



Australian Library and  
Information Association

# ANNUAL REPORT

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## 2023

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# President's Report



As is always the case, 2023 was a huge year for our sector with a number of wins, changes and challenges that kept everyone at ALIA busy in multiple areas. With many still managing the ongoing effects of the Covid pandemic, dealing with censorship calls and protests from some members of the community, and in certain cases engaging recovery efforts following flood damage, there is plenty of ground to cover in this year's Annual Report.

A major area of focus for ALIA in 2023 was our response to the significant increase in challenges to the right and the freedom to read in Australia. In public libraries and public and private schools across the country, there was an unprecedented number of complaints, challenges, and protests targeting books, library displays, programs and events. An overwhelming proportion of these were connected to content with LGBTQIA+ themes or characters, especially content about gender and sex education. Free access to information and resources is a fundamental part of the ALIA Core Values Statement, as is respect for the diversity, individuality and equality of all people. To this end the ALIA team set up a reporting mechanism to collect data around these book challenges and incidents through the [Freedom to Read](#) page.

Some of our key activities in this space included:

- The development of a suite of resources to support and equip the library workforce to respond to complaints and aggressive behaviours. These included information about the legal rights and responsibilities concerning public libraries, the Australian Classification Board, templates for collection development policies, requests for reconsideration of library resources.
- A series of in-person workshops, in conjunction with public library associations and National and State Libraries Australasia (NSLA), in Brisbane (June), Sydney (August), Adelaide and Melbourne (September) for library managers and team leaders to share experiences, resources, and training to confront this phenomenon. Further workshops in ACT, Northern Territory, Tasmania, and Western Australia are being planned for coming months.
- A statement from the ALIA Board in support of public library staff and pointing them to resources and statements to assist them with the challenges from members of the public.
- Hosting an information session, in partnership with Queensland Public Libraries Association (QPLA), for Australia's library vendors and shelf-ready providers around standing orders, classification regulations and restrictions, cataloguing and categorisation and advocacy opportunities.
- A submission to the Australian Classification Board (ACB) in favour of an unrestricted classification for Maia Kobabe's *Gender Queer*. The ACB classified *Gender Queer* Unrestricted with consumer advice M (Not recommended for readers under 15 years)

We are continuing to develop resources to assist members in dealing with these issues and encourage everyone to report all challenges to ALIA so that we can continue to support libraries in their vital work.

2023 saw progress in our ongoing commitment to ensuring that our sector is fully inclusive of Australia's First Nations' cultures and perspectives, truth-telling is supported, and where First Nations peoples are an integral part of the Australian library services workforce. The ALIA Board issued a statement in the lead up to the Referendum for the Voice to Parliament that reaffirmed our sector's commitment to providing equitable access for people in the community to assist them in making an informed decision in the Referendum. At the same time, it acknowledged that the safety and wellbeing of First Nations library staff and community may be negatively impacted during the process of the Referendum and the debate surrounding it. To that end ALIA created a set of resources to support library and information services during the referendum, including in mitigating risks. Despite the outcome of the Referendum, we will continue to work to raise up the voices of First Nations peoples and continue to honour our commitment to access to information, democracy and truth-telling. We thank the members of the ALIA Aboriginal and Torres Strait Islander Executive Advisory Group for their guidance and input into the statement.

We also were proud to launch of the *First Nations Collection Description Guidelines* in November which was the result of a ground-breaking collaboration between ALIA, National and State Libraries Australasia (NSLA), the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), the Council of Australian University Librarians (CAUL) and CAVAL. The guidelines were developed to support the crucially important cataloguing work of creating descriptive metadata and item records for collections created by or containing information about Aboriginal and Torres Strait Islander people and communities. Authored by writer, curator and presenter Tui Raven the guidelines are accompanied by additional video training resources to guide users through the document and how to use it. This is a significant step towards instilling greater cultural safety, awareness, respect and understanding of First Nations peoples and we're optimistic that the guidelines and accompanying resources will enable the adoption of improved description methodologies.

Another major launch for the year was the *ALIA Framework of Skills, Knowledge and Ethics for the Library and Information Services Workforce*, the central component of the Professional Pathways project led by ALIA in collaboration with library and information service sectors across Australia. 'The Framework', as it will more commonly be known, is a resource that distils and presents the skills, knowledge and ethics needed to work effectively in the LIS sector and to provide high-quality services to library communities. It can be used by individuals at all levels and organisations in the LIS sector and includes two dedicated First Nations Domains developed in close consultation with the ALIA Aboriginal and Torres Strait Islander Expert Advisory Group (EAG). This is the culmination of several years' work and the contribution of many people who generously contributed their expertise, thoughts and feedback. We especially thank ALIA Deputy CEO Trish Hepworth and the members of the Professional Pathways Advisory Board for their tireless work in bringing this significant work to fruition.

As our year drew to an end, our new [Strategic Plan](#) was just beginning as the final version made its way to the ALIA Board for approval. Our 2024-2026 strategy sets out how we will shape the next three years of the organisation. It remains focussed on the practical in how we will support our members and the wider library and information services (LIS) sector. It never loses sight of our aspiration and role in helping libraries to be recognised as critical institutions and services at the heart of a thriving democracy. It will guide our decisions, inform our investments, and provide the framework for our annual plans and budgets.

Finally, ALIA could and would not exist without the voluntary efforts and activities of our Members: those who serve on the ALIA Board or on Advisory and Sector Committees, those who are part of an ALIA regional or special interest group, those who speak at conferences, events and seminars and those who contribute to our policy submissions and other advocacy work. Our Members contribute to the organisation in myriad ways and it cannot be underestimated how much we appreciate the time, effort, good will and expertise you all bring to these endeavours.

**Jane Cowell**  
ALIA President

# Chief Executive Officer's Report



There were a number of changes at ALIA during 2023, some of them planned, some unexpected and others just part of the world we all live in. The changes have been made or responded to with ALIA's purpose in mind.

A review of ALIA's committees and groups identified a need for some structural changes to ensure each one had a clear purpose with suitable membership and support from ALIA office. Instead of some 10 Advisory Committees and around 38 Groups, we implemented five categories and now have Advisory Committees, Sector Committees, Regional Groups, Special Interest Groups and Working Groups. To support this new structure we issued a revised Groups Handbook, ensured each committee and group had a terms of reference and replaced the part-time State Manager roles with a full-time Regional Engagement Manager, Emily Wilson.

We had two new Executives commence in 2023. Kylie Fiddy, Chief Operating Officer and Company Secretary and Zola Maddison, Director Events and Training joining Trish Hepworth, Deputy CEO and me to form the ALIA Executive. 2023 was a busy year with its own challenges and I am happy to report that the leadership team is strong and aligned. We have also provided flexibility for staff which enables us to recruit and retain the best talent. In addition to Canberra we now have 'ALIA Offices' in Melbourne and Adelaide.

We had a hit to some of our income sources, as detailed in the Chief Operating Officer's report. To learn from this we have been analysing what we can do better or differently in areas like conferences and training. You will start to see some of these changes and a new focus coming through in 2024 and 2025.

Our advocacy work is continuing to grow in output and impact. There has been great collaboration with members who volunteer their time and share their expertise and successful partnerships with those outside the sector with aligned values and shared goals. The establishment of the Australian Coalition for School Libraries (ACSL) as a sector committee of ALIA is significant in that it provides a national voice with the authority to speak for the school library sector.

A new focus in 2023 was the positioning of libraries as essential to a thriving democracy in light of mis and disinformation and growing inequality and exclusion. The trust people have in librarians and the value people place on the safe and welcoming space provided by a library demonstrates that libraries are needed more than ever.

A personal highlight for me was working with ALIA's Aboriginal and Torres Strait Islander Expert Advisory Group. I have learnt so much from them about how to listen, to take the time to understand and to really think about the impact of our actions. I am thrilled that a generous bequest from a former ALIA member, Gabrielle Watt, will enable a number of Aboriginal and Torres Strait Islander colleagues working in remote areas to come to the ALIA National Conference this year. This will continue to build capacity and increase representation of First Nations peoples in the library and information sector.

**Cathie Warburton**  
CEO

# Chief Operating Officer's Report



Wow what a whirlwind first year at ALIA! I am writing this on my first anniversary with ALIA, so it is a perfect time to look back and reflect on the past year and what we've achieved in such a short time.

I am proud to say we have implemented several significant business process improvements during 2023 that will lay a strong operational foundation for many years to come. The following are just some of the improvements we've made:

- Streamlined the Finance Officer role to reduce manual processing, freeing up time for more value adding work, including taking on some of the Board administrative tasks.
- Implemented reporting software to give us better insights into our membership database and analytics on access to the website.
- Implemented board reporting software to streamline the process of providing papers to our Board and Board committees.
- Transitioned to a new managed service IT provider during 2023, after being with the previous provider for more than 10 years. All our website hosting and managed services are now with the same provider, giving us economies of scale and better, faster support.
- Commenced work on a cyber security policy to ensure we've got the capability to prevent, detect and respond to any cyber events. Cyber Insurance was added to our insurance package during 2023.
- Commenced a project to flowchart membership processes – understanding these processes will give us a better idea of areas that need attention and improvement.

- Commenced transitioning our groups to Microsoft 365 for better collaboration and communication experience.
- Implemented an Employee Assistance Program (EAP) to provide support to our staff.

Turning to the finances, a new auditing firm was appointed during 2023 and as a result they have made several adjustments to prior period balances to reflect updated accounting standards.

This resulted in a restatement of the 2022 financials to an operating loss of (\$439k) vs the originally reported profit of \$35k. The restatements were to correct a misstatement of membership income (\$169k), reverse the amortisation of the membership database \$55k and correct the accounting treatment of the Professional Pathways expenditure to reflect that it was an approved use of reserves and not an income source (\$360k).

The result for 2023 is an operating loss of (\$640k) vs an original budgeted profit of \$34k. This included an adjustment to the accounting treatment of the Professional Pathways approved use of reserves (\$273k). The other main contributors were the poor performance of certain income streams versus the budgeted income: conference income had a variance of (\$223k), training income had a variance of (\$109k) and publishing/advertising income had a variance of (\$152k).

On a positive note, membership income was \$29k above budget and \$232k above 2022 levels. Although the member numbers for 2023 finished slightly below 2022, a data clean-up removed unfinancial member data, which had led to an overstatement of member numbers for a number of years. Improvements to ongoing processes means we have confidence in our data integrity going forwards. The trend of increasing new institutional members is encouraging.

ALIA's cash position is strong, with around \$1.7m in cash and term deposits. The investment portfolio with Playfair Tan has performed well, achieving a calendar year 2023 return of +9.72% or +\$548,618, more than making up for the decline of -7.78% during 2022. It is important to remember the investment outlook is long-term. The Board's Finance Committee works closely with Playfair Tan to ensure the portfolio of investments reflects the ALIA Investment strategy and risk profile.

Looking forwards to the remainder of 2024, we are not resting on our laurels. We are continuing to identify improvements to the way we operate and engage with our membership, including a "Meet the ALIA team" booth at the ALIA National Conference in Adelaide in May. Come and say hi if you're intending to be there, we'd love to put faces to the names.

**Kylie Fiddy**

COO and Company Secretary



Image: Green Square Library.

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# About ALIA

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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 Australian library and information sector for the benefit of the Australian community.

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## Our 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.”*

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## 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 Committees, Editorial Boards, course accreditation and judging panels, and as Group officeholders.



ALIA Board until 2023. From L to R: Vicki Edmunds, Clare Thorpe, Mary Carroll, Kathryn Eyre, Hero Macdonald, Alissa Sputore, Janette Wright



ALIA Board from 2023 From L to R: Jane Cowell, Clare Thorpe, Kathryn Eyre, Nicole Johnston, Hero Macdonald, Amy Walduck, Janette Wright

## Board of Directors until May 2023

Vicki Edmunds AALIA, President  
Mary Carroll AALIA  
Alissa Sputore AALIA (CP)  
Clare Thorpe AALIA (DCP)  
Hero Macdonald AALIA  
Janette Wright AALIA  
Kathryn Eyre AALIA (CP)

## Board of Directors from May 2023

Jane Cowell AALIA (DCP), President  
Clare Thorpe AALIA (DCP), Vice-President  
Kathryn Eyre AALIA (CP)  
Hero Macdonald AALIA  
Janette Wright AALIA  
Amy Walduck AALIA  
Nicole Johnston AALIA

## Board Committees until May 2023

### *Finance Committee*

Clare Thorpe (Chair)

Hero Macdonald

Kathryn Eyre

Alissa Sputore

### *Governance and Risk Committee*

Janette Wright (Chair)

Mary Carroll

Clare Thorpe

### *Accreditation and Standards Committee*

Alissa Sputore (Chair)

Hero Macdonald

Janette Wright

### *Investment Committee*

Vicki Edmunds (Chair)

Tricia Genat

Robert Knight

## Board Committees from May 2023

### *Finance Committee*

Clare Thorpe (Chair)

Kathryn Eyre

Amy Walduck

### *Governance and Risk Committee*

Janette Wright (Chair)

Hero Macdonald

Amy Walduck

### *Accreditation and Standards Committee*

Hero Macdonald (Chair)

Nicole Johnston

Janette Wright



Image: Darling Square Library.

# Committees appointed by the ALIA Board

Following a review of ALIA's Committees and Groups in late 2022, the ALIA Board created a new structure for Committees and Groups which took effect in mid-2023. Committees are now divided into 2 categories: Advisory Committees and Sector Committees.

**Advisory Committees** will advise the ALIA Board in those areas where the Board actively seeks advice on a regular basis in alignment with the Strategic Plan.

**Sector Committees** are for those sectors where an independent body (eg NSLA, CAUL) does not exist.

Details about revisions to the Groups structure can be found on page 14.

## Advisory Committee Highlights 2023

### Aboriginal and Torres Strait Islander Expert Advisory Group

The ALIA Aboriginal and Torres Strait Islander Expert Advisory Group (EAG) was formed in March 2022 bringing together seven First Nations LIS professionals based in different places and library and information sectors across Australia, with a wealth of knowledge, expertise and experience. A critical role of the EAG is to provide advice to ALIA on Indigenous priorities across the library sector in Australia and to highlight pathways for First Nations people to be engaged in the sector.

#### Key activities:

- Throughout 2023 the EAG increased the representation of Indigenous voices in the library profession in Australia.
- The group has built a foundation within ALIA to both forward plan strategies for Indigenous priorities in libraries and provide feedback on engagement opportunities for ALIA.
- Work got underway on revitalising Aboriginal and Torres Strait Islander Library, Information and Resource Network (ATSILIRN) with the formation of a new working group. The Working Group will reconvene in 2024 to discuss the network including proposed governance models and re-establishing the ATSILIRN membership base.

**Committee Members:** Dr Kirsten Thorpe & Yanti Ropeyarn (Co-chairs); Rebecca Bateman; Damien Webb; Ryan Stoker; Lesley Acres; Renee Johnson.

**ALIA Board Liaison:** Vicki Edmunds until May 2023 and Clare Thorpe from May 2023.

**Meetings:** The EAG held monthly online meetings and had one all day face-to-face meeting in Canberra in May.

## 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 provides advice to the ALIA Board on issues of relevance to students and new professionals as well as informing the development and delivery of services for new professional and student members.

### Key activities:

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- Lightning talk at NLSX delivered by Olivia Larobina and Emilia Bell exploring networking opportunities organised by ALIA NGAC in 2022.
- Online survey to gather qualitative data about the impact of mandatory job requirements (such as driver's licenses) on new library professionals.
- Spoke at the ALIA Disability webinar on 15 November 2023: Barriers to employment in the library sector.
- Accepted proposal for 25-minute presentation at ALIA National Conference 2024 with accompanying journal article.
- Contributed to the LIS Workforce Advisory Board, including the work on the ALIA Framework of Skills, Knowledge and Ethics for the LIS workforce project.

**Committee Members:** Sara Altman (Chair until May 2023); Lorraine Rose (Vice-chair until May 2023); Emilia Bell (Co-chair, May to July 2023); Olivia Larobina (Co-chair May 2023 – present); Kate Davis (Co-chair August 2023 to current); Alex Dupriez; Towsif Ahmed (started October 2023); Laura Verrelli (started October 2023); Flax Soetjandra (started October 2023); Lydia Grant (to June 2023).

**ALIA Board Liaison:** Clare Thorpe until May 2023 and Kathryn Eyre from May 2023.

**Meetings:** NGAC met online 5 times in 2023: February, March, April, July and October when they moved to quarterly meetings.

## Research Advisory Committee

The Research Advisory Committee was formed in September 2013 as a successor to the Research Committee. Its terms of reference are to advise the ALIA Board 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. It plays an active role in the creation of the ALIA Research Agenda; the further development of research activities for the Association, including conference workshops; producing the research-related information, resources and support that should be available to ALIA Members; and raising awareness of, and contributions to, the ALIA Research Fund.

### Key activities:

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- Reviewed the ALIA Research Grant Award eligibility, evaluation approach and promotion. This included the establishment of a Presentation Series where recipients present their research findings, review of the reporting process and confirmation of 2-year funding period.
- Workshop proposal submitted and accepted to the ALIA National Conference - Research in Practice: From Discovery to Impact.
- Submitted article by Dr Nicole Johnston 'Implications of generative AI on information literacy and referencing' for June 2023 edition of INCITE magazine.

**Members:** Elham Sayyad Abdi (Co-chair); Tina Du (Co-Chair) (stepped down in December); Mozhdeh Dehghan; Katherine Howard; Nicole Johnston (retired in May); Edward Luca; Bhuvan Narayan; Ania Tait; Huan Vo-Tran; Liz Walkley-Hall.

**ALIA Board Liaison:** Hero MacDonald.

**Meetings:** the Committee met online four times during the year, in March, May, July and September.

## International Relations Advisory Committee

The International Relations Advisory Committee (IRAC) was established in 2017 to provide advice to the Board on strategic and policy issues relating to international affairs in the library and information sector as well as support ALIA's membership of the International Federation of Library Associations and Institutions.

### Key activities:

- A guide to IFLA elections and Australians serving on IFLA Committees.
- Members of the Committee presented as part of the "IFLA and You" webinar to introduce ALIA members to IFLA and all it offers.
- Coordinated the Sustainable Development Goals Stretch Targets Baseline Report, March 2023.

**Committee Members:** Vicki McDonald (Chair), Margaret Allen, Laurie Atkinson, Alison Dellit, Jayshree Mamtora, Atlanta Meyer, Roxanne Missingham, Marian Morgan-Bindon, Jan Richards.

**ALIA Board Liaison:** Kathryn Eyre until May 2023 and Nicole Johnston from May 2023.

**Meetings:** IRAC met online 4 times in 2023: January, February, March and September. This was the final meeting for IRAC which was wound up as an Advisory Committee.



From L to R: Damien Webb, Renee Johnson, Dr Kirsten Thorpe, Lesley Acres, Ryan Stoker and Rebecca Bateman.

## Sector Committee Highlights 2023

### Australian Public Library Alliance

The ALIA Australian Public Library Alliance (APLA) is the peak body for public libraries in Australia. The committee comprises the chair of every state-based public library association, a senior representative from the ACT, Northern Territory and Tasmanian library services, and expert members.

### Key activities:

- ALIA-APLA Joint Statement on the International Day of Democracy.
- ALIA-APLA Joint Statement in support of free access to information in Australian libraries.
- Launching the Libraries Transform promotional campaign.
- Release of the Australian public libraries statistical report 2021-2022 in collaboration with National and State Libraries Australasia (NSLA).
- New Terms of Reference agreed for APLA to become a Sector Committee of ALIA.
- Supporting the Department of Health and Aged Care's pilot program in public libraries to promote the aged care reforms.
- Supporting the ALIA Professional Pathways initiative; Library Lovers' Day; National Simultaneous Storytime; Library and Information Week; the Freedom to Read workshops.

**Members:** Viv Barton (Chair – until Dec 2023), Vanessa Little/Penny Davies (ACT), Adele Casey (NSW), Suzie Gately/Tracey Puklowski (NT), Nicole Hunt (QLD), Dionne Collins/Tania Paull (SA), Robyn Murfet (TAS), Leanne Williams/Angela Savage (VIC), Alison Oliver (WA), Lisa Bateman (expert member).

**ALIA Board Liaison:** Vicki Edmunds until May 2023 and Amy Walduck from May 2023.

**Meetings:** The committee met online 6 times during 2023.

## Health Libraries Australia

Health Libraries Australia (HLA) is the ALIA sector committee for 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 vision of HLA is that all Australians benefit from health library and information professionals' expertise that is integral to evidence based health care.

### Key activities:

- 16 lunchtime seminars throughout 2023 with a mix of paid training workshops, online seminars, face to face events and other sessions. Topics included visual design made easy, streamlining reference services, automation tools, AI tools, measuring research impact, mis and dis information and more.
- Advocacy activities including a submission with ALIA to the Australian and New Zealand Standard Classification of Occupations, strengthening equitable access to Australian Standards for Health Libraries, and addressing issues in the MeSH (Medical Subject Heading) indexing to make Australian Indigenous content discoverable.
- 3 issues of the Journal of Health Information and Libraries Australasia (JoHILA) and 11 issues of HLA Alerts published.
- Awarding of the HLA/Telstra Health Digital Health Innovation Award 2023 to Alice Anderson and Cassandra Gorton for Library Interactive Digital Information Screen.

**Members:** Gemma Siemensma (Chair); Michele Gaca (Secretary), Jane Orbell-Smith, Rob Penfold, Rolf Schafer, Angela Smith, Daniel McDonald, Sally Simpson, Glynis Jones, Darcy Stephenson; Gillian Kirby, Natasha Bradley, Ann Ritchie, Peter Murgatroyd, Sharon Karasmanis.

**ALIA Board Liaison:** Janette Wright.

**Meetings:** the Committee met monthly online.

## VET Libraries Australia

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 coordinates and maintains the National Reciprocal Borrowing Scheme to support students studying externally, and it is involved in advocacy for the sector.

### Key activities:

- Vet Libraries Australia held their online conference in November 2023 for over 600 attendees. Library staff from across Australia contributed papers to share with their colleagues. Attendees included library staff, library studies teaching staff and library studies students. This was the first VET Libraries conference held in 10 years, it was a great opportunity to showcase our libraries and share with our colleagues.

**Members:** Joanne Clark (Chair); Angela Orth (Qld); Kiah Rogers (WA); Jane Bollard (Tas); Wanda Pomeroy (SA); Claire Stalker-Booth (ACT); Margherita Meeking (Vic);

**ALIA Board Liaison:** Alissa Sputore until May 2023 and Nicole Johnston from May 2023.

**Meetings:** (Jo to provide meeting frequency info).

## Australian Coalition of School Libraries

Established in December 2023, the Australian Coalition for School Libraries (ACSL) is the newest sector committee of ALIA and advises the ALIA Board on policy for the school library sector and has a highly active role in school library advocacy and campaigns. Prior to this ALIA was an active member of the School Library Coalition which was established in 2015. ACSL continues that work and provides a united and professional voice to advocate for Australian school libraries and school library staff. The coalition comprises representatives from the state-based school library associations and the Australian School Library Association (ASLA).

## Key activities:

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- Signing of MoU, development of new logo and branding.
- Development of dedicated ACSL website.

**Members:** Representatives from ALIA, the Australian School Library Association (ASLA), School Library Association New South Wales (SLANSW), School Library Association South Australia (SLASA), School Library Association Victoria (SLAV), Queensland School Library Association (QSLA), Western Australian School Library Association (WASLA).

**Meetings:** the School Library Coalition met four times in 2023, with the May meeting taking place face-to-face

## Government and Special Library Sector Committee

Established in September 2023, the purpose of the Government and Special Libraries sector committee (GSL) is to provide a forum to discuss professional development, policy, advocacy, and other issues relevant to ALIA members and library and Information specialists who work in government or special libraries. The GSL will celebrate, promote and support the value, diversity and richness of collections and knowledge in the sector. The GSL continues the work of the Australian Government and Library Information Network and the Special Libraries Working Group.

## Key activities:

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- Survey of the sector to gather information about the priorities and challenges and to identify potential new members for the committee (conducted as Australian Government Library and Information Network).
- Government and Special Libraries Workshop to discuss survey results and to explore future possibilities for the Committee.

**Members:** Kylie Poulton (Chair); Karen Collier (Secretary and Treasurer); Bronwyn Coupe; Jo-Ann Cryer; Lizelle Smith; Michelle Liu; Rosanne Dunner; Michelle Lloyd; Aileen Weir (to December 2023).

**Meetings:** the Committee met 5 times (as AGLIN) and once as GSLSC.

## LIS Workforce Advisory Board

From 2020 – 2023 a significant workforce project brought together representatives from library and information service (LIS) sectors across Australia to develop an approach to ensure a resilient, diverse workforce with the skills, knowledge, professionalism and ethics required to navigate our rapidly changing workplaces.

## Key activities:

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- In person, all day board meeting in February where three working groups presented their work and proposals on distinct topics, and the wider group discussed and further workshopped the proposal and recommendations.
- Second stage consultation which proposed a final *Framework of skills, knowledge and ethics for the library and information services workforce*, and pitched ideas around professional recognition, continuous professional development (CPD) and credentialing as proposed by the LIS Workforce Advisory Board.
- Confirmation of LIS workforce framework prior to launch, and setting the agenda of work for the next period.
- Launch of the ALIA skills, knowledge and ethics framework for the LIS workforce.

**Members:** Geoff Strempe (Chair) Philip Kent, Vicki McDonald, Geoff Strempe, Robyn Murfet, Ann Ritchie, Kylie Poulton, Sandra Ryan (proxy Helen Weston), Helen Weston, Beatriz Aroche, Diane Velasquez, Julie Barkamn, Kate Davis (from August 2023), Kirsten Thorpe, Michael Gonzales (from January 2023), Chelsea Harper (until January 2023), Sara Altmann (until August 2023), Caitlin Wallace, Vicki Edmunds, Viv Barton.

**Meetings:** the Advisory Board met 3 times in 2023.

# ALIA Regional and Special Interest Group Highlights 2023

ALIA Groups 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.

As of 2023, ALIA Groups fall into 3 categories: Regional Groups, Special Interest Groups, and Working Groups. **Regional Groups** support local networking and events, celebrate the local community and advise ALIA on any local issues. **Special Interest Groups** are groups brought together around specific topics and will enable members to engage, participate, develop and advise in relation to the area of interest. **Working Groups** are formed on an as-needs basis, and will be brought together to work on a specific issue or emerging trend, e.g. government submission or advocacy.

## Appointment of the Regional Engagement Manager

In early 2023, ALIA appointed Emily Wilson as ALIA's first Regional Engagement Manager (REM). The REM acts as the main point of contact for regional groups, supports them to ensure consistent and equitable opportunities for members around Australia, coordinates reporting, oversees implementation of the ALIA Groups Handbook, and coordinates the major face-to-face events in each region with the Regional Group.

## Regional Group Highlights 2023

- ALIA Island Library and Information Week event — **Our Source of Strength – the Library Workforce in Tasmania.**
- ALIA Gold Coast, ALIA NSW and ALIA Top End **reconvened.**
- ALIA NSW **social networking drinks** on the rooftop of the State Library of NSW.
- ALIACT established an **inaugural networking drinks.**
- ALIA Queensland 2023 Mini Conference **'Transformers'**: A full-day event held at the State Library of Queensland where over 60 library professionals discussed how libraries are transforming themselves, their collections, their services and spaces.
- ALIA SA **Quiz Night** and tours of Prince Alfred College library and FLEX at MOD.
- ALIA South Coast **Glamawarra Conference**: a day of professional development held at Shellharbour City Library for the Illawarra, South Coast and Southern Highlands Library community.
- ALIA VIC **Library Crafts of a Budget** workshop and **On the Subject of Headings** discussion panels.
- ALIA West **RegALIA Celebrating the Library Workforce, Meet the CEO/State Libraries with Catherine Clarke, Belmont Hub Career presentation, end of year dinner and quiz night.**

## Special Interest Groups Highlights 2023

- ALIA Community on Resource Description (ACORD) — contribution to the **First Nations Collection Description Guidelines Project**, written recommendation regarding the **Cataloguing Code of Ethics** with addendum in development, and the establishment of a **Reparative Description Community of Practice.**
- ALIA Adult Literacy — **10 online sessions** covering assessment options for adult literacy learners, supporting volunteer literacy tutors, hidden disabilities and the Sunflower project, a joint session with ALIA Disability and Aspect Autism Australia, and more.
- ALIA Disability — **4 online sessions** covering barriers to employment in the library sector (with ALIA NGAC), neurodivergent learners, and definitions of disability.

- ALIA Graphic — monthly online **ALIA Graphic book club, podcast, and blog, webinar 'Let's Get Practical'**, and the **ALIA Graphic Notables** – a round-up of the best graphic novels of the previous year.
- ALIA Multicultural — **7 general meetings, ALIA Multicultural Framework Review submission, 2 webinars** covering **stereotypes and health information for Multicultural Communities**, development of **ALIA Guidelines for Multicultural Services Project**.
- ALIA WA Retirees — **visit to Curtin University Library**.
- ALIA Students and New Graduates (SNGG) — **online resume review service, #GLAMRmatch networking event, online book club**.
- ALIA Green — **monthly blog** covering topics such as **cost of living crisis hacks, digital clean-up day, how to make friends whilst saving the planet and sustainable libraries in action**.
- ALIA Children and Youth Services — 6 editions of **Scoop newsletter** covering all the latest news, publications, CPD items and more from the children and youth services sector. Provided expert advice on the **selection of the title for National Simultaneous Storytime 2024**.
- ALIA Digitisation and Preservation Group — launch of **new website and resources and webinar on collaboration**.
- Queensland University Libraries Office of Cooperation (QULOC) — **QULOC University Librarians' Forum**, participation in the **Indigenous Strategy Community of Practice Forum**, 2 x online webinars with Dr Kirsten Thorpe as part of the **ALIA-QULOC Mentoring scheme**.
- **ALIA Library Applied Research Kollektive (LARK) — establishment of LARK Circles**, communities of practice for those interested in library and information science research, especially practitioner research.
- **ALIA Interlibrary Lending** — updated the Interlibrary Lending Resource Sharing (ILRS) Code, was involved in discussions about the future of Australian resource sharing, and worked on the ALIA resource sharing training course to be released in 2024.



Image: QUT Library.

# ALIA Special Interest Groups

<b>ALIA Academic and Research Libraries WA</b>	ALIA Academic and Research Libraries WA is a forum for tertiary, research and academic librarians to discuss ideas and practices and foster collaboration.
<b>ALIA Adult Literacy</b>	The Group meets regularly online to share ideas and resources, and to investigate national initiatives such as training for adult literacy volunteers in a library setting.
<b>ALIA Canberra and Region Retirees</b>	The ALIA Canberra and Region Retirees Group aims to provide social gatherings for all retired library people who would like to keep in touch with other retirees.
<b>ALIA Children's and Youth Services</b>	ALIA Children's and Youth Services promotes library services to children and youth, highlighting children's literature and fostering professional development of members. It co-ordinates the national ALIA awards for children's librarians, promotes children's librarianship within the profession, and encourages networking and communication between members.
<b>ALIA Community on Resource Description</b>	ALIA Community on Resource Description (ACORD) is an ALIA Advisory and Special Interest Group which aims to support the Australian resource description community. ACORD is about supporting and representing all sectors of the library and cultural heritage communities which are involved in resource description.
<b>ALIA Digitisation and Preservation</b>	The ALIA Digitisation Community of Practice aims to share digitisation processes and procedures to ensure best practice across the sector. The group is an opportunity for the GLAM sector to engage, share knowledge and create a collegial network.
<b>ALIA Disability</b>	ALIA Disability aims to facilitate networking, support, professional development, and resources for the library and information sector with a focus on supporting people living with a disability.
<b>ALIA Graphic Novels and Comics</b>	ALIA Graphic Novels and Comics is intended to be a resource and network for library and information professionals who are responsible for, and interested in, comics and graphic novels.
<b>ALIA Interlibrary Lending</b>	ALIA Interlibrary Lending is a forum for discussion on all issues relating to interlibrary lending and resource sharing. They also advise the ALIA Board on any increases to fees under the Interlibrary Resource Sharing Code.
<b>ALIA LARK</b>	LARK (Library Applied Research Kollektive) fosters evidence-based practice and applied research in library and information studies. The group discusses research-related issues and welcome members of ALIA and other professional associations with similar interests. As a community of practice, LARK participates in other forms of research support organised by ALIA.
<b>ALIA Multicultural</b>	ALIA Multicultural aims to facilitate networking, support, professional development, and resources for the information sector with a focus on Culturally and Linguistically Diverse communities.

<b>ALIA NSW Library Technicians</b>	The ALIA NSW Library Technicians Group promotes library technicians to the wider ALIA membership.
<b>ALIA Prison Libraries Group</b>	ALIA Prison Libraries Group promotes the interests of prison and detention centre libraries and those who use and operate them.
<b>ALIA QLD Library Technicians</b>	The ALIA Queensland Library Technicians offers support, networking, and learning opportunities for library technicians and students, promotes ALIA and membership, acts as mentors for newly-qualified library technicians and provides forum for information and discussion.
<b>ALIA Rare Books and Special Collections</b>	ALIA Rare Books and Special Collections is a forum for library and information professionals who are responsible for, and interested in, rare books and special collections.
<b>ALIA Schools</b>	ALIA Schools promotes the interest of school libraries and library staff, provides opportunities for professional development, and analyses current trends.
<b>ALIA Students and New Graduates</b>	The ALIA Students and New Graduates Group provides a space for students and graduates to communicate with ALIA, ALIA Regional /Specialist Groups and colleagues from the GLAMR sector.
<b>ALIA Students &amp; New Grads - WA</b>	The group aims to maintain the connection between students and new graduates in WA, to encourage engagement in the profession, to recognise achievements, to ensure their professional interests and aspirations are fostered, and to encourage members to remain involved with the Association.
<b>ALIA Sustainable Libraries (ALIA Green)</b>	The ALIA Sustainable Libraries Group has been established to inform & educate colleagues on issues of sustainability.
<b>ALIA Victorian Library Technicians</b>	Victorian ALIA Library Technicians is a Victoria-wide group which promotes library technicians within ALIA and the wider information industry, promotes ALIA membership amongst library technicians and provides support for library technicians and students throughout Victoria.
<b>ALIA WA Library Technicians</b>	The ALIA WA Library Technicians Group promotes ALIA and library technician activities; encourages professional development and communication within local area and nationally and encourages new graduates through mutually-supportive friendships and recognising the special interests of library technicians.
<b>ALIA WA Retirees</b>	The group aims to maintain the connection between retirees, to encourage engagement in the profession, to recognise retirees' achievements, to ensure their professional interests and aspirations are fostered, and to encourage members retiring from the profession to remain involved with the Association.

# ALIA Regional Groups

<b>ALIACT</b>	ALIACT is a cross-sectoral, Canberra based group and aims to be representative of ALIA members in the ACT.
<b>ALIA GLAM Top End</b>	The GLAM Top End group is a cross-sectoral group for all information professionals and GLAM members, to connect people from galleries, libraries, archives and museums across the Top End region of the Northern Territory.
<b>ALIA Gold Coast Library Network</b>	The Gold Coast Library Network connects staff from all libraries across the Gold Coast region, including school, public, university, TAFE and specialist libraries. The network provides a platform for library practitioners in the region to network, attend social events and participate in professional development opportunities.
<b>ALIA Island</b>	ALIA Island is a cross sectoral group which facilitates opportunities for professional development, collaboration and networking for members based lutruwita/Tasmania.
<b>ALIA NSW</b>	ALIA New South Wales is a cross-sectoral, state-based group and aims to be representative of ALIA members in NSW. Professional development and networking activities for library and information professionals will be run from 2024.



ALIA GLAM Top End



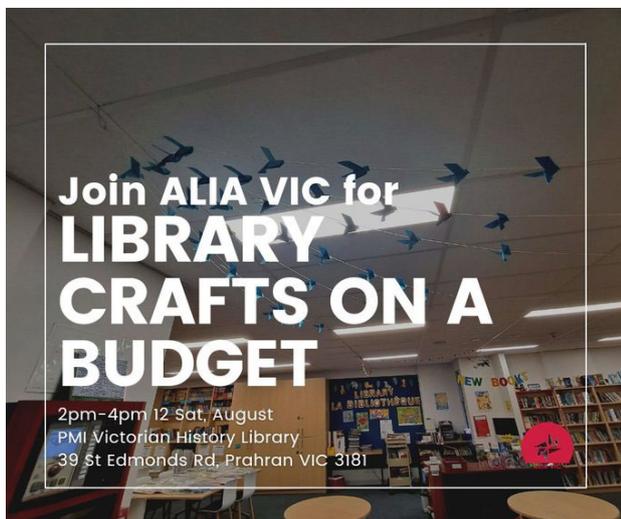
ALIA Queensland



ALIA Queensland

# ALIA Regional Groups

<b>ALIA QLD</b>	ALIA Queensland is a cross-sectoral, state based group seeking to provide opportunities for ALIA members to participate in networking and professional development activities. The group aims to be representative of ALIA members in Queensland.
<b>ALIA SA</b>	ALIA South Australia is a cross-sectoral group for all information professionals and GLAM members in South Australia.
<b>ALIA South Coast</b>	The ALIA Group for the Illawarra, South Coast and surrounding areas. Connecting and creating community through professional development, events, visits and dinners across the region.
<b>ALIA VIC</b>	ALIA Victoria facilitates communication and networking among Victorian library and information professionals through formal and informal functions. ALIA Victoria aims to support ALIA members from across Victoria, and encourages links and interaction between professional bodies across the GLAMR sector.
<b>ALIAWest</b>	ALIAWest coordinates and communicates strategic professional issues and organises continuing professional development activities statewide. It promotes the profession and its objectives both to the members and the public through the F A Sharr Award, and through collaborative projects and events with other groups.
<b>TropicALIA</b>	Based in Townsville, TropicALIA is a virtual group for library staff and students in North Queensland.



ALIA Victoria



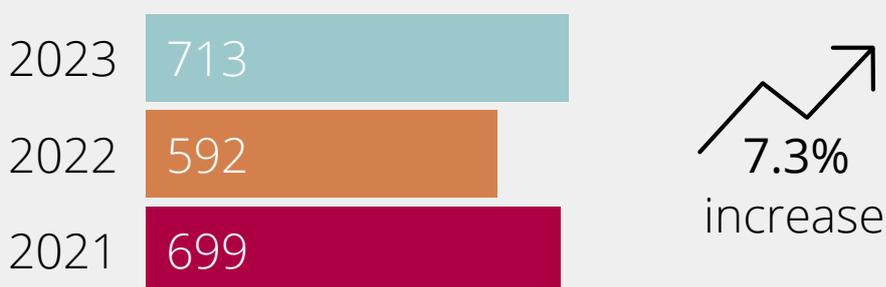
ALIA WA

# Our Membership

Total active membership as of 31st December 2023 was 3,873 personal members, a slight decrease on 2022 total numbers of 3,918, however as noted in the COO report, the 2022 were inflated due to legacy data. There was a 20% increase in new Members during 2023, up from 592 in 2022 to 713. Retention rate has decreased from 85% in 2022 to 81% in 2023.

## Membership As at December 2023

### New Members



### Total Membership



## Membership by Category

3,290  
Individuals



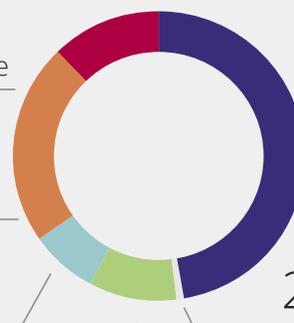
565  
Institutions

18  
Corporate

402  
Retired/Life

736  
Student

242  
Member



320  
Library technician

1,562  
Associate

28  
Allied field

## Membership Pins

ALIA celebrated the contribution of many of our long standing members with the award of membership pins. ALIA is deeply appreciative of the long term commitment shown by these members.



20 members



16 members



20 members



10 members



7 members



Image: Davenport Library

# Our performance against the Strategic Plan 2021-2024

## Key Highlights

ALIA's strategic plan articulates our vision as an organisation, guides our activities and operations, and ensures that we can meet the needs of our members and the Australian LIS sector at large. The plan is built on four strategic priorities: **supporting a resilient, diverse workforce, developing alliances and collaborative ventures, succeeding through advocacy** and **enhancing Member value**. Below are some key highlights for each strategic priority, with links for further information.

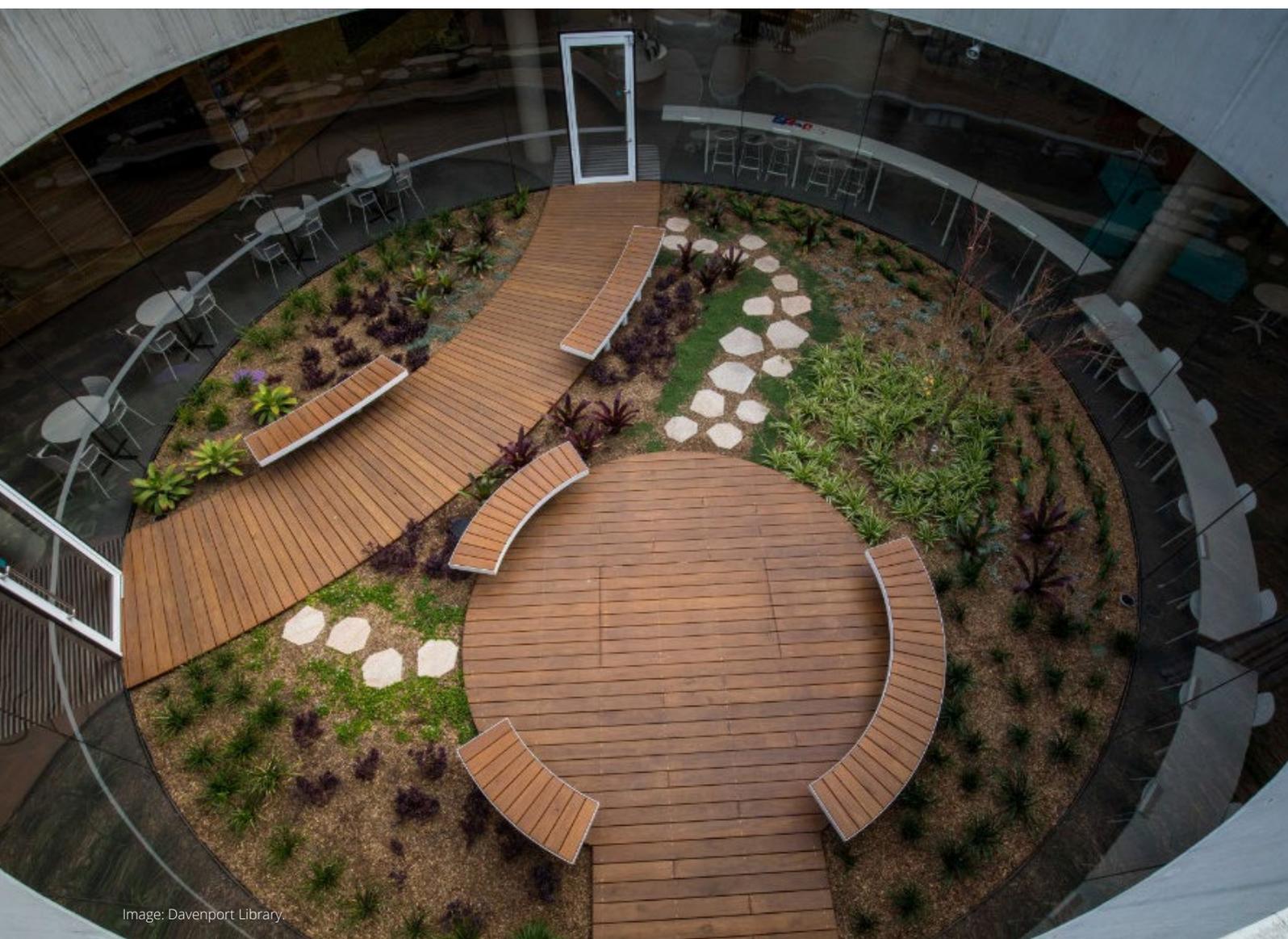


Image: Davenport Library.

# Supporting a resilient, diverse workforce.

Activities in 2023 focused on equipping people in the sector with the skills, knowledge and ethics base needed to provide high-quality library and information services, from strengthening practices for First Nations collections, running training sessions on career development, media literacy, and AI, to creating opportunities for our members to celebrate and demonstrate the diversity of our workforce.

## Key highlights:

- **Launch of the ALIA Framework of Skills, Knowledge and Ethics for the Library and Information Services Workforce**,

— the central component of ALIA's multi-year workforce project, guided by the LIS Workforce Advisory Board.



'The Framework' is the culmination of three years work and consultation distilling and presenting a contemporary understanding of the skills, knowledge and ethics needed to work effectively in the LIS sector and to provide high-quality services to library communities.

- **Launch of First Nations Collections Description** — these Australian-first guidelines prepared by Tui Raven are designed to support the crucially important cataloguing work of creating descriptive metadata and item records for collections created by or containing information about Aboriginal and Torres Strait Islander people and communities. The Guidelines were a collaborative project between ALIA, AIATSIS, CAUL, CAVAL, and NSLA and were released to great interest with more than 1300 registered for the launch.
- **Development of ALIA VET Student Placement Guidelines** — the new Guidelines provide a 'best practice' model for VET LIS course providers, the host organisations and students with the aim of achieving the best possible industry-relevant experience for the students.
- **Development of the ALIA Strategic Plan 2024-2026** — the Strategic Plan for the next three years will be focused on actions that ensure we have inclusive foundations,

supported through an evolved member model, purposeful collaboration, and secure funding; an active sector, enabled through scale of our membership base, deeper connection with each other, and an equipped workforce; and a sector that is strong together, delivered through a shared national cross sector agenda, a focus on the future workforce and a profile that better positions ALIA and the sector.

- **Library and Information Week (LIW)- Where's the Source?** — the LIW theme for 2023 proved to be one of our most popular yet, and tackled the pressing topic of mis and disinformation and the role that libraries play in addressing it.



Our theme, design, and program of events was designed specifically to cater to and reflect all library sectors within our workforce. The theme was embraced by the sector with library and information services designing programs and messaging promoting media literacy in the era of generative Artificial Intelligence.

- **ALIA Training** — ALIA's practical and relevant training sessions and webinars focused on providing members and non-members with opportunities to strengthen their skills in areas that directly impact their day-to-day work lives. In addition to our regular courses Copyright 101 and Ethics 101, we ran the Public Library Proficiency Program, Cataloguing Basics, Research Review Seminars, Incite in Conversation, Career Starter Kit, AI Fluency Sprints, a joint course with the University of Canberra on Media Literacy and much more.
- **'The Librarians' at Mardi Gras** — over 60 ALIA members and LIS colleagues took part in the Sydney Gay and Lesbian Mardi Gras parade, demonstrating our allyship with the LGBTQIA+ community and spreading the word that libraries are safe spaces for all.

## Developing Alliances and Collaborative Ventures

2023 saw us continue to work collaboratively as a member of the Australian Media Literacy Alliance, Blue Shield Australia, GLAM Peak, the National Early Language and Literacy Coalition and Australia Reads. We also embarked on some exciting new partnerships and initiatives throughout the year that highlighted how central our libraries are to all areas of social life, from health, to aged care, to democracy.

### Key Highlights:

- **Partnership with the Department of Health and Aged Care on the Aged Care Reform hub pilot program** — 25 public library branches around the country participated in the program, each supported and resourced to host an interactive aged care resource hub. The hubs encouraged engagement with older people, families and carers in the local community to facilitate their awareness of and input into aged care reforms.
- **Strengthening Democracy Taskforce** — the Strengthening Democracy Taskforce, established by the Department of Home Affairs, recognised the essential role of libraries in a healthy democracy. ALIA participated in consultation with the Department and was invited to attend Roundtable events with other key stakeholders to understand the threats to democracy in Australia and plan initiatives towards building community resilience.
- **Books Create Australia (BCA) and Australia Reads (AR)** — ALIA's partnership with the authors, publishers and booksellers enables a strategic collaboration across the book industry to promote policy and programs that strengthen Australia as a reading nation. Several successful advocacy wins through the National Cultural Policy Revive were achieved, including the extension of lending rights and the announcement of Writer's Australia. Through research and promotion of reading, BCA and AR have worked to promote reading as an accessible and enjoyable activity of choice for all Australians. A continued focus on research and engagement with behaviour change experts to develop key messages will build on this momentum in 2024, along with continued government relations activities.
- **Australian Media Literacy Alliance** — we participated in the Media Literacy Summit in Sydney in March with speakers and scholarships for ALIA members to attend in person. The event brought together a network of media literacy advocates and leaders who are working toward developing media literacy in schools and communities across Australia.
- **International Federation of Libraries Association (IFLA)** — as an active Member of IFLA, ALIA was pleased to see many ALIA members at the 2023 IFLA World Library and Information Congress in Rotterdam including ALIA CEO Cathie Warburton and ALIA President Jane Cowell. ALIA also hosted the Australian reception to celebrate Vicki McDonald as IFLA President-elect.

## Succeeding Through advocacy

Many of our advocacy activities in 2023 were focused on addressing the uptick in book challenges and censorship calls that have had a significant impact on libraries around the country. We also broke records with our National Simultaneous Storytime registrations, created a year-round Library Lovers' Day resource hub, developed the Libraries Transform campaign, and celebrated a positive outcome following our advocacy for ongoing support of the National Library of Australia's Trove database.

### Key Highlights:

- **Freedom to Read** — ALIA responded swiftly to the increase in book challenges around the country, connecting library staff, collecting information and creating supporting resources. Across 2023, ALIA's support for libraries in preparing for, responding to and recovering from these incidents included face-to-face workshops for library managers and team leaders to share experiences, resources, and training, a 5-step 'be prepared' checklist, webinars on 'Know your rights' and the Australian Classification Board, a reporting mechanism for reporting incidents and the creation of the 'Freedom to Read' group to enable library service representatives to share resources and encouragement.
- **Statements from the ALIA Board** — the ALIA Board provided the voice of the sector on the issues that matter, issuing statements on [Respect for Public Library Staff, Free Access to Information in Australian libraries](#), and the [Referendum on the Voice to Parliament](#).
- **Updating ANZSCO** — ALIA's successful advocacy has led to important improvements proposed by the Australian Bureau of Statistics (ABS) to the classification of occupations. Most significantly the occupation of Teacher Librarian is to be identified separately, instead of being subsumed under Primary and Secondary School Teachers. Significant updates to the outdated descriptions of the roles of Librarians, Library Technicians and Library Assistants have also been proposed.
- **Libraries Transform** — Working with ALIA's Australian Public Library throughout the year ALIA created and promoted the Libraries Transform campaign – a nation-wide initiative to increase public awareness of the value, impact and services provided by libraries and library professionals. The custom website includes key messages, links to relevant research and resources and a downloadable toolkit.
- **Funding for Trove** — in April 2023 the federal government promised \$33m over the next four years to the National Library of Australia to fund Trove, with \$9.2m ongoing and indexed funding from July 2027. This represents a huge win for the sector, and is testament to the strong support from across Australia for Trove and the importance of ALIA's leadership in advocacy.
- **Copyright reform** — ALIA, along with partners in the Australian Libraries and Archives Copyright Coalition (ALACC) represented library interests in the Attorney-General's Copyright Roundtables across 2023, advocating for reforms to support libraries and library users and providing the library perspective on emerging issues such as AI and copyright.
- **National Simultaneous Storytime** — our annual NSS event attracted a record-breaking 2.3 million participants, all coming together to read Australian title *The Speedy Sloth* by Rebecca Young and Heath McKenzie on May 20. This event promotes the value of reading and literacy, and the centrality of libraries to that mission.
- **Creation of the Library Lovers' Day resource hub** — We announced that from 2024 onwards ALIA would no longer create an annual theme for Library Lovers' Day. Instead, we created a permanent resource hub – an archive of key resources from past campaigns (2016 - 2023) for libraries to download and customise as they choose.

# Enhancing Member Value

2023 began with ALIA responding to feedback from a member survey held at the end of 2022, including the launch of ALIA's new purpose statement. Other focus areas were the revised structure for our Groups and Committees, new additions to the Member Resources Hub, plus our business-as-usual programs including the ALIA Mentoring Scheme, Continuing Professional Development Program, publication of INCITE magazine and the ALIA suite of communication platforms.

## Key Highlights:

- **Responses to member survey feedback** — we initiated an onboarding process for new members who are each sent a personalised welcome note from the CEO and invited to a quarterly information webinar with ALIA staff. In response to feedback that members wanted more transparency around ALIA's advocacy, we established a new section in ALIA News titled "Advocacy" to highlight ALIA's advocacy efforts and outcomes. We heard that members wanted opportunities for genuine collegiate human connection. In response we appointed a Regional Engagement Manager whose first priority was to support or re-establish ALIA's Regional Groups and ensure a face to face member event was held in each region.
- **Revised structure for Groups and Committees** — these revisions ensure that ALIA can hear from every sector and every sector has the opportunity to come together to deal with the challenges and opportunities specific to that sector. At the Group level they maximise opportunities for our members to take part in group activities based on their location or area of interest. The revised Groups handbook and appointment of the Regional Engagement Manager has invigorated regional groups as they emerge from COVID-related pauses.
- **ALIA Mentoring Scheme** — our Mentoring Scheme continues to be one of our most highly valued and popular member benefits, with 148 participants completing the scheme in June 2023 and another 115 participants (59 pairs) commencing in July 2023.
- **Continuing Professional Development program** — monthly editions of CPD Digest were sent to all personal Members in 2023 with a wide range of free and low-cost CPD options covering all the CPD specialisations. We also updated our 100+ Ideas for your CPD document and included free CPD items in all editions of ALIA News.
- **Member Resources** — this member-only hub continues to grow with several resources added to assist library staff with book challenges and collection policies, webinars on how to "know your rights" when challenges emerge, key messaging and resources for the Libraries Transform campaign and recordings of a webinar series on AI and libraries (in partnership with NSLA and CAUL). These new resources join our perennial favourite reports and standards.
- **INCITE** — following the move to digital-only publication of Incite magazine, four editions were published in 2023 with all of them open to articles on any topic. This meant more submissions from more areas of the sector and more space for special features including Library Stories, From the Archive and CPD Spotlight.
- **ALIA Communications** — our fortnightly electronic newsletter ALIA News and weekly RecruitLIS newsletter continued to be highly popular resources throughout the year, and our social media channels were well utilised sharing updates from ALIA and the broader sector, featured jobs, advocacy campaign news, international news and more.

# Our commitment to the Sustainable Development Goals

ALIA remains committed to supporting the United Nations Sustainable Development Goals (SDGs) by taking a leading role in raising awareness of how the SDGs are being delivered by the sector through advocacy, storytelling and information sharing. Key developments in 2023 included the release of the [Stretch targets baselines report \(March 2023 update\)](#) and the Greening Libraries Conference which brought together speakers and attendees from universities, museums, libraries, and the business sectors to discuss critical research in climate action and present strategies and tools for taking action.

## New Strategic Plan

From September 2023 the ALIA Board and executive worked with consultants Ensemble Strategy to develop the next phase of ALIA's Strategic Plan. The next three years will be focused on actions that ensure we have inclusive foundations, supported through an evolved member model, purposeful collaboration, and secure funding; An active sector, enabled through scale of our membership base, deeper connection with each other, and an equipped workforce; and a sector that is strong together, delivered through a shared national cross sector agenda, a focus on the future workforce and a profile that better positions ALIA and the sector.



Image: Ormiston College.

# Awards

## Redmond Barry Award 2023

Executive Director of Libraries Tasmania and former ALIA CEO Sue McKerracher was awarded the 2023 Redmond Barry Award in recognition of her outstanding service to libraries and information services.

During her time as CEO, Sue transformed ALIA from a professional accreditation and member services organisation to an accomplished advocacy body whose views are routinely sought by government and other stakeholders in the information industry. This was all achieved whilst retaining focus on ALIA's key sustainability factors, maintaining membership and providing ongoing professional development and training opportunities for not just ALIA Members but the sector at large. We congratulate Sue on this wonderful career achievement.

## ALIA Fellows

Two of our Members were made Fellows of the Association in 2023. 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.

- **Aileen Weir** FALIA (ACT) – Aileen's work has had a transformative impact on Australian library and information services. Her management, leadership and collaboration in national projects such as the National edeposit (NED) service and Trove have made a lasting impact on the Australian library sector. Her extensive knowledge and capabilities have further been in evidence in her leadership of several major service reviews and her engagement in national discussions to evolve the profession's approach to library services. Aileen has been actively involved with ALIA since moving to Australia including serving on the ALIA Board, on multiple advisory committees and being a mentor.
- **Margarita Moreno** FALIA (ACT) – A recognised library leader, Margarita Moreno has made a significant contribution to both the Australian and international library and information services sector, specifically in the area of resource sharing. Margarita's distinguished career spans many decades, and includes roles as Assistant Director and Director in the National Library of Australia's (NLA) Document Supply and Trove sections. Her passion to connect the community to collections and unleash the power of libraries is evident in her professional achievements, including the development of the NLA's Copies Direct service which enhanced access models for all wishing to access the collection. Margarita has dedicated many hours of service to ALIA, including being the longest serving chair of the ALIA Interlibrary Lending Advisory Committee.

Outgoing ALIA President Vicki Edmunds presents Aileen Weir and Margarita Moreno with their ALIA Fellowship Certificates



## Silver Pins

ALIA awards silver pins to personal members who have contributed at least five years as a volunteer to ALIA either serving on a Committee or Group or in some other capacity. In 2023 Silver Pins were awarded to:

- Anna Apfelstedt AALIA
- Catherine Barnes AALIA (DCP)
- David Morris AALIA
- Dr Helen Weston AALIA
- Linda Guthrie AALIA (DCP) Schools
- Lisa Bateman AALIA
- Iurgi Urrutia AALIA (DCP) Public Library
- Sam Searle AALIA (CP)
- Timothy Gillis-Jones AALIA
- Taish Shaw AALIA

## Charlotte Henry Study Grant

The recipient of the 2023 Charlotte Henry Study Grant was **Jade Smith**. This annual grant is for an ALIA Member who is studying for an ALIA accredited Masters degree. Jade is studying a Masters of Information Management at Charles Sturt University. She plans to use the grant to research graphic novels and comics collections in public libraries, with the aim of providing programming ideas that public libraries can use to promote those collections.

## Group awards

### Health Libraries Australia (HLA) Awards

The 2023 winners of the HLA/MedicalDirector/Telstra Digital Health Innovation Award were **Alice Anderson** and **Cassandra Gorton**. The 2023 award will support Monash Health in delivering an interactive digital information screen in library spaces to provide immediate assistance to healthcare workers outside of office hours.

## ALIAWest

The winner of the 2022 F A Sharr Award (awarded in 2023) was **Melissa Pettit**. 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 2023 Queensland Library Achiever of the Year Award was presented to recipient **Nicole Hunt** on Wednesday 8th November at the ALIA QLD Mini Conference. Nicole has an impressive record in the library and information sector including, roles within Council Executive/Administration, TAFE, Hospital and Public libraries across Queensland and Victoria. All of these roles have been underpinned by a commitment to advocating and highlighting the role libraries have in connecting people and communities with opportunities for engagement, collaboration, innovation and experience to enhance and enrich their lives.



2022 F A Sharr Award winner Melissa Pettit



2023 Queensland Library Achiever of the Year Nicole Hunt



The nominees: Deborah Dunt, Alex Kane, Benita Parsons, Elizabeth Wells, Nicole Turner, Sascha Hutchinson (overall winner) with Jane Cowell (ALIA President). Photo: Emily Wilson

## ALIA South Australia

**South Australia Library and Information Awards (SALIAs)** Launched in 2023, the SALIAs shine a spotlight on individuals shaping the library and information profession in South Australia. They are designed to acknowledge the dedication, innovation, and excellence demonstrated by library professionals, and celebrate the achievements of those who have made a significant impact in their respective fields.

The shortlisted candidates were:

**Deborah Dunt** (Library Programs Coordinator, City of Tea Tree Gully Library)

**Sascha Hutchinson** (Coordinator Literacy & Learning, City of Charles Sturt Libraries)

**Alex Kane** (Library Officer Technical Services, City of Prospect Library)

**Benita Parsons** (Community Learning Leader, City of Port Adelaide Enfield Libraries)

**Nicole Turner** (SSO/ Library Manager, Cowell School Community Library)

**Elizabeth Wells** (PhD Candidate, University of South Australia)

The winner was Sascha Hutchinson with the award acknowledging Sascha's creativity and exceptional organising skills in developing and coordinating the Lit-for-Life Festival across 6 metropolitan Councils. Sascha worked with a cross-council library team of dedicated and visionary library leaders to create a literacy inspired and library-led festival for community where free entry was only possible with a library membership.



Director of the State Library of South Australia Geoff Stempel presents winner Sascha Hutchinson with the inaugural SALIA Award. Photo Emily Wilson

## Student awards

Every year the highest achieving 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, however this year some additional awards were arranged for students who had gone above and beyond to support others in the online environment

Graduates in 2023 have shown great determination to excel in their studies and launch into library and information careers. Our sincere congratulations goes out to all graduating students! We look forward to your progression in the profession and extend our thanks to the many educators who continue to deliver high quality courses. Special congratulations go to the ALIA Student Award winners listed below.

### ALIA Student Award Winners 2023

VET		
Box Hill Institute	Chelsea Parsons	Diploma of Library and Information Services
TAFE SA	Nany Liviero	Diploma of Library and Information Services
TAFE NSW – Sydney Region (Ultimo)	Jasmie Seale	Diploma of Library and Information Services
TAFE NSW – West Region	Louise McNamara	Diploma of Library and Information Services
Victoria University Polytechnic	Sophie Reid	Diploma of Library and Information Services
TAFESA	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

## 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	Alison Lettin	Master of Information Management
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

At the conclusion of five years in the ALIA CPD Scheme with the accumulation of 200 or more hours of CPD, financial ALIA Associate, Library Technician and Allied Field members are invited to apply for Distinguished Certified Professional status which includes a listing on the ALIA website and in the next ALIA Annual Report with the honour of using the post nominals. The following ALIA members were awarded their DCP status in 2023.

<b>Allwood</b>	Jamie	AALIA (DCP)	15-Dec	QLD
<b>Barnes</b>	Catherine	AALIA (DCP)	16-Jan	SA
<b>Barry</b>	Michael	ALIATec (DCP)	16-Jan	VIC
<b>Collins</b>	Michelle	AALIA (DCP) Public Library	15-Mar	VIC
<b>Cowell</b>	Jane	AALIA (DCP) Public Library	10-Jan	VIC
<b>Coxsen</b>	Michelle	AALIA (DCP)	12-April	NSW
<b>Diedricks</b>	Amanda	AALIA (DCP)	18-Sep	ACT
<b>Fagan</b>	Robyn	AALIA (DCP)	16-Aug	VIC
<b>Foote Morid</b>	Lavinia	AALIA (DCP) Public Library	14-July	NSW
<b>Gammie</b>	Nicole	AALIA (DCP) Research/Academic	16-Aug	VIC
<b>Green</b>	Donna	AALIA (DCP) VET Libraries	5-June	NSW
<b>Guthrie</b>	Linda	AALIA (DCP) Schools	14-Mar	SA
<b>Harris</b>	Richard	AALIA (DCP) Data	06-Feb	VIC
<b>Harris</b>	Stephen	AALIA (DCP)	03-Feb	QLD
<b>Jacob</b>	Irena	AALIA (DCP) Schools	14-Sep	TAS
<b>Jeffers</b>	Marjorie	AALIA (DCP) Research/Academic	9-Aug	QLD
<b>Lihou</b>	Robyn	AALIA (DCP) LIS Practitioner Research	18-Jan	QLD
<b>Lucas</b>	Jacqueline	AALIA (DCP)	3-July	ACT
<b>McGeown</b>	Nicola	ALIATec (DCP)	30-May	QLD
<b>Melville</b>	Veronica	AALIA (DCP) Schools	4-Dec	ACT

<b>Moy</b>	Sharon	AALIA (DCP)	25-July	QLD
<b>Osborne</b>	Susan	AALIA (DCP) Public Library	4-Dec	VIC
<b>Ovaska</b>	Claire	AALIA (DCP) Research/Academic	26-April	QLD
<b>Patmore</b>	Samantha	AALIA (DCP)	21-Dec	NSW
<b>Small</b>	Suzy	AALIA (DCP) Schools	31-Oct	NSW
<b>Stapleton</b>	Skye	AALIA (DCP)	23-Nov	NSW
<b>Stone</b>	Caitlin	AALIA (DCP)	4-July	VIC
<b>Sturgul</b>	Robert	AALIA (DCP) Public Library	22-Aug	SA
<b>Urrutia</b>	Iurgi	AALIA (DCP) Public Library	1-July	VIC
<b>Wong</b>	Nga Man	AALIA (DCP) Data	14-July	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.

The recipient for 2023 was:

- Chloe McCarthy — Master 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.

# **Australian Library and Information Association Limited**

40 090 953 236

**Financial Statements**

**For the Year Ended 31 December 2023**

# Australian Library and Information Association Limited

40 090 953 236

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For the Year Ended 31 December 2023

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# Australian Library and Information Association Limited

40 090 953 236

## Directors' Report For the Year Ended 31 December 2023

The directors present their report on Australian Library and Information Association Limited for the financial year ended 31 December 2023.

### 1. General information

#### Directors

The names of the directors in office at any time during, or since the end of, the year are:

<b>Names</b>	<b>Position</b>	<b>Appointed/Resigned</b>
Jane Cowell	President	Appointed 30 May 2023
Clare Thorpe	Vice President	Reappointed 16 May 2022
Hero Macdonald	Director	Appointed 16 May 2022
Janette Wright	Director	Appointed 16 May 2022
Kathryn Eyre	Director	Appointed 16 May 2022
Amy Walduck	Director	Appointed 30 May 2023
Nicole Johnston	Director	Appointed 30 May 2023
Mary Carroll	Director	Appointed 24 May 2021, resigned 30 May 2023
Alissa Sputore	Director	Appointed 24 May 2021, resigned 30 May 2023
Vicki Edmunds	Former President	Reappointed 24 May 2021, resigned 30 May 2023

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

#### Information on directors

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

Jane Cowell	
Qualifications	Bachelor of Applied Science, Information Management, AALIA (DCP)
Experience	Appointed President from May 2023
Current Terms	Serving first term on the Board of Directors
Clare Thorpe	
Qualifications	BA, Grad Cert Higher Education, Grad Dip Library & Information Studies, AALIA (DCP).
Experience	Institutional Board Director - Appointed May 2020 Appointed Vice President from May 2022 - May 2023
Special responsibilities	Chair, Finance Committee Member, Risk and Governance Committee
Current Terms	Serving second term on the Board of Directors
Hero Macdonald	
Qualifications	Grad Cert of University Management, Master of Information Management, Bachelor of Arts/Bachelor of Education.
Experience	Board Director Appointed May 2022
Special responsibilities	Member, Finance Committee Member, Accreditation and Standards Committee
Current Terms	Serving first term on the Board of Directors

# Australian Library and Information Association Limited

40 090 953 236

## Directors' Report For the Year Ended 31 December 2023

### 1. General information

#### Information on directors

Janette Wright

Qualifications Master of Knowledge Management, Grad Dip of Library and Information Science, Bachelor of Psychology.

Experience Board Director Appointed May 2022

Special responsibilities Chair, Risk and Governance Committee  
Member, Accreditation and Standards Committee

Current Terms Serving first term on the Board of Directors

Kathryn Eyre

Qualifications Master of Education, Dip of Education, Bachelor of Arts, AALIA

Experience Board Director Appointed May 2022

Special responsibilities Member, Finance Committee

Current Terms Serving first term on the Board of Directors

Amy Walduck

Qualifications Graduate Diploma in Information Studies, Graduate Diploma in Education, Master of Music Studies, Bachelor of Music, AALIA

Experience Board Director Appointed May 2023

Special responsibilities Member, Finance Committee  
Member, Governance & Risk Committee

Current Terms Serving first term on the Board of Directors

Nicole Johnston

Qualifications Doctor of Philosophy (PhD), Masters of Applied Science (Library & Information Management), Grad Dip (Library and Information Studies), BA, AALIA

Experience Board Director Appointed May 2023

Special responsibilities Member, Accreditation and Standards Committee

Current Terms Serving first term on the Board of Directors

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

#### Principal activities

The principal activity of Australian Library and Information Association Limited during the financial year was representing the interests of the members, institutional and personal, engaged in the library and information sector.

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

# Australian Library and Information Association Limited

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## Directors' Report

For the Year Ended 31 December 2023

### 1. General information

#### Short term objectives

The Company's short term objectives are to:

- maintain current services while delivering a modest surplus
- access reserves for strategic initiatives which aim to future proof the Company.

#### Long term objectives

The Company's long term objectives are to:

- ensure long term financial sustainability through modest year-on-year surpluses, which will be achieved by developing programs which support the sector and the members with strong governance and financial accountability.

#### Strategy for achieving the objectives

To achieve these objectives, the Company has adopted the following strategies:

- The core income drivers for the Company are membership fees, conferences, employment advertising and training.

#### Performance measures

The following measures are used within the Company to monitor performance:

- Maintain membership income.
- Deliver successful annual conferences and maintain conference income.
- Maintain training income.
- Maintain employment advertising.
- Contain costs and deliver budgeted surpluses.

#### Members' guarantee

Australian Library and Information Association Limited is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$20 for members that are corporations and \$20 for all other members, subject to the provisions of the company's constitution.

At 31 December 2023 the collective liability of members was \$ 77,460 (2022: \$ 78,360)

#### Operating results

The (loss) of the Company amounted to \$ (640,736) (2022: \$ (439,319))

## Australian Library and Information Association Limited

40 090 953 236

### Directors' Report For the Year Ended 31 December 2023

#### 2. Other items

##### Significant changes in state of affairs

There have been no significant changes in the state of affairs of the Company during the year.

##### Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

##### Environmental matters

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

##### Meetings of directors

During the financial year, 13 meetings of directors (including committees of directors) were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Clare Thorpe	13	13
Mary Carroll	4	4
Alissa Sputore	6	6
Hero Macdonald	13	13
Janette Wright	12	12
Kathryn Eyre	12	11
Jane Cowell	3	3
Amy Walduck	9	9
Nicole Johnston	5	5
Vicki Edmunds	4	4

##### Indemnification and insurance of officers and auditors

During the financial year, the Company paid a premium of \$4,202 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.

**Australian Library and Information Association Limited**

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**Directors' Report  
For the Year Ended 31 December 2023**

**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*.

**Auditor's independence declaration**

The auditor's independence declaration in accordance with section 307C of the *Corporations Act 2001*, for the year ended 31 December 2023 has been received and can be found on page 6 of the financial report.

**3. Sign off information**

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

Director: ..  ..

Director:  ..

Dated this ....4th..... day of .....March..... 2024



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Hardwickes  
ABN 35 973 938 183

Hardwickes Partners Pty Ltd  
ABN 21 008 401 536

Liability limited by a scheme  
approved under Professional  
Standards Legislation

**Australian Library and Information Association Limited**

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**Auditor's Independence Declaration under Section 307C of the  
Corporations Act 2001 to the Directors of Australian Library and  
Information Association Limited**

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2023, there have been:

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

**Hardwickes**  
Chartered Accountants

Bhaumik Bumia  
Partner

04 March 2024

Canberra

## Australian Library and Information Association Limited

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### Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 31 December 2023

		2023	2022 Restated
	Note	\$	\$
Revenue	4	2,486,187	3,072,368
Accounting/audit fees		(13,837)	(16,601)
Administrative expenses		(128,027)	(152,825)
Awards and honorarium expenses		(21,531)	(30,913)
Bank and merchant fees		(26,222)	(24,310)
Conference/training expenses		(259,973)	(698,073)
Contractors and consultant expenses		(89,237)	(169,629)
Cost of sales	5	(2,704)	-
Depreciation and amortisation expense	[9] [12]	(148,444)	(178,097)
Employee benefits expense	5	(1,799,063)	(1,660,813)
Finance expenses	12	(36,932)	(21,828)
Grant Expenses	5	(50,000)	-
Information technology expenses		(131,714)	(201,490)
Insurance expense		(7,371)	(23,821)
Other expenses		(41,178)	(36,789)
Publishing expenses		(176,305)	(159,656)
Travel and accommodation expenses		(186,339)	(124,679)
Utilities		(8,046)	(12,163)
<b>Profit before income tax</b>		<b>(640,736)</b>	<b>(439,319)</b>
Income tax expense	2(b)	-	-
<b>Profit for the year</b>		<b>(640,736)</b>	<b>(439,319)</b>
<b>Other comprehensive income, net of income tax</b>			
<b>Items that will be reclassified to profit or loss when specific conditions are met</b>			
Fair value movements on investments held at FVOCI		416,709	(723,359)
<b>Other comprehensive income for the year, net of tax</b>		<b>416,709</b>	<b>(723,359)</b>
<b>Total comprehensive income for the year</b>		<b>(224,027)</b>	<b>(1,162,678)</b>

The accompanying notes form part of these financial statements.

## Australian Library and Information Association Limited

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### Statement of Financial Position

As At 31 December 2023

	Note	2023 \$	2022 Restated \$	2022 Actual \$
<b>ASSETS</b>				
CURRENT ASSETS				
Cash and cash equivalents	6	956,847	176,520	176,520
Trade and other receivables	7	161,500	61,175	61,175
Other financial assets	8	6,584,935	7,623,505	7,623,505
Other assets	11	416,314	62,129	62,129
TOTAL CURRENT ASSETS		<b>8,119,596</b>	7,923,329	7,923,329
NON-CURRENT ASSETS				
Property, plant and equipment	9	78,269	94,546	94,546
Intangible assets	10	-	-	165,517
Right-of-use assets	12	269,210	402,670	402,670
TOTAL NON-CURRENT ASSETS		<b>347,479</b>	497,216	662,733
TOTAL ASSETS		<b>8,467,075</b>	8,420,545	8,586,062
<b>LIABILITIES</b>				
CURRENT LIABILITIES				
Trade and other payables	13	165,166	66,204	44,125
Lease liabilities	12	139,072	133,500	133,500
Employee benefits	14	98,428	134,618	134,618
Other liabilities	15	1,049,100	738,935	603,764
TOTAL CURRENT LIABILITIES		<b>1,451,766</b>	1,073,257	916,007
NON-CURRENT LIABILITIES				
Lease liabilities	12	179,058	286,350	286,350
Employee benefits	14	20,481	21,141	21,140
Other liabilities	15	12,000	12,000	-
TOTAL NON-CURRENT LIABILITIES		<b>211,539</b>	319,491	307,490
TOTAL LIABILITIES		<b>1,663,305</b>	1,392,748	1,223,497
NET ASSETS		<b>6,803,770</b>	7,027,797	7,362,565
<b>EQUITY</b>				
Reserves	16	281,962	135,285	135,285
Retained earnings		6,521,808	6,892,512	7,227,280
TOTAL EQUITY		<b>6,803,770</b>	7,027,797	7,362,565

The accompanying notes form part of these financial statements.

**Australian Library and Information Association Limited**

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**Statement of Changes in Equity**  
**For the Year Ended 31 December 2023**

**2023**

	Retained Earnings	Research fund reserve	Anne Harrison trust reserve	FVOCI reserve	Total
Note	\$	\$	\$	\$	\$
<b>Balance at 1 January 2023</b>	<b>7,227,280</b>	<b>38,519</b>	<b>96,766</b>	<b>-</b>	<b>7,362,565</b>
Prior period adjustments	21 (334,768)	-	-	-	(334,768)
<b>Balance at 1 January 2023 restated</b>	<b>6,892,512</b>	<b>38,519</b>	<b>96,766</b>	<b>-</b>	<b>7,027,797</b>
(Loss) for the year	(640,736)	-	-	-	(640,736)
Profit on sale of investments transferred from retained earnings	255,032	-	-	(255,032)	-
Total other comprehensive income for the period	5(b) -	-	-	416,709	416,709
Transfers from general reserve to retained earnings	15,000	(15,000)	-	-	-
<b>Balance at 31 December 2023</b>	<b>6,521,808</b>	<b>23,519</b>	<b>96,766</b>	<b>161,677</b>	<b>6,803,770</b>

**2022**

	Retained Earnings	Research fund reserve	Anne Harrison trust reserve	FVOCI reserve	Total
Note	\$	\$	\$	\$	\$
<b>Balance at 1 January 2022</b>	<b>8,194,233</b>	<b>38,519</b>	<b>96,766</b>	<b>81,646</b>	<b>8,411,164</b>
Prior period adjustments	21 (220,689)	-	-	-	(220,689)
<b>Balance at 1 January 2022 restated</b>	<b>7,973,544</b>	<b>38,519</b>	<b>96,766</b>	<b>81,646</b>	<b>8,190,475</b>
(Loss) for the year	(439,319)	-	-	-	(439,319)
Transfers from general reserve to retained earnings	(641,713)	-	-	641,713	-
Total other comprehensive income for the period	-	-	-	(723,359)	(723,359)
<b>Balance at 31 December 2022</b>	<b>6,892,512</b>	<b>38,519</b>	<b>96,766</b>	<b>-</b>	<b>7,027,797</b>

The accompanying notes form part of these financial statements.

## Australian Library and Information Association Limited

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### Statement of Cash Flows For the Year Ended 31 December 2023

	2023	2022
Note	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from customers	2,686,368	2,423,117
Payments to suppliers and employees	(3,405,144)	(3,709,191)
Interest received	62,719	239,080
Finance costs	(36,932)	-
Net cash provided by/(used in) operating activities	24 <u>(692,989)</u>	<u>(1,046,994)</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of property, plant and equipment	(11,845)	(44,086)
Proceeds from investments	1,602,616	600,000
Net cash provided by/(used in) investing activities	<u>1,590,771</u>	<u>555,914</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Repayment of lease liabilities	(117,455)	(144,250)
Net cash provided by/(used in) financing activities	<u>(117,455)</u>	<u>(144,250)</u>
Net increase/(decrease) in cash and cash equivalents held	780,327	(635,330)
Cash and cash equivalents at beginning of year	176,520	811,850
Cash and cash equivalents at end of financial year	6 <u>956,847</u>	<u>176,520</u>

The accompanying notes form part of these financial statements.

# Australian Library and Information Association Limited

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## Notes to the Financial Statements For the Year Ended 31 December 2023

The financial report covers Australian Library and Information Association Limited as an individual entity. Australian Library and Information Association Limited is a not-for-profit Company limited by guarantee, incorporated and domiciled in Australia.

The functional and presentation currency of Australian Library and Information Association Limited is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

### 1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures and the *Corporations Act 2001*.

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

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

### 2 Summary of Significant Accounting Policies

#### (a) Revenue and other income

##### Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services.

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.

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.

##### Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Company are:

##### 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.

##### 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.

# Australian Library and Information Association Limited

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## Notes to the Financial Statements For the Year Ended 31 December 2023

### 2 Summary of Significant Accounting Policies

#### (a) Revenue and other income

##### Specific revenue streams

##### Conference income

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

##### 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.

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.

##### Capital grant

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.

##### Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

#### (b) Income tax

The Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

#### (c) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

# Australian Library and Information Association Limited

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## Notes to the Financial Statements For the Year Ended 31 December 2023

### 2 Summary of Significant Accounting Policies

#### (c) Goods and services tax (GST)

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

#### (d) Volunteer services

No amounts are included in the financial statements for services donated by volunteers.

#### (e) Plant and equipment

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

Items of plant and equipment acquired for significantly less than fair value have been recorded at the acquisition date fair value.

##### Plant and equipment

Plant and equipment are measured using the cost model.

##### Depreciation

Plant and equipment is depreciated on a straight-line basis over the asset's useful life to the Company, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

<b>Fixed asset class</b>	<b>Depreciation rate</b>
Furniture, Fixtures and Fittings	9.09% ~ 33.33%
Computer Equipment	33.33% ~ 100%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

#### (f) Financial instruments

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

##### Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 2 Summary of Significant Accounting Policies

##### (f) Financial instruments

###### Financial assets

###### *Classification*

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL
- fair value through other comprehensive income - equity instrument (FVOCI - equity)

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

###### *Amortised cost*

The Company's financial assets measured at amortised cost comprise trade and other receivables, short and long term deposits and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

###### *Fair value through other comprehensive income - equity instruments*

The Company has a number of strategic investments in listed and unlisted entities over which they do not have significant influence nor control. The Company has made an irrevocable election to classify these equity investments as fair value through other comprehensive income as they are not held for trading purposes.

These investments are carried at fair value with changes in fair value recognised in other comprehensive income (financial asset reserve). On disposal any balance in the financial asset reserve is transferred to retained earnings and is not reclassified to profit or loss.

Dividends are recognised as income in profit or loss unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in OCI.

###### *Financial assets through profit or loss*

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at FVTPL.

Net gains or losses, including any interest or dividend income are recognised in profit or loss (refer to hedging accounting policy for derivatives designated as hedging instruments.)

# Australian Library and Information Association Limited

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## Notes to the Financial Statements For the Year Ended 31 December 2023

### 2 Summary of Significant Accounting Policies

#### (f) Financial instruments

##### Financial assets

The Company does not hold any investments that fall under this category.

##### *Impairment of financial assets*

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ECL, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Company's historical experience and informed credit assessment and including forward looking information.

The Company uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Company uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Company in full, without recourse to the Company to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Company in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

##### *Trade receivables*

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Company has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

##### *Other financial assets measured at amortised cost*

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12

# Australian Library and Information Association Limited

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## Notes to the Financial Statements For the Year Ended 31 December 2023

### 2 Summary of Significant Accounting Policies

#### (f) Financial instruments

##### Financial assets

months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

##### Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables.

#### (g) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss.

#### (h) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

#### (i) Leases

At inception of a contract, the Company assesses whether a lease exists.

##### Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

##### Right-of-use asset

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 received.

# Australian Library and Information Association Limited

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## Notes to the Financial Statements For the Year Ended 31 December 2023

### 2 Summary of Significant Accounting Policies

#### (i) Leases

##### Right-of-use asset

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.

##### Lease liability

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.

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.

##### *Exceptions to lease accounting*

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

#### (j) Employee benefits

Provision is made for the Company's liability for employee benefits, those benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period 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 satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

### 3 Critical Accounting Estimates and Judgments

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 3 Critical Accounting Estimates and Judgments

##### Key estimates - impairment of plant and equipment

The Company assesses impairment at the end of each reporting period by evaluating conditions specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

##### Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

#### 4 Revenue and Other Income

	2023	2022
	\$	\$
Revenue from contracts with customers (AASB 15)		
- Events/conference income	195,372	554,275
- Grants - Department of Health & Aged Care	50,000	-
- Groups income	40,780	116,490
- Membership income	1,329,040	1,097,260
- Professional services income and training	241,188	287,953
- Project management income	74,970	403,616
	<u>1,931,350</u>	<u>2,459,594</u>
Revenue recognised on receipt (not enforceable or no sufficiently specific performance obligations - AASB 1058)		
- Interest and investment income	62,719	239,080
- Investment income	186,644	-
- Publishing/advertising income	233,356	311,881
- Sale of merchandise	32,443	20,745
- Sundry income	39,675	41,068
	<u>554,837</u>	<u>612,774</u>
<b>Total revenue and other income</b>	<u><u>2,486,187</u></u>	<u><u>3,072,368</u></u>

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 5 Result for the Year

##### (a) Result for the year

The result for the year includes the following specific expenses:

	2023	2022
	\$	\$
Employee benefits expense	1,799,063	1,660,813
Grant Expenses - Department of Health & Aged Care	50,000	-
ALIA 15% Group Admin Charge	2,704	-

##### (b) Professional Pathways Project Costs

	2023	2022
	\$	\$
Employment costs	246,659	242,150
Travel	14,047	33,254
Consultants, research & investment in training and education	12,531	84,596
<b>Total professional pathways project costs</b>	<b>273,237</b>	<b>360,000</b>

#### 6 Cash and Cash Equivalents

	2023	2022
Note	\$	\$
Cash at bank and in hand	956,847	176,520
<b>Total cash and cash equivalents</b>	<b>956,847</b>	<b>176,520</b>

#### 7 Trade and Other Receivables

	2023	2022
Note	\$	\$
CURRENT		
Trade receivables	161,500	61,175
<b>Total trade and other receivables</b>	<b>161,500</b>	<b>61,175</b>

#### 8 Other Financial Assets

	2023	2022
Note	\$	\$
CURRENT		
Term deposits	702,453	1,996,521
Managed funds	5,882,482	5,626,984
<b>Total other financial assets</b>	<b>6,584,935</b>	<b>7,623,505</b>

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 9 Plant and Equipment

	2023	2022
	\$	\$
Furniture, fixtures and fittings		
At cost	65,095	151,314
Accumulated depreciation	(25,512)	(102,551)
<b>Total furniture, fixtures and fittings</b>	<b>39,583</b>	<b>48,763</b>
Office equipment		
At cost	67,343	144,886
Accumulated depreciation	(28,657)	(99,103)
<b>Total office equipment</b>	<b>38,686</b>	<b>45,783</b>
<b>Total plant and equipment</b>	<b>78,269</b>	<b>94,546</b>

#### (a) Movements in carrying amounts

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

	Furniture, Fixtures and Fittings	Office Equipment	Total
	\$	\$	\$
<b>Year ended 31 December 2023</b>			
Balance at the beginning of year	48,763	45,783	94,546
Additions	3,291	8,555	11,846
Depreciation expense	(12,471)	(15,652)	(28,123)
<b>Balance at the end of the year</b>	<b>39,583</b>	<b>38,686</b>	<b>78,269</b>

#### 10 Intangible Assets

	2023	2022 Restated	2022 Actual
	\$	\$	\$
Website			
Cost	-	-	220,689
Accumulated amortisation	-	-	(55,172)
<b>Net carrying value</b>	<b>-</b>	<b>-</b>	<b>165,517</b>
<b>Total Intangible assets</b>	<b>-</b>	<b>-</b>	<b>165,517</b>

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 11 Other Assets

	2023	2022
	\$	\$
CURRENT		
Prepayments	362,377	45,691
Accrued income	53,937	16,438
<b>Total other assets</b>	<b>416,314</b>	<b>62,129</b>

#### 12 Leases

##### Company as a lessee

The Company has leases over a range of assets including buildings and IT equipment.

##### *Terms and conditions of leases*

##### *Office*

The Company leases buildings for their corporate office. The lease is for 5 years with renewal option to allow the Company to renew for up to 9 years in three renewal options.

The Corporate office lease contains an annual pricing mechanism based on CPI movements at each anniversary of the lease inception.

##### *Photocopier*

The Company leases photocopier for their corporate office. The lease is for 5 years with a set monthly rental payment.

##### Right-of-use assets

	Buildings	Office Equipment	Total
	\$	\$	\$
<b>Year ended 31 December 2023</b>			
Balance at beginning of year	357,789	-	357,789
Depreciation charge	(119,263)	(1,058)	(120,321)
Additions to right-of-use assets	-	31,742	31,742
<b>Balance at end of year</b>	<b>238,526</b>	<b>30,684</b>	<b>269,210</b>

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 12 Leases

##### Lease liabilities

The maturity analysis of lease liabilities based on contractual cash flows is shown in the table below:

	< 1 year	1 - 5 years	Lease liabilities included in this Statement Of Financial Position
	\$	\$	\$
<b>2023</b>			
Lease liabilities	<b>139,072</b>	<b>179,058</b>	<b>318,129</b>
<b>2022</b>			
Lease liabilities	133,500	286,350	419,850

##### Extension options

The building lease contains extension options which allow the Company to extend the lease term by up to 9 years.

The Company includes options in the leases to provide flexibility and certainty to the Company operations and reduce costs of moving premises and the extension options are at the Company's discretion.

At commencement date and each subsequent reporting date, the Company assesses where it is reasonably certain that the extension options will be exercised.

At current stage, potential future lease payments are not included in lease liabilities as the Company has assessed that the exercise of the option is not reasonably certain.

##### Statement of Profit or Loss and Other Comprehensive Income

The amounts recognised in the statement of profit or loss and other comprehensive income relating to interest expense on lease liabilities and short-term leases or leases of low value assets are shown below:

	2023	2022
	\$	\$
Interest expense on lease liabilities	<b>36,932</b>	21,828
Depreciation	<b>120,321</b>	134,232
	<b>157,253</b>	156,060

##### Statement of Cash Flows

	2023	2022
	\$	\$
Total cash outflow for leases	<b>154,386</b>	148,578

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 13 Trade and Other Payables

	Note	2023 \$	2022 \$
CURRENT			
Trade payables	17	64,418	33,124
GST payable		29,765	22,080
Accrued expenses		54,911	11,000
Superannuation payables		16,072	-
		<u>165,166</u>	<u>66,204</u>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

#### 14 Employee Benefits

	2023 \$	2022 \$
Current liabilities		
Long service leave	17,600	33,019
Provision for employee benefits	80,828	101,599
	<u>98,428</u>	<u>134,618</u>

	2023 \$	2022 \$
Non-current liabilities		
Long service leave	20,481	21,141
	<u>20,481</u>	<u>21,141</u>

#### 15 Other Liabilities

	Note	2023 \$	2022 Restated \$	2022 Actual \$
CURRENT				
Amounts received in advance		1,049,100	738,935	581,685
<b>Total</b>		<u>1,049,100</u>	<u>738,935</u>	<u>581,685</u>

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 15 Other Liabilities

	2023 \$	2022 Restated \$	2022 Actual \$
NON-CURRENT			
Amounts received in advance	12,000	12,000	-
<b>Total</b>	<b>12,000</b>	<b>12,000</b>	<b>-</b>

#### 16 Reserves

	2023 \$	2022 \$
<b>Research fund reserve</b>		
Opening balance	38,519	38,519
Transfers out	(15,000)	-
<b>Closing balance</b>	<b>23,519</b>	<b>38,519</b>
<b>Anne Harrison trust reserve</b>		
Opening balance	96,766	96,766
<b>Closing balance</b>	<b>96,766</b>	<b>96,766</b>
<b>Professional Pathway Projects</b>		
Opening balance	-	-
	-	-
<b>FVOCI reserve</b>		
Opening balance	-	-
Transfers in	416,709	-
Transfers out	(255,032)	-
<b>Closing balance</b>	<b>161,677</b>	<b>-</b>
<b>Total reserves</b>	<b>281,962</b>	<b>135,285</b>

**(a) Research fund reserve**

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

**(b) Anne Harrison trust reserve**

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

**(c) Professional Pathway Projects**

The Professional Pathways Project, started in 2021, was an initiative of the Board aimed at ensuring a diverse, valued and supported Library Information Sector (LIS) workforce with the necessary skills, knowledge and ethics for the future.

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 16 Reserves

##### (d) FVOCI reserve

The FVOCI reserve records movements in the fair value and gain or loss on disposal of financial assets designated as FVOCI.

#### 17 Financial Risk Management

	Note	2023 \$	2022 \$
<b>Financial assets</b>			
Held at amortised cost			
Cash and cash equivalents	6	956,847	176,520
Term deposits	8	702,453	1,996,521
Trade and other receivables	7	161,500	61,175
Fair value through Other Comprehensive Income (OCI)			
Managed funds	8	5,882,482	5,626,984
<b>Total financial assets</b>		<b>7,703,282</b>	<b>7,861,200</b>
<b>Financial liabilities</b>			
Held at amortised cost			
Trade payables	13	64,421	33,124
<b>Total financial liabilities</b>		<b>64,421</b>	<b>33,124</b>

#### 18 Members' Guarantee

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 2023 the number of members was 3,873 (2022: 3,918).

#### 19 Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company is \$ 700,741 (2022: \$589,886).

#### 20 Related Parties

##### The Company's main related parties are as follows:

Key management personnel - refer to Note 19.

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

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

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 21 Prior period adjustments

The Company has found out an error in the manual spreadsheet being previously used to recognise revenue and income in advance as at December 2022. This error was discovered in 2023, thus the opening balance difference of income in advance has been retrospectively adjusted against membership income in 2022.

On reviewing intangible assets, the Company realised that all expenses relating to the purchase of its intangible assets - being its website should have been fully expensed instead of capitalised. Thus, a retrospective adjustment has brought to account to reflect on 2022 opening retained earnings.

	31 December 2022		
	Previously stated \$	Adjustments \$	Restated \$
<b>Statement of Profit or Loss and Other Comprehensive Income for the year ended 31 December 2022</b>			
<b>Revenue and other income</b>			
Membership income	1,266,511	(169,251)	1,097,260
<b>Total revenue and other income</b>	<b>3,241,619</b>	<b>(169,251)</b>	<b>3,072,368</b>
<b>Expenses</b>			
Contractors and consultant expenses	85,033	84,596	169,629
Depreciation and amortisation expense	233,269	(55,172)	178,097
Employee benefits expense	1,418,689	242,150	1,660,839
Travel and accommodation expenses	91,425	33,254	124,679
<b>Total expenses</b>	<b>3,206,859</b>	<b>304,828</b>	<b>3,511,687</b>
<b>Profit/(loss) for the year</b>	<b>34,760</b>	<b>(474,079)</b>	<b>(439,319)</b>
<b>Statement of Financial Position as at 31 December 2022</b>			
<b>Non-current assets</b>			
<b>Intangible assets</b>			
Website	165,517	(165,517)	-
<b>Total intangible assets</b>	<b>165,517</b>	<b>(165,517)</b>	<b>-</b>
<b>Total non-current assets</b>	<b>662,733</b>	<b>(165,517)</b>	<b>497,216</b>
<b>Total assets</b>	<b>8,586,062</b>	<b>(165,517)</b>	<b>8,420,545</b>
<b>Current liabilities</b>			
Income in advance	581,685	169,251	750,936
<b>Total current liabilities</b>	<b>916,007</b>	<b>157,250</b>	<b>1,073,257</b>
<b>Non-current liabilities</b>			
Income in advance	-	12,000	12,000
<b>Total non-current liabilities</b>	<b>307,490</b>	<b>12,000</b>	<b>319,490</b>
<b>Total liabilities</b>	<b>1,223,497</b>	<b>169,250</b>	<b>1,392,747</b>
<b>Net assets</b>	<b>7,362,565</b>	<b>(334,768)</b>	<b>7,027,797</b>
<b>Total equity</b>	<b>7,362,565</b>	<b>(334,768)</b>	<b>7,027,797</b>

## Australian Library and Information Association Limited

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### Notes to the Financial Statements For the Year Ended 31 December 2023

#### 22 Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 31 December 2023 (31 December 2022:None).

#### 23 Auditors' Remuneration

	2023	2022
	\$	\$
Remuneration of the auditor [Hardwicks Chartered Accountants (2022: Houston & Hanna Public Accountant)], for:		
- auditing or reviewing the financial statements	12,000	14,220
<b>Total</b>	<b>12,000</b>	<b>14,220</b>

#### 24 Cash Flow Information

##### Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	2023
	\$
Profit for the year	(640,736)
Cash flows excluded from profit attributable to operating activities	
Non-cash flows in profit:	
- depreciation	148,444
- net (gain)/loss on disposal of investments	(147,337)
- restatement of lease	28,873
Changes in assets and liabilities:	
- (increase)/decrease in trade and other receivables	(137,824)
- (increase)/decrease in prepayments	(316,686)
- increase/(decrease) in income in advance	310,165
- increase/(decrease) in trade and other payables	98,962
- increase/(decrease) in employee benefits	(36,850)
Cashflows from operations	<b>(692,989)</b>

#### 25 Events After the End of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which 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 future financial years.

## **Australian Library and Information Association Limited**

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## **Notes to the Financial Statements**

**For the Year Ended 31 December 2023**

### **26 Statutory Information**

The registered office and principal place of business of the company is:

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

**Australian Library and Information Association Limited**

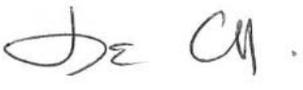
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**Directors' Declaration**

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 7 to 28, are in accordance with the *Corporations Act 2001* and:
  - a. comply with Australian Accounting Standards - Simplified Disclosure Standard; and
  - b. give a true and fair view of the financial position as at 31 December 2023 and of the performance for the year ended on that date of the Company.
2. In the directors' opinion, 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 the Board of Directors.

Director .. 

Director ..... 

Dated 4th March 2024



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Hardwickes  
ABN 35 973 938 183

Hardwickes Partners Pty Ltd  
ABN 21 008 401 536

Liability limited by a scheme  
approved under Professional  
Standards Legislation

## Australian Library and Information Association Limited

# Independent Audit Report to the members of Australian Library and Information Association Limited

## Report on the Audit of the Financial Report

### Opinion

We 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 2023, 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 our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

- (i) giving a true and fair view of the Company's financial position as at 31 December 2023 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards - Simplified Disclosures and the *Corporations Regulations 2001*.

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are 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 (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We 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.

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

### Other matter

The financial report for the year ended 31 December 2022 was audited by another auditor who expressed an unmodified opinion on that report on 29 March 2023.



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## Australian Library and Information Association Limited

# Independent Audit Report to the members of Australian Library and Information Association Limited

### Responsibilities of 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 Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless 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

Our 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 the financial report.

**Hardwickes**  
Chartered Accountants

Bhaumik Bumia  
Partner

Canberra  
04 March 2024



Australian Library and  
Information Association

[alia.org.au](http://alia.org.au)

