the year and was made up of Angela Orth (Qld), Kiah Rogers (WA), Jane Bollard (TAS), Wanda Pomeroy (SA), Claire Stalker-Booth (ACT), Margherita Meeking (VIC), Jo Clark (NSW) and Alissa Sputore (ALIA Board liaison).

Key activities included:

- Continued development of a VET Prospectus document to assist with the advocacy for VET libraries
- Updates to the ALIA TAFE Libraries Directory
- Preliminary discussions for a VET libraries focused event online

PRESIDENT'S REPORT



In my previous President's Report I spoke of the many challenges that 2021 posed to the sector and the community with city lockdowns and state and territory border closures continuing to make business-as-usual a near impossible task.

Whilst 2022 saw some relief with many libraries, organisations and businesses able to re-open to the public and welcome staff back onsite, we found - and still find - ourselves in a period of uncertainty and change.

I am immensely proud of the agility that this sector continues to show in response to the challenges thrown at it. I see the myriad creative solutions that libraries come up with to ensure that the community can continue to access the resources, services and information that they need and I am reminded of why we do the work that we do. We will need this agility and ingenuity as more changes come knocking, including the ongoing technological evolution and deployment of artificial intelligence.

Change was also in the air at the ALIA National Office during 2022 following the departure of former CEO Sue McKerracher to Libraries Tasmania. Chief Operating Officer Nicole Barnes did a wonderful job at the helm during our recruitment period and in May 2022 we were delighted to welcome Cathie Warburton to ALIA as our new CEO.

Cathie has already made huge strides in the first year of her tenure providing a strong, representative voice on issues such as cuts to librarian and archivist jobs at the ABC, digital e-lending rights, libraries as safe spaces, and funding for Trove. She has also spent much of her first months travelling the country listening to Members and getting first-hand insights into their needs. You can read more details about these consultations in Cathie's report on page 11.

Elections for the ALIA Board ushered in yet another transition with three new Directors - Kathryn Eyre, Hero Macdonald, Janette Wright - on-boarded in May. Our new Directors have proved to be invaluable to the ongoing governance and oversight of our operations and I thank them, and indeed all of our Directors, for the work they do in guiding and supporting our profession.

My Presidential theme came to life in many ways during 2022 with our National Conference organised around 'diversity.' You can read more about the event on pg 16 of the report, but needless to say it was a memorable, productive and inspiring occasion with a multitude of voices and perspectives on display.

2022 was also the first time librarians have been part of the Mardi Gras parade, and we launched several new Groups focussed on different voices in our community: ALIA Multicultural, ALIA Rainbow, and ALIA Disability.

In March we established the ALIA Aboriginal and Torres Strait Islander Expert Advisory Group who will advise the Board and share their experience in the library and information sector.

A personal highlight for me in 2022 was attending the IFLA 87th World Library and Information Congress in Dublin, Ireland. I joined over 2000 delegates from over 100 countries to hear about issues facing the sector globally: the climate crisis, the war in Ukraine, and preserving cultural heritage to name some of the most urgent. I was also lucky enough to be in attendance to see Yarra Libraries (VIC) win the International Marketing Award for their highly successful campaign 'We're ready for the next chapter.'

Whilst this is my final report as President of ALIA, I will continue to support the work of the organisation. I would like to thank the ALIA Directors for their ongoing support and the ALIA staff for their continued dedication and incredible work on behalf of ALIA Members and the LIS sector.

Vicki Edmunds AALIA
ALIA President 2021-2023



ACTING CHIEF EXECUTIVE OFFICER'S REPORT

It is fair to say that I didn't anticipate filling the role of Acting CEO in 2022. I enjoyed working with Sue McKerracher and learned a lot from her over the five years we worked together. I was sad to see Sue leave, but there wasn't much time for reflection because the pace at ALIA didn't ease up.

We were in full swing planning for the ALIA National Conference and what turned out to be our biggest ever National Simultaneous Storytime! There were more than 2 million individuals reading *Family Tree* by Josh Pyke. Given the wide ranging impact of COVID on events of all kinds it was not surprising that registration numbers for the ALIA National Conference were significantly fewer than numbers seen pre-COVID. Despite this the conference program based on the President's theme of

'Diversity' was very well received. The energy in the room, the optimism about the sector's future, and of course the joy of being able to meet up in person were evident.

A positive that came out of COVID-19 was the Online Storytime program. A collaboration between libraries, publishers and authors meant that storytime could continue to be delivered through COVID lockdowns. Based on the success of the pilot in 2021 the program was extended into 2022 with grants for libraries and two new picture books by indigenous authors and illustrators and published by Magabala Books. The grants enabled library staff to access professional development to enhance their digital skills. This was made possible by the Australian government's RISE Fund.

Another program that was extended due to its initial success was the digital health literacy program 'Your Health in Your Hands'. ALIA collaborated with the Good Things Foundation with additional funding from the Australian Digital Health Agency to continue to promote the benefits of digital health literacy to support everyone in the community to learn how to better manage their health using digital tools.

Nicole Barnes

Acting CEO (February to June 2022)

CHIEF EXECUTIVE OFFICER'S REPORT



Nicole handed the baton to me on 30 May and I have been running ever since! I am sorry to report that Nicole left ALIA at the end of February and I want to thank her for her work throughout 2022 and in particular her support for me over the past eight months.

A series of Leadership and Innovation Roundtables were held in every capital city with over 100 participants. These events provided a rich source of ideas for how ALIA could address some of the challenges facing the library and information services (LIS) sector today. Of particular note was the consensus around the need to urgently address the low levels of representation of Aboriginal and Torres Strait Islander people in the sector and to encourage the role libraries can play in truth



ALIA staff regularly enjoy bringing furry friends to the office

telling around Australia's history. The establishment of ALIA's Aboriginal and Torres Strait Islander Expert Advisory Group in 2022 was an important step and we look forward to working with them to make real progress in this area.

Another strong message from the Roundtables was the ongoing need for advocacy by ALIA and ALIA's role in building the capacity of Members to contribute to advocacy efforts. In 2022 ALIA worked with Members, personal and institutional, and other associations on a variety of campaigns including: the cuts to librarian and archive roles at the ABC; support for school libraries; funding for the National Library of Australia's digital resource, Trove; and a submission to the Australian government on the new National Cultural Policy. We were very encouraged with the launch of the National Cultural Policy on 30 January 2023 which included an extension of the lending rights payments to authors and publishers to cover ebooks and audiobooks.

There have been intense rounds of consultation with ALIA Members and the broader LIS sector in 2022 on the Professional Pathways project. The high level of engagement was encouraging and the Professional Pathways Advisory Board are now working on a proposal for the ALIA Board which will support a strong LIS workforce for the future.

At ALIA we have been working on a number of projects to review and improve the way we do things such as market research into the Membership, a review of ALIA's Groups and Committees and our training packages. The result of this work is being rolled out in 2023.

And finally, on a personal note, after my first nine months working in the library and information services sector, I can honestly say I am hooked. Thank you to you all and I look forward to a bright 2023.

Cathie Warburton
CEO

ALIA'S PERFORMANCE AGAINST THE STRATEGIC PLAN 2021-2024

The Strategic Plan has four strategic priorities and three major initiatives. ALIA's performance against these elements is detailed below.



Strategic Priorities

1. Strengthening ALIA-accredited Courses

Eight courses across three universities - UniSA, Charles Sturt University, and Curtin University were successfully reaccredited for a period of five years. The accreditation process is a substantial and rigorous process, with universities gathering several hundred pages of information and supporting evidence and a multi-day panel visit from the three co-accrediting associations, ALIA, ASA and RIMPA. ALIA extends its greatest thanks to the panellists for 2022, Liz Walkley-Hall, Ebe Kartus, Dr Craig Anderson, Robyn Ellard, Dr Heather Brown, Sandra Ryan, Dr Helen Weston, Ruth Mahon, Jacqui Lucas, Cheryl Hamill and Constance Wiebrands, as well as all the staff, students, alumni and employers who gave their time and expertise to the process.

The 12 ongoing accredited TAFE Diploma courses and two accredited university courses with no further intake all successfully submitted their annual course returns and retained their accredited status.

Supporting Students

Catherine Tang and Amanda Preston were awarded the ALIA Aboriginal and Torres State Islander Student Scholarships with the support of CSU. Kaley Schelks was awarded the Charlotte Henry Study Grant. Student Award winners are listed on page 23.

Work continued with the education providers to manage disruptions caused by COVID-19, including to student placements. The introduction of virtual student placements enabled this vital study component to be continued even during workplace restrictions.

A number of free student-oriented sessions were held across the year, including the popular Decoding selection criteria webinar. ALIA continues to advocate to government for the reduction in LIS course fees.

Listening to and Supporting First Nations

The Aboriginal and Torres Strait Islander Expert Advisory Group was established in 2022 to provide advice to the ALIA Board, including on ongoing First Nations representation, with members Kirsten Thorpe, Yanti Ropeyarn, Rebecca Bateman, Ryan Stoker, Lesley Acres, Damien Webb and Renee Johnson.

ALIA's Innovate Reconciliation Action Plan (RAP) 2022-2024 was launched on 6 July 2022. The ALIA Board, in consultation with the Aboriginal and Torres Strait Islander Expert Advisory Group, is also considering ALIA's response to the Voice, including the steps necessary to support First Nations library employees through this time.

Providing Opportunities for Mentoring, Professional Development and Training

The Mentoring scheme continues to build capacity in the sector, with 148 participants completing the scheme in June 2022 and another 115 participants (59 pairs) commencing in July 2022.

ALIA continued to offer a wide suite of continuing professional development (CPD) options for Members and the wider sector, either directly or in partnership. Monthly editions of PD Postings were sent to all personal Members with a wide range of free and paid CPD options across the CPD specialisations. In September ALIA released a

report from Dr Lyn Hay focused on the CPD needs of school library staff which will inform ALIA's school CPD program.

Two new courses developed in conjunction with universities were launched in 2022: Media Literacy with University of Canberra; and Family History with University of Tasmania. Additional courses were developed with Dr Katherine Howard on research methods and bibliometrics. A new in-house asynchronous 101 course on Ethics was opened, and the pilot program Context, Communities and Collections with integrated First Nations content was run in Queensland. ALIA also ran its regular suite of training programs with TAFE NSW and in-house training including the 101 series and public library proficiency programs. Overall close to 1000 people participated in formal ALIA training (excluding events) over 2022.

Professional Pathways

See page 17 under major initiatives.



Board Director of Magabala Books Edie Wright, ALIA Program Officer Dr Phoebe Weston Evans and author Jasmine Seymour.

2. Developing Alliances and Collaborative Ventures

Book Industry

Books Create Australia, consisting of ALIA, the Australian Society of Authors, the Australian Publishers Association and BookPeople (formerly the Australian Booksellers Association) worked together on joint policy, government relations and advocacy work, including an election platform and submission to the National Cultural Policy.

ALIA continues to be involved in the promotional arm of this alliance, Australia Reads, including support for the campaign. Australian Reading Hour was moved to 2023.

Online Storytime

The Online Storytime project, the collaborative book industry response that supported public libraries to move storytimes online during COVID, concluded at the end of 2022. At the conclusion of 2022, ALIA

was on track to distribute \$71,750 from the second year to 58 publishers and more than 470 authors and illustrators.

Highlights of the program included the partnership with Magabala books to commission two new First Nations titles, strengthened capacity for library staff, increased accessibility of storytimes and the building of community. The program was made possible with funding from the Australian Government's RISE fund and the Australia Council.

Your Health in Your Hands

ALIA worked successfully with the Good Things Foundation to support capacity building in the library sector for digital health support. Between July and October Good Things Foundation hosted a series of digital health webinars open to people of all ages across Australia, as well as a number of interactive,

virtual group support sessions. The webinar series also included specific sessions for older Australians, carers and aged care staff in regional, remote and rural communities. ALIA undertook a co-ordinated approach to the promotion of the Your Health in Your Hands campaign utilising ALIA Weekly, the ALIA website, our social media platforms (Twitter, LinkedIn, Instagram and Facebook) and INCITE magazine.

Australian Media Literacy Alliance (AMLA)

As part of AMLA, ALIA continued discussions with the Minister and Department to progress a national Strategy for Media Literacy, including attending a Departmental roundtable in April 2022. ALIA promoted media literacy through a number of free events, ran two intakes of the Media Literacy course with the University of Canberra and supported an Australian Research Council Linkage Grant application.

School Library Coalition and Students Need School Libraries

The inaugural Australian School Library Day was held on 24 August during Book Week, celebrating school libraries and the people who staff them. ALIA

led coalition efforts to write to Education Ministers, addressing school library workforce issues ahead of the National Skills Summit and improvements in data collection for school libraries in the National School Reform Agreement. The alliance was strengthened with the face-to-face meeting held in Melbourne in November 2022.

National Early Language and Literacy Coalition (NELLC)

Chaired by Speech Pathologists Australia the NELLC continued to meet regularly throughout 2022. Representatives of NELLC met with Minister Aly to discuss the Proposed National Early Language and Literacy Strategy. The NELLC website has been redesigned and new members have joined NELLC.

GLAM Peak

GLAM Peak continued to grow with the addition of the Australian Society of Authors and the Indigenous Archives Collective in 2022. The alliance continues to work together in areas such as disaster preparedness, first nations and cultural and research infrastructure.



AUSTRALIAN
MEDIA
LITERACY
ALLIANCE

3. Succeeding Through Advocacy



BOOKS
CREATE
AUSTRALIA



Students Need School Libraries
Is your child's school library all that it can and should be?



GLAM • PEAK



NATIONAL EARLY LANGUAGE
AND LITERACY STRATEGY

ABC Archives

ALIA responded swiftly to the news on 8 June that the ABC proposed to cut 58 professional library and archival staff and for their work to be done by journalists or newly created 'content navigator' positions. ALIA issued a media release, a joint statement with the Australian Society of Archivists, and met with the ABC Managing Director. ALIA and The Australian Society of Archivists (ASA) also posted an open letter to the ABC online and obtained over 3,000 signatures.

National Simultaneous Storytime (NSS)

The NSS story for 2022 was *Family Tree* written by Josh Pyke and illustrated by Ronjoy Ghosh. More than 2 million participants shared the story together. ALIA coordinated an AUSLAN

translation video, PDF of the book and teaching resources, as well as readings by the Australian Children's Laureate, Gabrielle Wang, the Governor-General and Mrs Hurley reading from Government House and the author reading at a live event at the National Library.

Library Lovers' Day: 'Show the Love'

Library Lovers' Day is an annual campaign to celebrate the important work of libraries and librarians everywhere. The theme for 2022 was 'Show the Love' and was designed around the idea of re-capturing the childlike wonderment of books and stories. The Library Lovers' Day page on our website received over 10,000 views and our social media channels were abuzz throughout the day with photos and posts from libraries all around Australia as well as the US, Canada, the UK, Africa, Europe, and India. There was participation from across the library sector including University, TAFE and VET libraries, health and law libraries, and research facilities including hospital libraries, sexual health clinics, aged care homes, galleries, archives and museums, and sports facilities. Campaign engagement with Members and Non-Members through ALIA Weekly and APLA News doubled since the 2021 campaign.

Library and Information Week: 'Rewrite. Renew. Reimagine.'

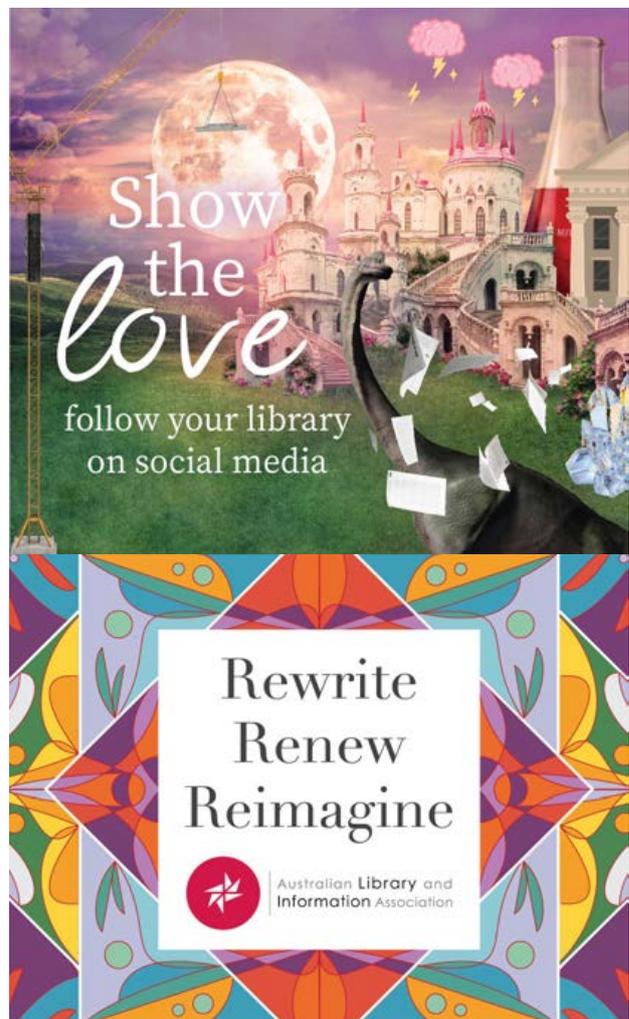
Library and Information Week took place from 25 to 31 July and once again offered libraries and information services throughout Australia the chance to showcase their resources and services to their communities. The theme – Rewrite, Renew, Reimagine – was aimed at expanding and varying our point of view, reimagining or re-evaluating the past, and envisioning alternative futures. Events included a webinar with the Australian Compassion Council all about 'Deep Listening' and the concept of the Human Library Project, a webinar with Yarra Plenty Libraries on their hugely successful Return Yourself to the Library campaign, the launch of the ALIA Professional Pathways Consultation in Brisbane, and the NSLA and OCLC Reimagine Descriptive Workflows webinar.

Stand up for Trove

With Trove facing a funding cliff in mid-2023, ALIA has supported a wider library sector response, including resources for individuals and organisations to use in advocacy, media and government relations.

National Cultural Policy and Lending Rights

ALIA worked with the Australian Society of Authors and the wider book industry to advocate for a funded extension to lending rights to cover ebooks and audio books. The National Cultural Policy provided an excellent opportunity to promote this ask, along with calls to recognise libraries' critical role in the book industry, as supporters of a reading culture and as critical infrastructure for the cultural and creative industries.



Top to bottom: The design for Library Lovers' Day 'Show the Love', and Library & Information Week 'Rewrite. Renew. Reimagine.'

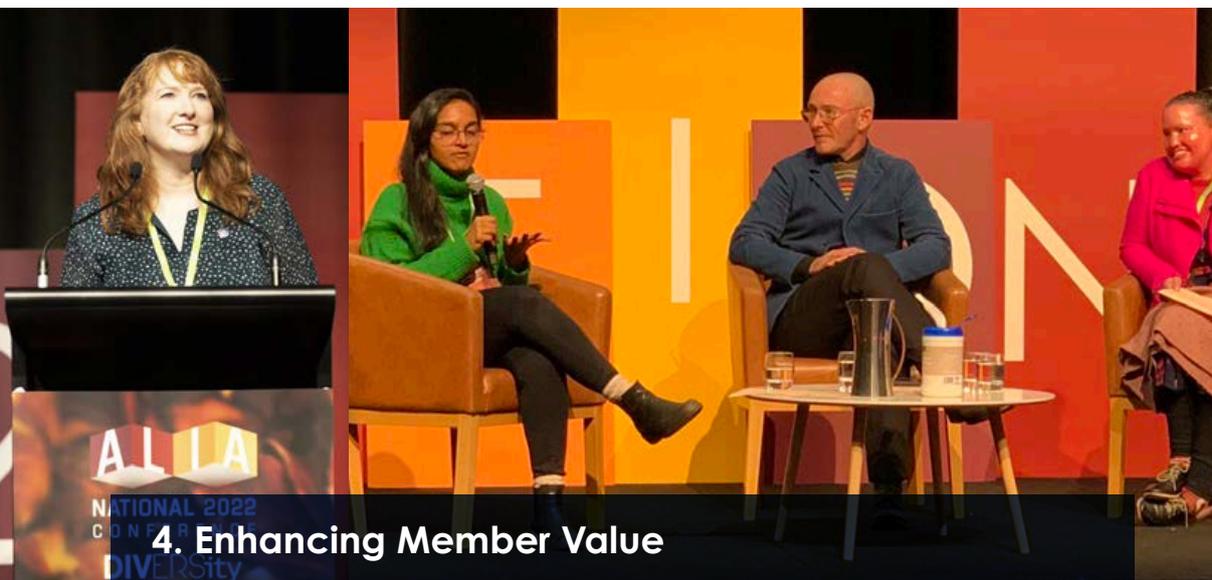
Federal Election

ALIA's Vote Library Campaign presented a clear agenda to support libraries for the incoming government. ALIA Members supported ALIA's direct government advocacy by sharing the campaign on socials and writing to local candidates. ALIA also collaborated with Books Create Australia on a shared book industry election platform.

Equitable Access to Resources

ALIA continues to advocate with partner organisations and as a member of the Australian Libraries and Archives Copyright Coalition (ALACC) for copyright reform, including on orphan works and interlibrary loans, resulting in draft legislation for Access reforms being released for consultation in 2022, and an invitation to participate in the Attorney-General's copyright roundtable scheduled for 2023.

ALIA is working with a broad range of stakeholders to improve access to Australian Standards.



Left to right: ALIA President Vicki Edmunds speaks at the ALIA National Conference 2022. The Diverse Journeys Panel.

4. Enhancing Member Value

INCITE and JALIA

During 2022 we published six issues of INCITE, including two digital-only issues: May/June and November/December. Four editions of the Journal of the Australian Library and Information Association (JALIA) were published, under the Taylor & Francis Routledge imprint.

Re-design of INCITE Magazine

Plans for a redesign of INCITE were progressed in late 2022. The redesign aims to refresh the look-and-feel of the magazine, transition to a digital-only format, and create more opportunities for more contributors by keeping each edition open to any topic of relevance to the sector. Four editions of INCITE will be published in 2023, in March, June, September and December. The length of the magazine will increase from 36 to 44 pages.

Social Media

By December 2022, we had 20,020 Facebook likes for ALIA, a 16% increase from 2021. There were also increases across other ALIA social media accounts: 11,900 followers for our Twitter handle @ALIANationa (5% increase) 2,474 followers on Instagram (1.7% increase), and 9,765 followers on LinkedIn (23% increase).

ALIA National

The ALIA National Conference at the National Convention Centre, Canberra in May 2022 was our first chance to meet and re-connect for two years. With over 500 in attendance, the theme was 'Diversity', with speakers addressing Diversity in its many layers: what is diversity, why it matters and how LIS professionals address and advocate for diversity, not just within the LIS sector but within the broader community. ALIA National 2022 was our first major event to implement our environmental sustainability policy. Another key innovation was the introduction of a conference recording package. Anyone not able to attend in person was able to register to receive on-demand access to the sessions from the plenary stream which included keynote presentations.

Virtual Showcase Series

ALIA collaborated with industry partners CHORUS and McGraw Hill to host two virtual showcases during 2022. The sessions offered a great opportunity for industry professionals to stay up-to-date on trending technologies, products and services.

Community Building

A renewed focus on ALIA's Groups and Committees saw the establishment of several new Groups, including ALIA Rainbow, ALIA Disability, ALIA Multicultural and ALIA Digitisation and Preservation. Numerous Group events were held, including ALIA's first ever float in the Sydney Gay and Lesbian Mardi Gras Parade. The work of the Groups led to significant policy work, including contributions to the future of resource sharing discussions triggered by the changes to Libraries Australia Document Delivery (LADD) and a successful intervention on the National Library of Medicine's Medical Subject Headings (MeSH). Further information is available in the Groups section on page 19.

Major Initiatives

1. Delivery of the Professional Pathways Initiative

ALIA's project to ensure a diverse, valued and supported library and information workforce with the skills, knowledge and ethics to deliver library services that anticipate and meet the needs of the community progressed through 2022. Focus groups at the start of the year informed a prototype framework, which was launched for consultation

in June along with open questions around professional recognition.

A substantial consultation period, including face-to-face workshops in all states and territories, online workshops and sessions, written submissions, online feedback and a survey ran over the second half of 2022. The insights from this consultation will inform the Professional Pathways Advisory Board in 2023.

2. Refresh of ALIA's Structure and Operations

Supporting Infrastructure

Following the launch of the new database and website, ALIA continued to fine tune the supporting systems to improve Member experience, highlight learning opportunities and provide advocacy.

A major internal upgrade to move ALIA's working to the cloud and improve video infrastructure has placed ALIA in a better position to manage its distributed workforce and increased efficiencies.

Membership Model, Groups and Committees, Professional Learning

In light of the change in CEO, the ALIA Board decided to pause any significant changes to the Membership Model, Groups and Committees and professional learning until 2023. In the second half of 2022 ALIA progressed the research, consultation and analysis required to inform proposed changes in these areas. Market research company Bastion Insights was commissioned to undertake desktop research, focus groups and a survey to inform enhanced Member benefits and a revised Membership Model.

3. Increased Focus on ALIA and the Sustainable Development Goals

SDG Stretch Targets

ALIA released the baseline report to track progress against the SDG Stretch Targets for the Australian library sector, showing significant progress towards achieving the targets.

Greening Libraries

The ALIA funded Greening Libraries report from the research team at Charles Sturt University was released, including six Australian and international case studies, and promoted the case studies, which were promoted through our social media channels. We also hosted a free research review seminar to explore the topics in more depth with the Membership.

SDGs in Schools

ALIA placement student Natasha Lee worked with ALIA's Education team to develop a resource for School Libraries looking to work with the SDGs.

ALIA Sharing With the Region

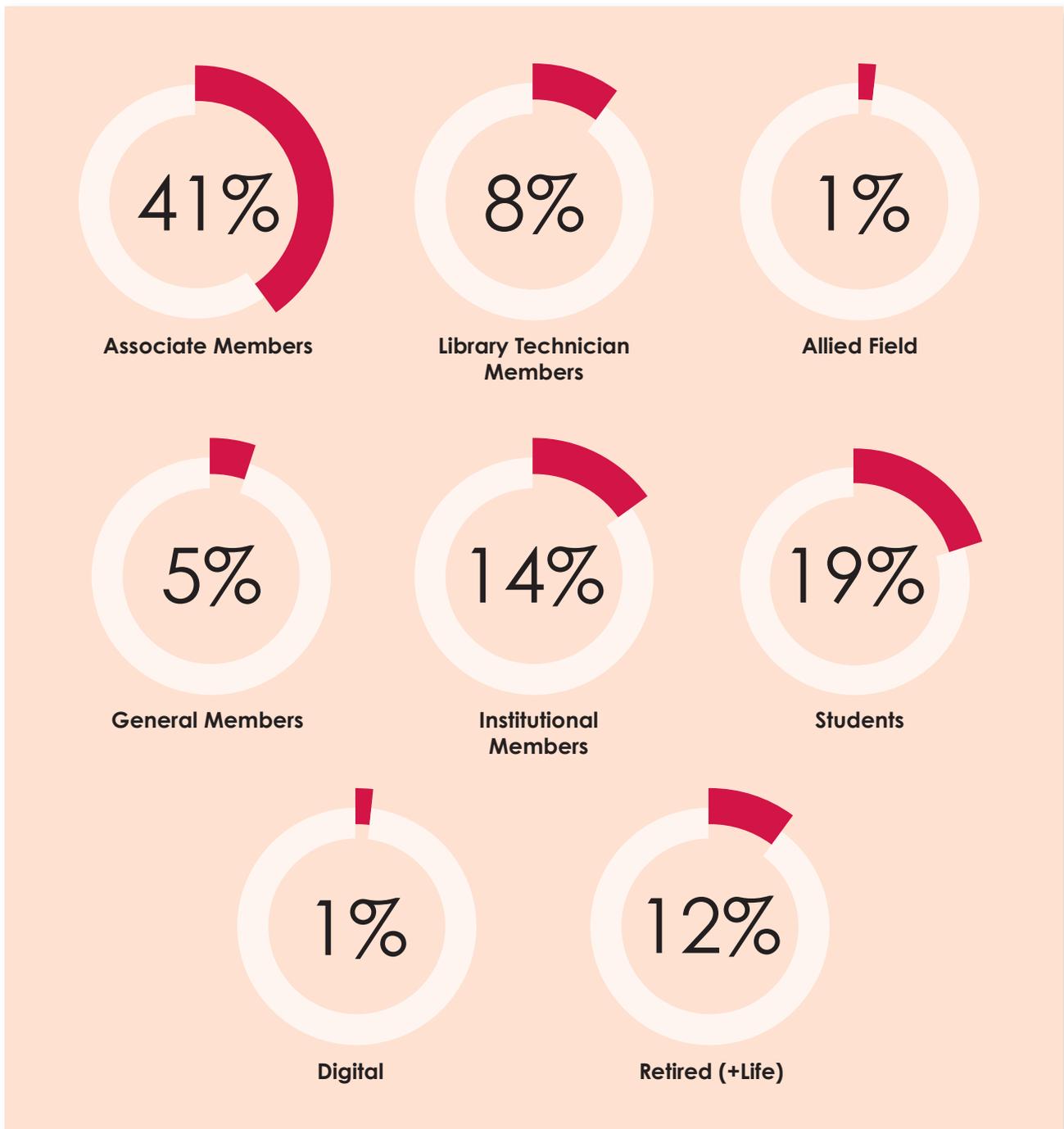
ALIA Vice President Clare Thorpe represented ALIA at the IFLA Regional Workshop in Bangkok from 14-16 November and presented on ALIA's work on implementing the SDGs as a core part of library planning in Australia, including the use of the stretch targets.

OUR MEMBERSHIP

Total active Membership at 30 June 2022 was 3,858 compared to 3,854 on 30 June 2021. There was an 11% decrease in new Members, down from 735 in 2021 to 635 as of 30 June 2022. The retention rate increased slightly, up from 82% in 2021 to 84% in 2022.

88 Members received long-service Membership pins in 2022. Of these, 23 received 25 year pins, 27 received 30 year pins, 19 received 40 year pins, 18 received 50 year pins and 1 received a 60 year pin.

Total Members by Category at 30 June 2022



GROUPS

ALIA Groups and Committees are an essential part of the life of the Association and the LIS sector in Australia. Groups and Committees are run by energetic and committed volunteer ALIA Members who generously give their time to create active and vibrant professional networks that contribute to the sector in a variety of ways.

During the year, ALIA Groups ran more than 70 events ranging from social and networking events, library tours, webinars, professional development opportunities, symposia, conferences and award presentations.

Some Group highlights for 2022 included:

- Establishment of ALIA Multicultural, ALIA Rainbow, ALIA Adult Literacy and ALIA Digitisation Community of Practice
- The ALIA LARK 2022 Symposium 'Research for Library and Information Practice' at University of Technology Sydney
- Collaboration between ALIA Rainbow and the New Generation Advisory Committee (NGAC) for August #AusLibChat exploring libraries and LGBTQIA+ issues
- Tropic ALIA Symposium with hybrid online/in-person model across Townsville and Cairns
- Members of ALIA Rainbow participating in the inaugural librarian float in the Sydney Gay and Lesbian Mardi Gras parade
- NSLX Pre-Conference event 'Preparing for NSLX' hosted by ALIA West
- Presentation of the Bess Thomas, Marjorie Cotton, FA Sharr and HLA Awards
- Regular blog posts from ALIA Graphic, ALIA Sustainable Libraries, ALIA Multicultural and more.
- Library tours from ALIA South Coast, ALIA Canberra retirees and ALIA WA Retirees and ALIA Island.



Top: 'The Librarians' at the Sydney Gay and Lesbian Mardi Gras parade. Bottom: ALIA Rainbow convenor Corinna Pierce and Members at the Sydney Gay and Lesbian Mardi Gras parade.

Active Groups as of December 2022

ALIA Academic and Research Libraries WA

A forum for tertiary, research and academic librarians to discuss ideas and practices and foster collaboration.

ALIA Adult Literacy

Shares ideas and resources, and investigates national initiatives such as training for adult literacy volunteers in a library setting.

ALIA Australasian Libraries in Emergency and Security (ALIES)

An information network supporting the interests of law enforcement, emergency services, and security agencies connected with human, natural, industrial and technological events and disasters.

ALIA Australian Government Library and Information Network (AGLIN)	Representing and supporting the interests of its members in the delivery of information services to Australian Government organisations.
ALIA Canberra and Region Retirees	Aims to provide social gatherings for all retired library people who would like to keep in touch with other retirees.
ALIA Children's and Youth Services	Promotes library services to children and youth, highlighting children's literature and fostering professional development of members.
ALIA Digitisation Community of Practice	Shares digitisation processes and procedures to ensure best practice across the sector.
ALIA Disability	Shared ideas and resources for public libraries supporting people living with disability.
ALIA Gold Coast Library Network	Connecting staff from all libraries across the Gold Coast region, including school, public, university, TAFE and specialist libraries.
ALIA Graphic Novels and Comics	A resource network for library and information professionals who are responsible for, and interested in, comics and graphic novels.
ALIA Health Libraries Australia (ALIA HLA)	The national professional organisation representing librarians and information professionals working in all health sectors.
ALIA Hunter Group	Promotes professional development and provides a social network for library-minded folk in the Newcastle, Central Coast and Hunter area.
ALIA Island	A cross-sectoral group facilitating opportunities for professional development, collaboration, networking and advocacy for LIS practitioners in Tasmania.
ALIA Library Applied Libraries Group (LARK)	Fostering evidence-based practice and applied research in library and information studies.
ALIA Law Librarians Queensland	Promotes and discusses issues and ideas relating to law libraries and law librarianship in Queensland.
ALIA Multicultural	Aims to facilitate networking, support, professional development, and resources for the Information sector with a focus on Culturally and Linguistically Diverse communities.
ALIA NSW Library Technicians	Promotes library technicians to the wider ALIA Membership.
ALIA Prison Libraries Group	Promotes the interests of prison and detention centre libraries and those who use and operate them.
ALIA QLD Library Technicians	Offers support, networking, and learning opportunities for library technicians and students.
ALIA Queensland	A cross-sectoral, state based group seeking to provide opportunities for ALIA Members to participate in networking and professional development activities.
ALIA Queensland University Libraries Office of Cooperation	A collaborative organisation of university libraries in and around Queensland.
ALIA Rainbow	Aims to facilitate networking, support, professional development and resources for LGBTQIA+ library people and allies.
ALIA Rare Books and Specials	A forum for library and information professionals who are responsible for, and interested in, rare books and special collections.

ALIA Red Centre Group	Provides communication and networking, professional development and mentoring opportunities for libraries from Yulara to Alice Springs and Tennant Creek as well as remote community libraries.
ALIA Schools	ALIA Schools promotes the interests of school libraries and teacher librarians and provides opportunities for professional development.
ALIA South Australia	A cross-sectoral group for all information professionals and GLAM members in South Australia.
ALIA South Coast	The ALIA Group for the Illawarra, South Coast and surrounding areas.
ALIA Special Libraries VIC	Provides opportunities for continuing professional development and networking for people working in, or with an interest in, special libraries and related fields.
ALIA Students and New Graduates	A forum for new graduates to communicate and socialise with colleagues and build relationships and networks within the profession.
ALIA Sustainable Libraries (ALIA Green)	Supports and promotes research and professional development, and increase the awareness of environmental concerns amongst library staff.
ALIA Sydney	Encourages discussion and critical engagement and creates networking opportunities across the library and information section in Sydney and beyond.
ALIA University and Research Libraries ACT	A networking and information-sharing forum for all levels of library staff interested in issues and trends affecting the development of university and research libraries.
ALIA Victoria	Facilitates communication and networking among Victorian library and information professionals through formal and informal functions.
ALIA Victorian Library Technicians	A Victoria-wide group which promotes library technicians within ALIA and the wider information industry.
ALIA WA Library Technicians	Promotes ALIA and library technician activities, encourages professional development and supports new graduates through mutually-supportive friendships and recognising the special interests of library technicians.
ALIA WA Retirees	Maintains the connection between retirees in WA to encourage engagement in the profession, to recognise retirees' achievements, to ensure their professional interests and aspirations are fostered,
ALIA West	Co-ordinates and communicates strategic professional issues and organises continuing professional development activities statewide.
Tropic ALIA	A virtual group for library staff and students in North Queensland.

ALIA President Vicki Edmunds presents Sue Hutley with ALIA Fellowship award at the ALIA National Conference 2022.



AWARDS

2022 Australia Day Honours List

Three ALIA Members were recognised in the 2022 Australia Day Honours List. Christine Mackenzie FALIA, former ALIA President, was awarded AM in the General Division of the Australia Day Honours 'for significant service to librarianship, and to professional associations through leadership roles.' John Wylie AM, President of the State Library of Victoria Board, became Companion (AC) in the General Division, and Justine Curnow, gained a Public Service Medal.

HCL Anderson Award

Former ALIA President and former CEO and State Librarian of WA Margaret Allen was the recipient of the prestigious HCL Anderson award for 2022. This award is the highest honour that can be bestowed on an Associate Member of ALIA and recognises outstanding service to the library and information profession in Australia and to the Association.

ALIA Fellows

Three of our Members were made Fellows of the Association in 2022. The distinction of Fellow is conferred on a Member who has reached an exceptionally high standard of proficiency in library and information science, and directly contributed to the aims and objectives of ALIA.

- Patricia Genat FALIA (VIC) – recognised for her contribution to the Australian and New Zealand book industry including bookselling, publishing, distribution and online services, and her work with the Indigenous Literacy Foundation.
- Sue Hutley FALIA (QLD) – recognised for her contribution to and leadership in special, public and academic libraries and her development of initiatives and advocacy for disaster planning and recovery for the GLAM sector.
- Pru Mitchell FALIA (VIC) – recognised for her contribution to education and research and her leadership in the areas of digital repositories, collection management and open education resources.

Silver Pins (for volunteer service to the Association)

- Eileen Loudon AALIA (CP)
- Nicola McGeown ALIATec (CP)
- Robert Sturgul AALIA (CP)

Research Grant Award

The 2022 ALIA Research Grant Award was given to a project to be undertaken by Dr Suzana Sukovic on the subject 'Adolescent's recreational substance use and epistemic wellbeing'.

Charlotte Henry Study Grant

The recipient of the inaugural Charlotte Henry Study Grant was Kaley Schelks. This annual grant is for an ALIA Member who is studying for an ALIA accredited Masters degree.

Library Technician of the Year Award

The 2022 ALIA Library Technician of the Year Award was awarded to Michella McIntosh, Library Technician at The Pittwater House School. The award is a peer nominated and recognises an outstanding contribution to the profession and the advancement of library technicians.

Group Awards

Health Libraries Australia (HLA) Awards

The 2022 winner of the Anne Harrison Award was Keren Moskal (Monash Health) for the project entitled 'Design and implementation of an overarching evidence-based practice (EBP) syllabus'. The 2022 winner of the HLA/MedicalDirector/Telstra Digital Health Innovation Award was John Prentice (Library Manager, ANZCA) for 'Automated interlibrary loan/document delivery (ILL/DD) database for health libraries'.

ALIAWest

The winner of the 2022 F A Sharr Award was Emily Paul. The F A Sharr Award is presented to a Western Australian librarian or library technician in their first three years post graduation who exhibits the most potential to make a significant contribution to the library profession in WA.

ALIA Queensland

The 2022 Queensland Library Achiever of the Year Award was presented to Daniel McDonald, Library Manager at Darling Downs Hospital and Health Service. The award is maintained by the ALIA Queensland Group and recognises innovation and excellence within the library and information profession.

ALIA NT Recognition Award

The ALIA NT Recognition Award recognise the work of a team or individual working in any library and information sector in the Northern Territory. The 2022 winners of the award are as follows:

Urban Category

- Winner: Taminmin Community Library and Taminmin College Library - Students versus Seniors
- Highly commended:
 - » City of Palmerston Library - Gulwa Community Recording Studio
 - » Joanne Wood - City of Darwin Library and Family Services
 - » Alice Springs Public Library, Library Programs Team - Innovation Play Day
 - » Joanne Scott - Taminmin Council Library

Regional and Remote Category

- Winner: Barunga Community Library of Roper Gulf Regional Council - Our Barunga Dogs
- Highly commended: Jabiru Public Library - Street Library

Student Awards

Every year top performing students enrolled in ALIA-Accredited LIS qualifications are recognised through the ALIA student awards. Each ALIA-accredited institution is eligible to present one student award per course and graduating year.

The 2022 year continued to be a challenging one as many institutions attempted to move to the new normal in a post-pandemic environment. Despite the ongoing challenges affecting the education sector, graduates in 2022 have shown their determination to excel in their studies and careers. Congratulations to all students, we look forward to your progression in the library and information profession. And we extend a special congratulations to the ALIA Student Award winners listed below.

ALIA Student Award Winners 2022

VET		
Box Hill Institute	Chelsea Parsons	Diploma of Library and Information Services
North Metropolitan TAFE WA	Jonathan Bailey	Diploma of Library and Information Services
Swinburne University of Technology	Rochelle Crone	Diploma of Library and Information Services
Swinburne University of Technology	Hannah Rosie	Diploma of Library and Information Services
TAFE NSW Digital	Giselle Hely	Diploma of Library and Information Services

TAFE NSW Newcastle	Kim Chalker	Diploma of Library and Information Services
TAFE NSW Sydney Ultimo	Jasmine Searle	Diploma of Library and Information Services
TAFE NSW West Region	Louise McNamara-Yip	Diploma of Library and Information Services
TAFE SA	Nancy Liviero	Diploma of Library and Information Services
TAFE Queensland Brisbane	Neda Ameghino	Diploma of Library and Information Services
TAFE Queensland Online Learning	Holly Basiliou	Diploma of Library and Information Services
Victoria University Polytechnic	Sophie Reid	Diploma of Library and Information Services

UNIVERSITY

Charles Sturt University	Lucy Hawthorne	Master of Information Studies
Charles Sturt University	Marina van Leeuwen	Graduate Diploma of Information Studies
Charles Sturt University	Amanda Saddington	Bachelor of Information Studies
Charles Sturt University	Amy Gale	Master of Education (Teacher Librarianship)
Charles Sturt University	Natasha Lee	Master of Education (Teacher Librarianship)
Curtin University	Niamh Quigley	Master of Information Management
Curtin University	Linda Kerr	Graduate Diploma in Information and Library Studies
Curtin University	Mathew Kelly	Bachelor of Arts (Librarian and Corporate Information Management)
Monash University	Madeleine Beer	Master of Business Information Systems
RMIT University	Penelope Tangey	Graduate Diploma of Information Management
University of South Australia	Stephen Graham	Master of Information Management, Library & Information Management
University of South Australia	Melissa Whitrow	Graduate Diploma of Information Management, Library & Information Management

Distinguished Certified Professionals

Glasson	Dianne	AALIA (DCP)	22 March	Qld
Stevens	Kerrie	AALIA (DCP)	4 April	Vic
Ho	Chi Keung Oliver	AALIA (DCP) Health	26 April	Hong Kong
Feeley	Michelle	AALIA (DCP) Schools	12 May	NSW
Courtenay	Tony	AALIA (DCP) Health	12 May	Qld

Bell	Narelle	AALIA (DCP)	12 May	NSW
Gorton	Cassandra	AALIA (DCP) Health	24 May	Vic
Paroz	Christopher	AALIA (DCP)	20 June	Qld
Anderson	Victoria	AALIA (DCP) Public Library	23 June	NSW
Meleka	Maggie	AALIA (DCP) Public Library	7 July	Qld
Spratt	Renya	AALIA (DCP)	7 July	SA
Gunton	Lyndelle	AALIA (DCP)	7 July	Qld
Styles	Geraldine	AALIA (DCP) Data	25 July	ACT
Williams	Grieg	AALIA (DCP)	26 July	Vic
Baker	James	AALIA (DCP)	2 September	Vic
Coates	Ellen	AALIA (DCP)	6 September	Vic
Mollenhauer	Erin	AALIA (DCP) Heritage Collections	14 September	NSW
de Korte	Jeremy	AALIA (DCP)	16 September	Vic
Wilson	Emily	AALIA (DCP)	19 September	SA
Jensen	Fiona	AALIA (DC)) Health	21 October	Qld
Hollister	Benjamin	AALIA (DC))	27 October	SA
Nielsen	Jennifer	AALIA (DC)) Health	7 November	Qld
Heller-Nicholas	Lorraine	AALIA (DCP)	6 December	Vic
Lafferty	Michelle	AALIA (DCP)	12 December	Vic

Scholarships

Each year ALIA presents a scholarship to an Aboriginal or Torres Strait Islander student who is undertaking a qualification at Charles Sturt University that leads to ALIA Associate Membership. In 2022 the ALIA Board approved the award of two scholarships.

The recipients and their courses include:

- Amanda Preston – Master of Information Studies
- Catherine Tang - Bachelor of Information Studies

The scholarship includes an ALIA Student Membership for one year, \$5,000 towards learning expenses and a one-week placement at ALIA head office in Canberra. Amanda Preston completed a successful virtual student placement at ALIA during 2022. ALIA is proud to support First Nations peoples.

FINANCIAL STATEMENTS

Operating Results

ALIA reports a surplus of \$34,760 for the 2022 year (2021 surplus \$30,484) compared with the initial budget of \$37,000.

Some key points from the operating results are:

- 2022 was the second year of a five-year lease term for the ALIA office space. \$156,060 was expensed to rent and interest on the right-of-use asset.
- The ALIA National Conference resulted in a surplus of \$67,000 which was (\$207,000) under the budgeted surplus of \$274,000. The in-person attendance was lower than expected due to the ongoing effects of the COVID-19 pandemic.
- The cost of professional services to Members was \$180,000 (2021 \$186,000). This included education, professional advice, and the accreditation of tertiary institutions.

Reserves

Total reserves were \$7,362,565 (2021 \$8,411,164)

Cash position

Our cash position remains strong, with over \$1.9 million invested in cash and term deposits. ALIA's debt was minimal and total liabilities stood at \$647,889.

Investment portfolio

The investment portfolio balance at the end of December 2022 was \$5,626,984 (2021 \$6,118,439).

Professional Pathways

Expenses for the professional pathways project totalled \$360,000 in year two. Expenses included:

- salaries for in-house staff
- consultation
- alignment of CPD and training
- working with educators to strengthen education pathways
- employer engagement
- communications
- business support
- travel for the project team
- Professional Pathways Advisory Board consultancy
- investment in new research projects
- training and education

The project is being funded from cash reserves.

**Australian Library and Information
Association Ltd**

A.C.N: 090 953 236

**Annual report
for the year ended 31 December 2022**

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2022

Contents

	Page
Directors' report	1
Auditor's independence declaration	5
Financial statements	6
Directors' declaration	22
Independent auditor's report to the members	23

Australian Library and Information Association Limited
31 December 2022

Directors' Report

Your directors present their report on the company for the year ended 31 December 2022

Directors

The following persons were directors of the Australian Library and Information Association Ltd ("the Company")

during the whole of the financial year and up to the date of this report:

Vicki Edmunds, Vice President (appointed 21 May 2019) (reappointed 24 May 2021) President
Clare Thorpe (appointed 4 May 2020) (reappointed 16 May 2022) Vice President from 16 May 2022
Mary Carrol (appointed 24 May 2021)
Alissa Sputore (appointed 24 May 2021)

during part of the financial year:

Hero Macdonald (appointed 16 May 2022)
Janette Wright (appointed 16 May 2022)
Kathryn Eyre (appointed 16 May 2022)
Stefanie Gaspari (appointed 4 May 2020) Vice President from 24 May 2021(resigned 16 May 2022)
Justine Hyde (appointed 4 May 2020) (resigned 16 May 2022)
Emily Wilson (appointed 4 May 2020) (resigned 16 May 2022)

Principal activities

The principal activity of the Company during the financial year was representing the interests of the members, institutional and personal, engaged in the library and information sector.

Short term and long term objectives

The short term financial objective is to maintain current services, while delivering a modest surplus and to access reserves for strategic initiatives which aim to future proof the Company.

In the longer term, the Company aims to ensure long term financial sustainability through modest year-on-year surpluses. This will be achieved through development of programs which support the sector and the members with strong governance and financial accountability.

Strategies and key performance measures

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

- (1) Maintain membership income.
- (2) Deliver successful annual conferences and maintain conference income.
- (3) Maintain training income.
- (4) Maintain employment advertising.
- (5) Contain costs and deliver budgeted surpluses.

Dividends - Australian Library and Information Association Ltd

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

Review of operations

The profit from ordinary activities after income tax amounted to \$34,760 (2021: profit \$30,484).

Outside the ordinary activities the Other Comprehensive Income refers to expenditure of \$360,000 on the Professional Pathways project which was drawn from the reserves.

Significant changes in the state of affairs

During the year the Company had a change in CEO. There have been no other significant changes in the state of affairs of the company during the year.

Matters subsequent to the end of the financial year

No matters or circumstances have arisen since 31 December 2022 that has significantly affected or may affect the Company's operations, the results of those operations, or the entity's state of affairs in future financial years.

Australian Library and Information Association Limited
31 December 2022

Directors' report

Information on directors

Directors	Experience, Special Responsibilities & Qualifications
Vicki Edmunds	Board Director – Appointed 21 May 2019 – May 2021 Appointed Vice-President May 2020 – May 2021 Appointed President May 2021 – May 2023 Member of the Investment Committee Grad Dip Lib and Info Science, BA (Honours), AALIA (CP) Serving second term on the Board of Directors
Clare Thorpe	Institutional Board Director - Appointed 4 May 2020 – May 2024 Appointed Vice President from 16 May 2022 – 29 May 2023 Chair, Finance Committee Member, Risk and Governance Committee BA, Grad Cert Higher Education, Grad Dip Library & Information Studies, AALIA (DCP). Serving second term on the Board of Directors
Mary Carroll	Board Director Appointed 24 May 2021 – May 2023 Member, Risk and Governance Committee Bachelor of Education (librarianship), Master of Education (Language and Literacy), PhD (Librarianship), Cert IV Training and Assessment, AALIA. Serving first term on the Board of Directors
Alissa Sputore	Board Director Appointed 24 May 2021 – May 2023 Member, Finance Committee Chair, Accreditation and Standards Committee BAppSci (Information Studies) Grad Cert (Law), Associate Fellow, Higher Education Academy, 2020 AltMBA Leadership Workshop, AALIA (CP). Serving first term on the Board of Directors
Hero Macdonald	Board Director – Appointed 16 May 2022 – May 2024 Accreditation and Standards Committee Member, Finance Committee Graduate Certificate of University Management, Master of Information Management, Bachelor of Arts/Bachelor of Education. Serving first term on the Board of Directors
Janette Wright	Board Director - Appointed 16 May 2022 – May 2024 Chair, Risk and Governance Committee Accreditation and Standards Committee Masters Knowledge Management, Graduate Diploma Library and Information Science, Bachelor of Psychology. Serving first term on the Board of Directors
Kathryn Eyre	Board Director - Appointed 16 May 2022 – May 2024 Member, Finance Committee Master of Education, Diploma of Education, Bachelor of Arts, AALIA Serving first term on the Board of Directors

Australian Library and Information Association Limited
31 December 2022

Directors' report

Likely developments and expected results of operations

No matter or circumstance has arisen since the end of the financial year to the date of this report that has significantly affected or may significantly affect the operations of the Company the results of those operations, or the state of affairs of the Company in subsequent financial years.

Environmental regulation

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

Insurance of officers

(a) Insurance of officers

During the financial year, the Company paid a premium of \$4,163 to insure the directors and officers of the company.

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

Proceedings on behalf of the company

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

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

Directors' report

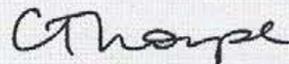
Auditor's Independence declaration

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

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



Vicki Edmunds
President



Clare Thorpe
Vice President

Canberra ACT
Date

29th March 2023

HOUSTON & HANNA
PUBLIC ACCOUNTANT

K D Hanna FIPA (Principal)

**Telephone: (026248 0352
0414 526 136**

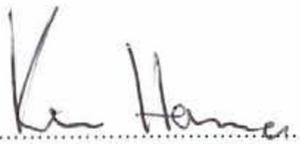
Suite 15, George Turner Offices
11 McKay Gardens, Turner ACT
GPO Box 810, Canberra ACT 2601

email: kim@khanna.com.au

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

I declare that, to the best of my knowledge and belief during the year ended 31 December 2022 there have been:

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


.....
K.D. Hanna , Registered Company Auditor

Date 29th March . 2023

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2022

Contents

	Page
Financial statements	
Statement of profit or loss and other comprehensive income	7
Statement of financial position	8
Statement of changes in equity	9
Statement of cash flows	10
Notes to the financial statements	11
Directors' declaration	23
Independent auditor's report to the members	24

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

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

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

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

Australian Library and Information Association Limited
31 December 2022

Statement of profit or loss and other comprehensive income

	Notes	2022 \$	2021 \$
Revenue from Continuing Operations	1	3,241,619	2,537,438
Administration expenses		(136,941)	(118,577)
Awards and honorarium expenses		(30,913)	(18,057)
Bank and merchant fees		(24,310)	(16,258)
Conference expenses		(698,436)	(338,403)
Contractors and consultant expenses		(85,033)	(82,826)
Depreciation and amortisation expense		(99,037)	(52,083)
Depreciation on Right-of-use-asset		(134,232)	(134,232)
Employee benefits expense		(1,434,186)	(1,465,136)
Information technology expenses		(201,490)	(109,502)
Insurance expense		(23,821)	(17,892)
Interest on Right-of-use-asset		(21,828)	(32,219)
Publication expenses		(159,656)	(58,471)
Audit Fees		(14,220)	(13,800)
Travel and accommodation expenses		(91,425)	(15,413)
Utilities		(12,163)	(13,800)
Other expenses		(39,168)	(20,285)
Total expenses		<u>(3,206,859)</u>	<u>(2,506,954)</u>
Profit / (Loss) for the year		34,760	30,484
Other comprehensive income			
Net change in fair value of financial assets at fair value through other comprehensive income		(723,359)	81,646
Professional Pathways Project	1(b)	(360,000)	(210,000)
Total comprehensive income for the year		<u>(1,083,359)</u>	<u>(128,354)</u>
Total comprehensive income (loss) for the year is attributable to:			
Members of Australian Library and Information Association		<u>(1,048,599)</u>	<u>(97,870)</u>

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

Australian Library and Information Association Limited
31 December 2022

Statement of financial position

	Notes	2022 \$	2021 \$
ASSETS			
Current assets			
Cash and cash equivalents	2(a)	176,520	811,850
Investments	2(c)	7,623,505	8,712,006
Trade and other receivables	2(b)	123,304	194,116
Total current assets		7,923,329	9,717,972
Non-current assets			
Plant and equipment	3(a)	94,546	94,326
Intangible assets - website	3(b)	165,517	220,689
Right of-use-asset – Office Lease	11(n)	402,670	536,902
Total non-current assets		662,733	851,917
Total assets		8,586,062	10,569,889
LIABILITIES			
Current liabilities			
Trade and other payables	2(d)	647,889	1,428,339
Lease Liability – Office Lease	11(n)	133,500	122,422
Provisions	3(b)	134,618	119,365
Total current liabilities		916,007	1,670,126
Non-current liabilities			
Provisions	3(C)	21,140	51,918
Lease Liability – Office Lease	11(n)	286,350	436,681
Total non-current liabilities		307,490	488,599
Total liabilities		1,223,497	2,158,725
Net assets		7,362,565	8,411,164
EQUITY			
Reserves	4(a)	135,285	216,931
Retained earnings	4(b)	7,227,280	8,194,233
Total equity		7,362,565	8,411,164

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

Australian Library and Information Association Limited
31 December 2022

Statement of changes in equity

	Retained earnings \$	Reserves \$	Revaluation reserve \$	Total equity \$
Balance at 1 January 2021	8,373,749	135,285	-	8,509,034
Profit for the period	30,484	-	-	30,484
Other comprehensive income				
Net change in fair value of financial assets at fair value Through other comprehensive income	-	81,646	-	81,646
Professional Pathways Project	(210,000)	-	-	(210,000)
Transfer to reserves	-	-	-	-
Transfer to retained earnings	-	-	-	-
Balance as 31 December 2021	8,194,233	216,931	-	8,411,164
Balance at 1 January 2022	8,194,233	216,931	-	8,411,164
Profit for the period	34,760	-	-	34,760
Other comprehensive income				
Net change in fair value of financial assets at fair value through other comprehensive income	(641,713)	(81,646)	-	(723,359)
Professional Pathways Project	(360,000)	-	-	(360,000)
Balance as 31 December 2022	7,227,280	135,285	-	7,362,565

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

Australian Library and Information Association Limited
31 December 2022

Statement of cash flows

	Notes	2022 \$	2021 \$
Cash flows from operating activities			
Receipts from customers (inclusive of goods and services tax)		2,423,117	2,568,05
Payments to suppliers and employees (inclusive of goods and services tax)		(3,709,191)	(2,323,79)
		(1,286,074)	244,26
Interest received		239,080	51,88
Net cash (outflow) inflow from operating activities		(1,046,994)	296,14
Cash flows from investing activities			
Consideration received on sale of building			
Allocation to reserves			
Payments from (to) investments		600,000	(6,069,01)
Proceeds from investments		-	6,187,02
Payment for property, plant, equipment, and intangibles		(44,086)	(289,60
Payment for right of use lease		(144,250)	
Net cash (outflow) from investing activities		411,664)	(171,58)
Net increase (decrease) in cash and cash equivalents		(635,330)	124,55
Cash and cash equivalents at the beginning of the financial year		811,850	687,29
Cash and cash equivalents at end of year	2(a)	176,520	811,85

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

Australian Library and Information Association Limited
31 December 2022

1 Revenue

	2022	2021
	\$	\$
Membership fees	1,266,511	1,336,665
Events/conference income	554,275	452,957
Professional services income and training	287,953	276,694
Publishing/advertising income	311,881	257,269
Project Management Income	404,616	-
Groups income	116,490	62,471
Sale of merchandise	20,745	39,231
Sundry revenue	40,068	65,147
	3,002,539	2,490,434
Other income		
Interest and investment revenue	239,080	47,004
Total other income	239,080	47,004
Total revenue from continuing operations	3,241,619	2,537,438

(a) Recognising revenue from major business activities

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

(i) Membership fees

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

(ii) Interest income

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

(iii) Conference income

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

(b) Professional Pathway Project Costs

- Employment costs	\$239,000
- Travel	\$28,926
- Consultants, research & investment in Training and education	\$92,074
Total Costs for Year	\$360,000

Australian Library and Information Association Limited
31 December 2022

2 Financial assets and financial liabilities

(a) Cash and cash equivalents

	2022	2021
	\$	\$
CURRENT		
Cash at bank and in hand	176,520	811,850
Total cash and cash equivalents	<u>176,520</u>	<u>811,850</u>

(b) Trade and other receivables

	2022	2021
	\$	\$
CURRENT		
Trade and other receivables	61,175	34,024
Prepayments and Other	45,691	147,823
Accrued income	16,438	12,269
	<u>123,304</u>	<u>194,116</u>

(c) Held-to-maturity investments

	2022	2021
	\$	\$
CURRENT		
Term deposits	1,996,521	2,593,567
Financial assets at fair value through other comprehensive income	5,626,984	6,118,439
Total investments	<u>7,623,505</u>	<u>8,712,006</u>

(d) Trade and other payables

	2022	2021
	\$	\$
CURRENT		
Trade payables and other accruals	44,125	43,935
Other payables	72,896	568,694
Project funds in advance	80,294	98,969
Income in advance	450,574	716,741
	<u>647,889</u>	<u>1,428,339</u>

Australian Library and Information Association Limited
31 December 2022

3 Non-Financial assets and liabilities

(a) Plant and Equipment

	Office equipment \$	Fixtures and Fittings \$	Total plant and equipment \$
At 31 December 2021			
Opening net book amount	46,990	30,506	77,496
Disposals	-	-	-
Additions	7,107	61,805	68,912
Accumulated depreciation	(26,882)	(25,200)	(52,082)
Closing net book amount	<u>27,215</u>	<u>67,111</u>	<u>94,326</u>
Year ended 31 December 2022			
Opening net book amount	27,215	67,111	94,326
Disposals	-	-	-
Additions	44,086	-	44,086
Depreciation charge	(25,518)	(18,347)	(43,865)
Closing net book amount	<u>45,783</u>	<u>48,763</u>	<u>94,546</u>
At 31 December 2022			
Cost	100,800	151,314	252,114
Additions	44,086	-	44,086
Accumulated depreciation	(99,103)	(102,551)	(201,654)
Net book amount	<u>45,783</u>	<u>48,763</u>	<u>94,546</u>

(i) Depreciation methods and useful lives

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

- Furniture and fittings 3 - 11 years
- Computer equipment 1 - 3 years
- Website 4 years

(b) Website Costs	\$
Year ended 31 December 2021	<u>220,689</u>
Amortisation	-
Closing Net book amount	<u>220,689</u>
Year ended 31 December 2022	
Opening net book amount	<u>220,689</u>
Amortisation	<u>(55,172)</u>
Closing Net book amount	<u>165,517</u>

Australian Library and Information Association Limited
31 December 2022

Non-financial assets and liabilities

(b) Provisions

	2022			2021		
	Current	Non- Current	Total	Current	Non- Current	Total
	\$	\$	\$	\$	\$	\$
Employee benefits	134,618	21,141	155,759	119,365	51,918	171,283
	<u>134,618</u>	<u>21,141</u>	<u>155,759</u>	<u>119,365</u>	<u>51,918</u>	<u>171,283</u>

(i) Provision for long-term employee benefits

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

Australian Library and Information Association Limited
31 December 2022

4 Equity

(a) Reserves

	2022	2021
	\$	\$
Research fund reserve	38,519	38,519
Anne Harrison trust reserve	96,766	96,766
Fair Value Reserve	-	81,646
	<u>135,285</u>	<u>216,931</u>

	2022	2021
	\$	\$
<i>Research fund reserve</i>		
Balance 1 January	38,519	38,519
Transfer to (from) reserves	-	-
Balance 31 December	<u>38,519</u>	<u>38,519</u>

<i>Anne Harrison Trust reserve</i>		
Balance 1 January	96,766	96,766
Transfer to reserve	-	-
Balance 31 December	<u>96,766</u>	<u>96,766</u>

(i) Nature and purpose of reserves

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

Anne Harrison trust reserve

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

(b) Retained earnings

	2022	2021
	\$	\$
Balance 1 January	8,194,233	8,373,749
Net profit for the period	34,760	30,484
Other comprehensive income	(1,001,713)	(210,000)
Transfer to retained earnings		-
Balance 31 December	<u>7,227,280</u>	<u>8,194,233</u>

Australian Library and Information Association Limited

31 December 2022

5 Critical estimates, judgements and errors

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

Impairment

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

6 Contingent liabilities and contingent assets

As at balance date the entity has no known contingent liabilities or contingent assets (2021: \$Nil).

7 Commitments

(a) Non-cancellable operating leases

	2022	2021
	\$	\$
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows;		
Due within 12 months	8,829	8,829
Due greater than 12 months but less than 5 years	17,658	26,488
	<u>26,487</u>	<u>35,317</u>

(b) Conference commitments

The Australian Library and Information Association has commitments outstanding for two conferences.

The value of these commitments at 31 December 2022 is \$302,065 (2021 \$302,065).

8 Events occurring after the reporting period

The COVID pandemic continued to have an impact on the financial performance of the company through 2022. Numbers attending the in-person conference in May were significantly lower than in previous years due to the continuing restrictions of significant in-person events.

No other matters or circumstances have arisen since 31 December 2022 that has significantly affected or may affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

No other matters or circumstances have arisen since 31 December 2022 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

9 Related party transactions

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

(a) Key management personnel compensation

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

	2022	2021
	\$	\$
Key management personnel compensation	(5 personnel) 589,886	(4 personnel) 509,178

Australian Library and Information Association Limited
31 December 2022

10 Members' liability

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 31 December 2022, the total number of members was 3,918 (2021: 3,915).

11 Summary of significant accounting policies

Basis of preparation

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

(i) Historical cost convention

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

(ii) Compliance with Australian Accounting Standards - Simplified Disclosures

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

a) Revenue recognition

Revenue recognition –contracts with customers

AASB 15 requires revenue to be recognised when control of a promised good or service is passed to the customer at an amount which reflects the expected consideration.

The customer for these contracts is the fund provider.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price
5. Recognise revenue

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability. This is the case for application fees for new members, which are recognised as income over the expected term of membership.

None of the revenue streams of the company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Contract assets arise when work has been performed on a particular program and goods or services have been transferred to the customer but the invoicing milestone has not been reached and the rights to the consideration are not unconditional. If the rights to the consideration are unconditional then a receivable is recognised. No impairment losses were recognised in relation to these assets during the year (2021: \$nil).

Contract liabilities generally represent the unspent grants or other fees received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided, or the conditions usually fulfilled within 12 months of receipt of the grant / fees. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is presented as non-current. Where the monies are received for the company to acquire or construct an item of property, plant and equipment which will be controlled by the company then the funds are recognised as a contract liability and amortised to revenue as and when the obligation is satisfied.

Grant income

Assets arising from grants in the scope of AASB 1058 are recognised at their fair value when the asset is received. These assets are generally cash but maybe property which has been donated or sold to the company at significantly below its fair value.

Australian Library and Information Association Limited
31 December 2022

11. Summary of significant accounting policies Cont.

(a) Basis of preparation Cont.

Once the asset has been recognised, the Company recognises any related liability amounts (e.g. provisions, financial liabilities).

Once the assets and liabilities have been recognised then income is recognised for any difference between the recorded asset and liability

(b) Capital grants

Capital grants received under an enforceable agreement to enable the company to acquire or construct an item of property, plant and equipment to identified specifications which will be controlled by the company (once complete) are recognised as revenue as and when the obligation to construct or purchase is completed.

For construction projects, this is generally as the construction progresses in accordance with costs incurred since this is deemed to be the most appropriate measure of the completeness of the construction project as there is no profit margin.

For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the company.

(c) Property, plant and equipment

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

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

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

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

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

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

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

(d) Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Association becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the Association commits itself to either purchase or sell the asset (i.e. 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.

11. Summary of significant accounting policies Cont.

(d) Financial Instruments

Financial Assets

Classification and subsequent measurement

Financial assets with the implementation of AASB 9 Financial Instruments for the first time in 2019, the entity classifies its financial assets in the following categories:

financial assets at fair value through profit or loss;

financial assets at fair value through other comprehensive income; and

financial assets measured at amortised cost.

The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date. Comparatives have not been restated on initial application.

Financial Assets at Fair Value Through Other Comprehensive Income (FVOCI)

Financial assets measured at fair value through other comprehensive income are held with the objective of both collecting contractual cash flows and selling the financial assets and the cash flows meet the SPPI test. Any gains or losses as a result of fair value measurement or the recognition of an impairment loss allowance is recognised in other comprehensive income.

Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria: 1. the financial asset is held in order to collect the contractual cash flows; and 2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount. Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write off directly reduces the gross carrying amount of the financial asset.

(e) Impairment of assets

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

11. Summary of significant accounting policies Cont.

(f) 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.

(g) Cash and cash equivalents

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

(h) Goods and Services Tax (GST)

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

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

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

(i) 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*.

(j) Intangible assets

Software

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

11. Summary of significant accounting policies Cont.

(k) Provisions

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

(l) Comparative figures

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

(m) Trade and other payables

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

(n) Leases

Leases accounting policy for year ended 31 December 2022.

At inception of a contract, the company assesses whether a lease exists – i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration. This involves an assessment of whether:

- The contract involves the use of an identified asset – this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right, then there is no identified asset.
- The Company has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Company has the right to direct the use of the asset i.e. decision-making rights in relation to changing how and for what purpose the asset is used.

At the lease commencement, the company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the company believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives.

The right-of-use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy. The right-of-use asset is assessed for impairment indicators at each reporting date.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the company's assessment of lease term.

11. Summary of significant accounting policies Cont.

(n) Leases Cont.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The company has elected to apply the exceptions to lease accounting for leases of low-value assets. For these leases, the company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(o) New accounting standards and interpretations

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

Australian Library and Information Association Limited
31 December 2022

Directors' declaration

In the directors' opinion:

- (a) the financial statements and notes set out on pages 6 to 22 are in accordance with the *Corporations Act 2001*, including:
 - (i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - (ii) giving a true and fair view of the entity's financial position as at 31 December 2022 and of its performance for the year ended on that date, and
- (b) there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

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



Vicki Edmunds

President



Clare Thorpe
Vice President

Canberra ACT

29th March 2023

HOUSTON & HANNA

PUBLIC ACCOUNTANT

K D Hanna FIPA (Principal)

GPO Box 810, Canberra ACT 2601

Telephone: (02) 6248 0352
0414 526 136

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

email: kim@khanna.com.au

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

Opinion

I have audited the financial report of Australian Library and Information Association Limited ("the Company") which comprises the statement of financial position as at 31 December 2022 the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

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

- a) giving a true and fair view of the Company's financial position as at 31 December 2022 and of its financial performance for the year then ended; and
- b) complying with Australian Accounting Standards – Simplified Disclosures and the *Corporations Regulations 2001*.

Basis for Opinion

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

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

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

HOUSTON & HANNA
PUBLIC ACCOUNTANT

K D Hanna FIPA (Principal)

GPO Box 810, Canberra ACT 2601

Telephone: (02) 6248 0352
0414 526 136

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

email: kim@khanna.com.au

Responsibilities of the Directors for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

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

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

HOUSTON & HANNA
PUBLIC ACCOUNTANT

K D Hanna FIPA (Principal)

GPO Box 810, Canberra ACT 2601

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

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

email: kim@khanna.com.au

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

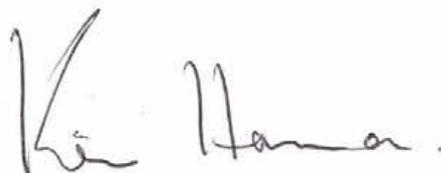
I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

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

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

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

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



**K D Hanna FIPA
Registered Company Auditor
Principal
Houston & Hanna
Canberra:**

Dated: 29th March, 2023



Australian Library and
Information Association

alia.org.au