

RESEARCH GRANTS

Externally Funded Projects

The following projects attracted external funding and were underway during the year:

Australian Society and Technology Department. Centenary of Federation project: funding to support Curator of Federation position. Centenary of Federation, Victoria.

Australian Society and Technology Department. Shrine of Remembrance Stage 1 project. Department of Infrastructure.

Australian Society and Technology Department. Support for the temporary exhibition, *Espresso Comes to Melbourne*. STiKki Products Pty Ltd.

Christidis, L., Norman, J. and Caple, S. Genetic diversity and conservation management of south-east Australian woodland and forest birds. Stuart Leslie Research Award, Birds Australia.

Indigenous Cultures Department. Touring exhibition funding for *Thookay Ngaweeyan, Young Voices of Victoria: Aboriginal Children's Art from the Collections of Museum Victoria*. Visions of Australia Program, Department of Communications, Information Technology and the Arts.

Indigenous Cultures Department. Return of Indigenous Cultural Property Program, Department of Communications, Information Technology and the Arts.

Indigenous Cultures Department. Digitisation of Donald Thomson Collection images. Grimwade Miegunyah Fund, University of Melbourne.

Indigenous Cultures Department. Reprinting of *Donald Thomson in Arnhem Land*, Grimwade Miegunyah Fund, University of Melbourne.

Melville, J. Evolutionary ecology and molecular systematics of desert agamid and iguanid lizards. Australian Postdoctoral Fellowship. Research Fellowships Scheme, Australian Research Council.

Melville, J. Evolutionary ecology and molecular systematics of desert agamid and iguanid lizards. Large Research Grant, Australian Research Council.

Norman, J. Genetics of the Glossy Black-Cockatoo. Bird Observers Club of Australia.

O'Hara, T. Production of Australian Echinoderms manuscript. Australian Biological Resources Study.

O'Hara, T. Analysis of Seafloor Faunal Assemblages of Bass Strait. Australian Geological Survey Organisation.

Production Studio. Development of the *Raincheck 3000* interactive. Melbourne Water.

Sciences Department. Part-sponsorship of MegaBACE DNA Sequencer. Amersham Biosciences Pty Ltd.

Van Praagh, B. Giant Gippsland Earthworm Project. VicRoads.

Wilson, R. Rapid assembly of ecological fauna data (key invertebrate groups) of the South-east Marine Region. National Oceans Office.

The following collaborative projects administered by other institutions received external funding and were underway during the year:

Australian Society and Technology Department. Funding for a PhD Studentship on the *Australian Children's Folklore Collection* from the University of Melbourne. This studentship is administered by the University of Melbourne.

Australian Society and Technology Department. Funding for a PhD Studentship on *Innovation in Australian Agriculture 1880s – 1930s* from the University of Melbourne. This studentship is administered by the University of Melbourne.

Australian Society and Technology Department and University of Melbourne were awarded an Australian Research Council grant for a research project on *Melbourne Online: a multimedia interpretation of city history and culture*. This grant is administered by the University of Melbourne.

Christidis, L. and Mulder, R. (University of Melbourne) were awarded University of Melbourne Collaborative Research Program funding for a research project on the *Molecular phylogenetic perspective on the evolution of plumage dichromatism in birds*. This grant is administered by the University of Melbourne.

Christidis, L., Norman, J. and McKenzie, J. (University of Melbourne) were awarded University of Melbourne Collaborative Research Program funding for a research project on *Comparative phylogeography of birds in south-eastern Australia*. This grant is administered by the University of Melbourne.

Gomon, M. Funding for a project on *Regional mapping of the South-East Marine Region at province and biome levels based on fish distribution data* from the National Oceans Office. The project is administered by CSIRO Marine Research.

Gomon, M. Funding for a project on *Validation of national demersal fish datasets for the regionalisation of the Australian continental slope and outer shelf* from the National Oceans Office. The project is administered by CSIRO Marine Research.

Indigenous Cultures Department is collaborating with the Milingimbi Community Inc. for a project on *East Arnhem: Images of Yolngu*, funded by a grant by the Northern Territory Library and Information Service.

Rich, T. and Vickers-Rich, P. (Monash University) were awarded a grant by the Committee for Research and Exploration, National Geographic Society for a research project on *The Ghastly Blank 2002*. This grant was administered through Monash University.

Rich, T., Vickers-Rich, P. (Monash University) and Flannery, T. (South Australian Museum) were awarded a grant by the Australian Research Council for a project on the *Early Cretaceous polar biota in Victoria*. This grant is administered through Monash University.

RESEARCH SUPERVISION

Graduate and Postgraduate Supervision

[MV supervisors in italics]

Barlow, Amara: BSc(Hons), Cooperative Research Centre for Freshwater Ecology University of Canberra.
Supervisors: *Richard Marchant*, Richard Norris
Project: Drift and colonization of invertebrates below dams in the Cotter River.

Butcher, Rhonda: PhD, Monash University.
Supervisors: *Richard Marchant*, Sam Lake.
Project: Invertebrate conservation in wetlands in western Victoria.

Caple, Sarah: PhD, University of Melbourne.
Supervisors: *Les Christidis*, *Janette Norman*, John McKenzie.
Project: The role of intrinsic (biological) and extrinsic (environmental) factors in determining patterns of genetic diversity and population structure in birds of south-east Australia.

Cardinal, Belinda: PhD, University of Melbourne.
Supervisors: *Les Christidis*, *Janette Norman*, John McKenzie.
Project: Systematics, phylogeography and population genetics of the Large Bent-wing Bat, *Miniopterus schreibersii* (Chiroptera).

Cohn, Helen: PhD, University of Melbourne.
Supervisors: *Thomas Darragh*, Rod Home.
Project: Novelty to rarity: a history of the National Herbarium of Victoria.

Constantine, Andrew: PhD, Monash University.
Supervisors: *Thomas Rich*, Patricia Vickers-Rich, Ray Cas.
Project: Sedimentology, stratigraphy and palaeoenvironment of the Upper Jurassic-Lower Cretaceous non-marine Strzelecki Group, Gippsland Basin, southeastern Australia.

Deftereos, Christine: PhD, University of Melbourne.
Supervisors: *Moya McFadzean*, *Richard Gillespie*, Kate Darian-Smith.
Project: Australian Children's Folklore Collection.

Ellis, Anthony: BSc(Hons), Department of Zoology, University of Melbourne.
Supervisors: *Martin Gomon*, David Macmillan.
Project: Comparative biology of goby fishes in Port Phillip.

Etemadmoghadan, Dariush: BSc(Hons), Department of Genetics, University of Melbourne.
Supervisors: *Les Christidis*, *Janette Norman*, Jon Martin
Project: Microsatellite analysis of geographical variation and gene flow among populations of a co-operatively breeding songbird, the Superb Fairy-wren (*Malanus cyaneus*).

Finlay, Kyla: PhD, Monash University.
Supervisors: *Richard Marchant*, Ian Campbell.
Project: Revision of two genera of Leptophlebiid mayflies.

Harding, Lucy: PhD, University of Melbourne.
Supervisors: *Thomas Darragh*, Stephen Gallagher.
Project: Early Pliocene molluscan palaeontology and palaeoenvironments of the Marine Plain Area (Antarctica).

Kefford, Ben: PhD, RMIT University.
Supervisors: *Richard Marchant*, Dayanthi Nugegoda.
Project: The role of salinity in structuring stream invertebrate communities.

King, Rachael: PhD, University of Melbourne.
Supervisors: *Gary Poore*, David MacMillan.
Project: The systematics, evolution and biogeography of the Arcturidae (Crustacea, Isopoda).

Lehmann, Sherri: BSc(Hons), Zoology Department, La Trobe University.
Supervisors: *Gary Poore*, Fiona Bird.
Project: Biogeography of shrimps from Tasmanian seamounts.

Lockett, Matthew: PhD, University of Technology, Sydney.
Supervisors: *Martin Gomon*, David Booth.
Project: Comparative biology of introduced gobies in Sydney and Melbourne estuaries.

MacDonald, Anna: MA, Department of History, University of Melbourne.
Supervisor: *Richard Gillespie*, Kate Darian-Smith.
Project: Seeing Melbourne: the Centennial International Exhibition of the Cyclorama of Early Melbourne.

Mackie, Joshua: PhD, University of Melbourne.
Supervisors: *Les Christidis*, *Janette Norman*, Mick Keogh.
Project: Population genetics of endemic and introduced species of bryozoans in southern Australia.

Maroske, Sara: PhD, University of Melbourne
Supervisors: *Thomas Darragh*, Rod Home.
Project: Science by correspondence: Ferdinand Mueller (1825-1896).

Murray, Sandra: BSc(Hons), Department of Zoology, University of Melbourne.
Supervisors: *Les Christidis*, *Janette Norman*, Jon Martin.
Project: Phylogenetic relationships in *Gerygone* and the evolution of key morphological, ecological and behavioural traits within the genus.

O'Hara, Timothy: PhD, University of Melbourne.
Supervisors: *Robin Wilson*, David MacMillan.
Project: Patterns of diversity for subtidal reef assemblages of Victoria, Australia.

Osborne, Megan: PhD, La Trobe University.
Supervisors: *Les Christidis*, *Janette Norman*, Neil Murray.
Project: Molecular evolution of possums.

Raadik, Tarmo: PhD, University of Canberra.
Supervisors: *Martin Gomon*, Arthur Georges, Mark Adams.
Project: Conservation biology and systematics of the mountain galaxias.

Rourke, Meaghan: BSc(Hons), Department of Biological and Chemical Sciences, Deakin University.
Supervisors: *Les Christidis*, *Janette Norman*, Joanne Smissen.
Project: Phylogeography of the White-browed Babbler, *Pomatostomus superciliosus*, based on mitochondrial DNA sequence analysis.

Sandford, Andrew: PhD, University of Melbourne.
Supervisors: *David Holloway*, Stephen Gallagher, Malcolm Wallace.
Project: Early Devonian trilobite faunas and depositional environments in central Victoria.

Storey, Melissa: PhD, University of Melbourne.
Supervisors: *Gary Poore*, David Macmillan.
Project: Systematics and biogeography of the isopod family Serolidae (Crustacea).

Taylor, Joanne: PhD, University of Melbourne.
Supervisors: *Gary Poore*, David Macmillan.
Project: Systematics and biogeography of the amphipod family Phoxocephalidae (Crustacea).

Walker-Smith, Genefer: PhD, University of Melbourne.
Supervisors: Gary Poore, David Macmillan.
Project: Harpacticoida (Copepoda) of Port Phillip Bay and their utilisation by post-settlement King George Whiting.

RESEARCH PUBLICATIONS

Publications – Refereed Journals

- Beu, A.G. & Darragh, T.A. 2001. Revision of southern Australian Cenozoic fossil Pectinidae (Mollusca, Bivalvia). *Proceedings of the Royal Society of Victoria* 113(1), 1 – 205.
- Birch, W.D. 2001. A note on koehlinite from Pittong, Victoria, Australia. *Australian Journal of Mineralogy*, 7(2), 77 – 79.
- Birch, W.D., Pring, A. & Wallwork, K. 2002. Mendozavilite from the Fitzgerald River district, Western Australia. *Australian Journal of Mineralogy*, 8(1), 11 – 15.
- Birch, W.D., Samuels, L.E. & Grossman, J.N. 2001. Willow Grove, Rainbow and Pigick: three new unusual meteorite finds in Victoria, Australia. *Proceedings of the Royal Society of Victoria*, 113(2), 247 – 257.
- Birch, W.D., Samuels, L.E. & Wasson, J.T. 2001. Willow Grove: a unique nickel-rich ataxite from Victoria, Australia. *Meteoritics & Planetary Science*, 36, A1 – 8.
- Brandt, A. & Poore, G.C.B. 2001. Two new species of *Tridentella* (Crustacea: Isopoda: Tridentellidae) from Namibia. *Beaufortia*, 51, 199 – 212.
- Butler-Bowdon, E. 2001. Aesthetics and architecture in Australian suburbia. *Studies in the History of Gardens & Designed Landscapes, an International Quarterly*, 21(2), 108 – 114.
- Darragh, T.A. 2001. Ferdinand Hochstetter's notes of a visit to Australia and a tour of the Victorian goldfields in 1859. *Historical Records of Australian Science* 13(4), 383-437.
- Darragh, T.A., 2001. Review of Harper, E.M. et al. (Eds) 2000. *Evolutionary Biology of the Bivalvia*. Geological Society of London. *Molluscan Research*, 21, 109-110.
- Darragh, T.A. 2002. Frederick McCoy: the Irish Years. *Victorian Naturalist* 118(5), 160 – 164.
- Darragh, T.A. 2002. 'This Beautiful Work of Art': Skene and Slight's *Continental Australia*. *La Trobe Journal*, 68, 31 – 38.
- Ericson, P.G., Christidis, L., Cooper, A., Irestedt, M., Jackson, J., Johansson, U.S. & Norman, J.A. 2002. A Gondwanan origin of passerine birds supported by DNA sequences of the endemic New Zealand wrens. *Proceedings of the Royal Society of London, Part B, Biological Sciences*, 269(1488), 235 – 241
- Gambarian, P.P., Aristov, A.A., Dixon, J.M. & Zubtsova, G.Ye. 2002. Peculiarities of the hind limb musculature in monotremes: an anatomical description and functional approach. *Russian Journal of Theriology*, 1(1), 1 – 36.
- Gomon, M.F. 2001. Descriptions of two new species of *Bodianus* (Perciformes: Labridae) from Australasian waters. *New Zealand Journal of Zoology*, 28, 407 – 416.
- Henry, D.A. 2002. Two occurrences of basaluminite in Victoria. *Australian Journal of Mineralogy*, 8(1), 35 – 38.
- Holloway, D.J. & Campbell, K.S.W. 2001. Case 3171: *Cryphops* Richter & Richter, 1926 (Trilobita): proposed conservation. *Bulletin of Zoological Nomenclature*, 58, 97 – 99.
- Holloway, D.J. & Thomas A.T. 2002. *Hoploichoides*, *Allolichas*, *Autoloxolichas* and *Akantharges*, and the classification of lichen trilobites. *Geobios*, 35, 111 – 125.
- King, R.A. & Poore, G.C.B. 2001. Diagnosis of *Arcturoopsis* Koehler, 1911 and redescription of *A. giardi* (Bonnier, 1896) (Crustacea, Isopoda, Arcturidae). *Zoosystema*, 23, 467 – 477.
- Kuiter, R.H. 2001. Revision of the Australian seahorses of the genus *Hippocampus* (Syngnathiformes: Syngnathidae) with descriptions of nine new species. *Records of the Australian Museum*, 53, 293 – 340.
- McNally, R., Bennett, A.F., Brown, G.F., Lumsden, L.F., Yen, A., Hinkley, S., Lillywhite, P. & Ward, D. 2002. How well do ecosystem-based planning units represent different components of biodiversity? *Ecological Applications*, 12, 900 – 912.
- Marchant, R. 2002. Do rare species have any place in multivariate analysis for bioassessment? *Journal of the North American Benthological Society*, 21, 311 – 313.
- Marchant, R. & Hehir, G. 2002. The use of AUSRIVAS predictive models to assess the response of lotic macroinvertebrates to dams in south east Australia. *Freshwater Biology*, 47, 1033 – 1050.
- Melville, J. 2002. Competition and character displacement in two species of scincoid lizards. *Ecology Letters*, 5, 386 – 393.
- Melville, J. & Schulte, J.A. 2001. Correlates of active body temperatures and microhabitat occupation in nine species of central Australian agamid lizards. *Austral Ecology*, 26, 660 – 669.
- Melville, J., Schulte, J.A. & Larson, A. 2001. A molecular phylogenetic study of ecological diversification in the Australian lizard genus *Ctenophorus*. *Journal of Experimental Zoology (Molecular & Developmental Evolution)*, 291, 339 – 353.
- O'Hara, T.D. 2001. Consistency of faunal and floral assemblages within temperate subtropical rocky reef habitats. *Marine & Freshwater Research*, 52, 853 – 863.
- Osborne, M. & Christidis, L. 2001. Molecular phylogenetics of the Australo-Papuan possums and gliders (Family Petauridae). *Molecular Phylogenetics & Evolution*, 20, 211 – 224.
- Osborne, M.J. & Christidis, L. 2002. Systematics and biogeography of pygmy possums (Burramyidae: *Cercartetus*). *Australian Journal of Zoology*, 50, 25 – 37.
- Rich, T.H., Flannery, T.F., Trusler, P., Kool, L., van Klaveren, N.A. & Vickers-Rich, P. 2002. Evidence that monotremes and ausktribosphenids are not sister groups. *Journal of Vertebrate Paleontology*, 22, 466 – 469.

- Rich, T.H., Vickers-Rich, P. & Gangloff, R.A. 2002. Polar Dinosaurs. *Science*, 295, 979 – 980.
- Shattuck, S.O. & Hinkley, S. 2002. Second species in the Australian ant genus *Peronomyrmex* Viehmeyer (Hymenoptera: Formicidae). *Australian Journal of Entomology*, 41, 104 – 105.
- Walker-Smith, G.K. 2001. *Porcellidium poorei*, a new species of Porcellidae (Copepoda: Harpacticoida) from seagrass in Port Phillip Bay, Victoria, Australia, and a review of the family. *Journal of Crustacean Biology*, 21, 653 – 664.
- Walter, D.E., Beard, J.J., Walker, K.L. & Sparks, K. 2002. Of mites and bees: a review of mite-bee associations in Australia and a revision of *Raymentia* Womersley (Acari: Mesostigmata: Laelapidae), with the description of two new species of mites from *Lassioglossum* (*Parasphcodes*) spp. (Hymenoptera: Halictidae). *Australian Journal of Entomology*, 41, 128 – 148.
- Ward, D.F., New, T.R. & Yen, A.L. 2001. Effects of pitfall trap spacing on the abundance, richness and composition of invertebrates. *Journal of Insect Conservation*, 5, 47 – 53.
- Wilson, R.S. 2001. *Prionospio thalangi* sp. nov. (Polychaeta: Spionidae) from an anchialine cave, Cape Range, north-west Western Australia. *Records of the Western Australian Museum Supplement*, 64, 105 – 113.
- Yen, A.L., Boyd, S., Coventry, A.J., Dixon, J., Gomon, M. F., O'Loughlin, P.M., Poore, G.C.B. & Walker, K. 2001. McCoy's Prodromus of the Zoology of Victoria: an unfinished task. *Victorian Naturalist*, 118(6), 242 – 265.
- Non-Refereed Journals and Reports**
- Allen, L. 2001. Centenary anniversary symposium: a celebration of anthropologist, Professor Donald F. Thomson. *Melbourne University Magazine*, 2001, 20 – 21.
- Birch, W.D. 2001. Geological overview of the western Victorian volcanic province. Mt Elephant and the basalt plains: a natural and social history seminar. *Transactions of the Royal Society of Victoria*, 113(2), xix-xxiv.
- Butler-Bowdon, E. 2001. Beneath the froth. *Museum Victoria Magazine*, Spring 2001, 20.
- Churchward, M. 2001. All steamed up and ready to go. *Museum Victoria Magazine*, Winter 2002, 14 – 15.
- Churchward, M. 2001. New acquisitions: Jelbart Portable Engine. *Museum Victoria Magazine*, Winter 2002, 28.
- CSIRO Marine Research (Last, P., Lyne, V., Yearsley, G., Williams, A., Gledhill, D., Riddoch, S., Graham, A. & Rees, T.), Museum Victoria (Gomon, M.F. & Bray, D.J.), Australian Museum (Paxton, J., & McGrouther, M.) and NSW Fisheries (Graham, K.). 2001. *Rapid assembly of ecological fish data (community composition and distribution) for the south-east marine region*. Report to the National Oceans Office, Hobart. 52pp.
- Demant, D. & Kinsey, F. 2002. CSIRAC: the first computer in Australia. *IEEE Annals of the History of Computing, Events & Sightings*, 24(1), 93.
- Gillespie, R. 2001. Making an exhibition: One gallery, one thousand objects, one million critics. *Meanjin*, 60(4), 111 – 121.
- Kean, J. 2001. Reality beneath the magic. *Museum Victoria Magazine*, Spring 2001, 21.
- Kean, J. 2002. Johnny Warangula Tjupurrula: Painting in a changing landscape. *Art Bulletin of Victoria*, 41, 47 – 54.
- McCubbin, M. 2001. Review of Proudfoot, P. et al. (Eds), 2000, *Colonial City, Global City: Sydney's International Exhibition 1879*. Crossing Press, Darlinghurst. *Museum National*, 10(1), 27 – 28.
- McCubbin, M. 2002. Captain Cook's Cottage: an experiment in modern museology. *Insite Museums Australia*, June-July 2002, 10 – 11.
- McFadzean, M. 2001. Stories from Southern Sudan: new display at the Immigration Museum. *Timelines, The Museums Australia Historians' Special Interest Group Letter*, December.
- McFadzean, M. 2002. Review of Walsh, K. 2001. *The changing face of Australia: a century of immigration 1901-2000*. *Museum National*, February, 28 – 29.
- Mackie, J. 2001. *The identification of (bryozoan) specimens from the North-West Shelf and Slope*. Report to the Australian Institute of Marine Science, pp. 8 – 9.
- O'Hara, T.D. 2001. *Victorian intertidal monitoring: summary and assessment of current and previous research*. Report to Department of Natural Resources & Environment. 28 pp.
- O'Hara, T.D. 2002. *Benthic assemblages of Bass Strait*. Report to Geosciences Australia. 38 pp.
- O'Hara, T.D. 2002. Seagrass in Corner Inlet. *Ripples, Newsletter of the Marine & Coastal Community Network*, Winter 2002, 1.
- O'Hara, T.D., Norman, M.D. & Staples, D.A. 2001. *Baseline monitoring of Posidonia seagrass beds in Corner Inlet, Victoria*. Report to Department of Natural Resources & Environment. 44 pp.
- O'Hara, T.D., Norman, M.D. & Staples, D.A. 2002. Baseline monitoring of Posidonia seagrass beds in Corner Inlet. *Museum Victoria Science Reports*, 1, 1 – 44.
- O'Hara, T.D., Poore, G.C.B., Ah Yong, S. & Staples, D.A. 2001. *Rapid assembly of invertebrate data for the SE Regional Marine Plan*. Report to the National Oceans Office, Hobart. 27 pp.
- Van Praagh, B. & Hinkley, S. 2002. Survey of the Giant Gippsland Earthworm, *Megascolides australis*, in areas potentially affected by a realignment of the South Gippsland Highway: Bena to Korumburra. *Museum Victoria Science Series*, 3, 1 – 16.
- Van Praagh, B. & Hinkley, S. 2002. Survey of the Giant Gippsland Earthworm, *Megascolides australis*, in areas potentially affected by a realignment of the South Gippsland Highway: Korumburra to Leongatha. *Museum Victoria Science Series*, 4, 1 – 12.

Van Praagh, B., Hinkley, S. & Sargeant, I. 2002. The Giant Gippsland Earthworm (*Megascolides australis*) population at Loch Hill, South Gippsland: distribution and preliminary biological and soil studies. *Museum Victoria Science Series*, 2, 1 – 23.

Willis, E. & Willoughby, E. 2001. Paintings, fact sheets and more: Centenary of Federation celebrated at Museum Victoria. *Museums National*, November, 14.

Willis, E. 2002. Drawing the new nation. *National Library of Australia News*, February, 3 – 6.

Willis, E. 2002. Creating and remembering: the making of the Deans Marsh curtains. *Textile Fibre Forum*, 65, 40 – 41.

Wills, S. 2001. Finding room for loss. *Meanjin*, 60(4), 137 – 149.

Books and Book Chapters

Allen, L. 2001. *Thookay Ngaweeyan: Young Voices from Aboriginal Victoria*. Exhibition catalogue. Museum Victoria, Melbourne. 40 pp.

Clode, D. & O'Brien, R. 2001. Why Wallace drew the line: a re-analysis of Wallace's bird collections in the Malay Archipelago and the origins of biogeography. In Metcalfe, I. *et al.* (Eds.) *Faunal & Floral Migrations and Evolution in SE Asia-Australasia*. Balkema, Lisse, pp. 113 – 121.

Demant, D. 2001. *The First Computer Mouse*. Museum Victoria, Melbourne. 21 pp.

Gillespie, R. 2001. Elton Mayo. In Warner, M. (Ed.) *International encyclopedia of business and management*, 2nd edition. Thomson Learning, London, 5, 4395 – 4399.

Griffiths, T. (together with 11 specialist contributors) 2001. *Forests of ash: an environmental history*. Cambridge University Press in association with Museum Victoria, Melbourne, 227 pp.

Kean, J. 2002. After the 1956 Floods came down: a personal history of the river. In Nicholls, C. (Ed.) *River, land and memory: the work of Ian Abdulla*. Exhibition catalogue. Flinders University, Adelaide, pp. 20 – 29.

Kuiter, R.H. & Tonzuka, T. 2001. *Indonesian Reef Fishes*. Zoonetics, Seaford, Victoria. 3 parts, 900 pp.

Kuiter, R.H. & Debelius, H. 2001. *Acanthuroidei: Surgeonfishes, Rabbitfishes, Batfishes and relatives*. Zoonetics, Seaford, Victoria. 209 pp.

Kuiter, R.H. & Debelius, H. 2001. *Surgeonfishes, Rabbitfishes and their relatives*. TMC, Chorleywood, United Kingdom. 208 pp.

Metcalfe, W.J. & Darragh, T.A. 2001. *Krumnow's Manifesto: the Rules, Regulations and Beliefs of Herrnhut Commune (1852-1889) established by Johann Friedrich Krumnow*. Published by the authors, Brisbane. 62 pp.

Rasmussen, C. (together with 46 specialist contributors) 2001. *A Museum for the People: A History of Museum Victoria and its Predecessors 1854 – 2000*. Scribe Publications in association with Museum Victoria, Melbourne. 423 pp.

Rich, T.H., Flannery, T.F., Trusler, P. & Vickers-Rich, P.V. 2001. Corroboration of the Garden of Eden Hypothesis. In Metcalfe, I. *et al.* (Eds.) *Faunal and floral migrations and evolution in SE Asia-Australia*. Swets & Zeitlinger, Heereweg, pp. 315 – 324 (also Balkema, Lisse, 2001).

Other

Foley, G. 2001. *Black Power in Redfern 1968 – 1972*. BA(Hons) Thesis, Department of History, University of Melbourne, 56 pp.

Hill, T.L. 2002. *Starburst or Seyfert? Investigations of the activity in narrow emission-line galaxies*. PhD Thesis, University of Sydney, 161 pp.

McCubbin, M. 2002. *Public History in Victoria*. Features Section of Victoria's History in the Victorian Government Website, <http://www.history.vic.gov.au> (May-June).

O'Hara, T.D. 2001. *Patterns of diversity for subtidal reef assemblages of Victoria, Australia*. PhD Thesis, University of Melbourne, 194 pp.

LECTURES AND PRESENTATIONS

Conference Presentations

Allen, L. 2001. Donald Thomson, photographer, and his photographs. Donald Thomson Centenary Anniversary Symposium, University of Melbourne (Parkville, 15 July).

Allen, L. 2002. Collecting then, displaying now. Leonhard Adam Collection of International Indigenous Culture, International Museums Day Forum (University of Melbourne, Parkville, 18 May).

Batty, P. 2001. Incorporating the Aboriginal subject. Association of Aboriginal & Torres Strait Islander Studies (AATSIS) Annual Conference (Canberra, 18 September).

Butler-Bowdon, E. 2002. Phar Lap and Museum Victoria. Museums Australia National Conference (Adelaide, 18 – 22 March).

Caple, S., Norman, J., Hayes, V. & Christidis, L. 2001. Contrasting patterns of genetic variation in two congeneric honeyeaters. Inaugural Australian Ornithological Conference (Charles Sturt University, Bathurst, 4 – 7 December).

Churchward, M. 2001. Foundries, Federation and free trade, a case study of the impact of Federation in Victoria's engineering industries between 1901 & 1915. 11th National Conference on Engineering Heritage (Canberra, 8 – 9 October).

Churchward, M. 2001. Where rails meet water: an historical overview of the interconnections between Victoria's railways and ports. Australasian Institute for Maritime Archaeology Conference (Geelong, 2 – 6 December).

Dale, L. 2002. Saving Women's Farm History. Women on Farms Gathering (Kyneton, 12 – 14 April).

Francis, J. 2001. Melbourne's Golden Mile. 10th Annual Conference of Interpretation Australia Association (Alice Springs, 4 – 7 September).

Gillespie, R. 2002. History for the Millions. Museums Australia National Conference (Adelaide, 18 – 22 March).

- Henry, D.A. 2002. Mineral collections: who needs them? 25th Mineralogical Societies' Joint Seminar (Brisbane, 9 June).
- Hill, T. 2001. The night sky. Victorian Outdoor Education Association State Conference (Melbourne, 20 July).
- Hill, T. 2001. Black holes. Victorian Space Forum, Australian Space Students Association (Scienceworks, 27 September).
- Hill, T. 2001. Being an astronomer. IBM Student Conference (Scienceworks, 28 September).
- Kean, J. 2001. I never painted in my life, all I ever did was work. 13th Congress of the International Society for Folk Narrative Research (Parkville, 16 – 20 July).
- McCubbin, M. 2001. Memorialising the pioneers: monuments and generational history in Melbourne, 1880s-1910s. 13th Congress of the International Society for Folk Narrative Research (Parkville, 16 – 20 July).
- McCubbin, M. 2002. Captain Cook's Cottage: an experiment in modern museology. Museums Australia National Conference (Adelaide, 18 – 22 March).
- McFadzean, M. 2001. The Glory Box: the object of memory. 13th Congress of the International Society for Folk Narrative Research (Parkville, 16 – 20 July).
- McFadzean, M. 2002. From dictation test to detention centres: exhibiting controversy past and present. Museums Australia National Conference (Adelaide, 18 – 22 March).
- Mackie, J. 2001. Isolation of anthropogenic and natural influences on bryozoan dispersal. 12th International Bryozoological Association Meeting (Dublin, Ireland, July).
- Merrin, K. 2001. A phylogenetic analysis of the isopod family Ischnomesidae. Evolution & Systematics Conference (Melbourne, 16 – 18 July).
- Norman, J. & Christidis, L. 2001. Testing models of avian speciation in Australia. Evolution & Systematics Conference (Melbourne, 16 – 18 July).
- Norman, J. & Christidis, L. 2001. Contrasting patterns of molecular and morphological variation in Black-Cockatoos. Inaugural Australian Ornithological Conference (Charles Sturt University, Bathurst, 4 – 7 December).
- O'Hara, T. 2001. Quantitative biogeography in the Southern Ocean: deriving processes from pattern. 5th International Crustacean Congress (Melbourne, 9–13 July).
- O'Hara, T. 2001. Endemism in the southern Australian marine environment. Evolution & Systematics Conference (Melbourne, 16 – 18 July).
- Osborne, M. & Christidis, L. 2001. The molecular evolution of possums. Australian Mammal Society Conference: Possums & Gliders Symposium (Brisbane, 2 July).
- Poore, G. & Brandt, A. 2001. The 'Flabellifera' revisited: a phylogenetic analysis of some suborders of isopods (Malacostraca). 5th International Crustacean Congress (Melbourne, 9-13 July) (also Evolution & Systematics Conference, Melbourne, 16 – 18 July).
- Sculthorpe, G. 2001. The manipulative museum?: developing Bunjilaka, the Aboriginal Centre at Melbourne Museum. Australian Anthropological Society Conference (La Trobe University, Melbourne, 27 September).
- Storey, M. 2001. A test of the monophyly of genera of Serolidae (Crustacea: Isopoda). 5th International Crustacean Congress (Melbourne, 9 – 13 July) (also Evolution & Systematics Conference, Melbourne, 16 – 18 July).
- Taylor, J. 2001. Dealing with continuous characters in a phylogenetic analysis of the Phoxocephalidae (Amphipoda). 5th International Crustacean Congress (Melbourne, 9 – 13 July).
- Vanderwal, R. & Tau Davis, O. 2001. The changing face of museum anthropology: the Pacific Islands Advisory Group to Museum Victoria. Australian Anthropological Society Conference (La Trobe University, Melbourne, 27 September).
- Walker-Smith, G. 2001. A review of Parastenheliidae (Copepoda: Harpacticoida) and brief description of two new species from southern Australia. 5th International Crustacean Congress (Melbourne, 9 – 13 July).
- Walker-Smith, G. & Poore, G. 2001. A phylogeny of the Leptostraca (Malacostraca: Phyllocarida). 5th International Crustacean Congress (Melbourne, 9 – 13 July).
- Willoughby, E. 2001. Women's Work Exhibition of 1907. Mass Historia National Conference of History Postgraduates (Parkville, 19 – 21 July).
- Wilson, R. 2001. Biogeographic tests of Earth history. Evolution and Systematics Conference (Melbourne, 16 – 18 July).
- Yen, A.L. & Coventry, A.J. 2001. Donald Thomson's contribution to our herpetological and entomological knowledge of Central Australia. Donald Thomson Centenary Anniversary Symposium, University of Melbourne (Parkville, 13 -15 July).

Lectures

- Allen, L. 2002. Bunjilaka exhibitions and Aboriginal art. Fine Arts, University of Melbourne (Parkville, 9 – 10 April).
- Batty, P. 2001. The importance of misreading Emily. Canberra School of Art (Canberra, July).
- Berry, M. 2001. Introduction to archaeological conservation. School of Historical Studies, Monash University (Clayton, 11 November).
- Berry, M. 2002. Digging up the past. Public Lecture at Melbourne Museum (Carlton, 18 April).
- Birch, W. 2001. Three new unusual meteorites from Victoria. Astronomical Society of Victoria (Melbourne, August 8) (also Mineralogical Society of Victoria, Melbourne, 3 October).
- Birch, W. 2001. Mineralogy of diamond-bearing deposits in western Victoria. Earth Science Department, La Trobe University (Bundoora, 18 September).

- Birch, W. 2001. Geological overview of the western Victorian volcanic province. Mt Elephant and the basalt plains: a natural and social history seminar. (Derrinalum, Western Victoria, 20 October) (also Nunawading Mineral Group, 19 September).
- Birch, W. 2001. Serendipity in the discovery of new Australian minerals. Sutherland Symposium, Australian Museum (Sydney, 4 December).
- Broomfield, J., Unger, I., & Start, R. 2002. Digital photography and image management in a museum environment. Institute of Photographic Technology (Melbourne, 8 May).
- Butler-Bowdon, E. 2001. Phar Lap: champion racehorse and media star. Inside Story, InfoZone, Melbourne Museum (2 November).
- Christidis, L. 2001. Three lectures on: Methods of phylogenetic reconstruction; Case studies of phylogenetic reconstruction; and, Phylogeography. Department of Genetics, University of Melbourne (Parkville, 15 – 19 October).
- Christidis, L. 2002. History, DNA and birds. Bird Environment Education Centre (Nunawading, 13 April).
- Churchward, M. 2001. The voyage out: the changing nature of immigrant shipping to Victoria, 1840s-1970s. Immigration Museum (29 July).
- Churchward, M. 2002. From *Orcades* to *Australis*: postwar immigrant shipping. Immigration Museum (2 June).
- Dale, L. 2002. Women's farming history: creating a new collection. Department of History, University of Melbourne (Parkville, 7 May).
- Etemadmoghadan, D. 2002. Microsatellites: uses in population and evolutionary studies. Department of Genetics, University of Melbourne (Parkville, 29 April).
- Foley, G. 2002. The struggle for indigenous rights, 1938-1998. Victorian Union of Progressive Judaism, Melbourne Museum (Carlton, 3 March).
- Foley, G. 2002. Aboriginal education: history and issues. Faculty of Education, Monash University (Clayton, 26 April).
- Foley, G. 2002. Progressive policies in indigenous education. Northland Secondary College (Preston, 26 April).
- Foley, G. 2002. Reconciliation is not justice. Australians for Native Title and Reconciliation, Brotherhood of St. Laurence (Melbourne, 4 May).
- Foley, G. 2002. Black power in Redfern, 1968 – 1972. Department of History, University of Melbourne (Parkville, 29 May).
- Foley, G. 2002. Native title is not land rights. Ojeroo Indigenous Centre, Queensland University of Technology (Brisbane, 3 June).
- Frigo, F. 2001. Tasmanian tigers. Australian Rare Fauna Research Association (Clematis, 27 October).
- Henry, D. 2001. The mineralogy of uranium. Mineralogical Society of Victoria (Melbourne, 4 July).
- Henry, D. 2001. Gold in Victoria. St Arnaud Rotary Club (St Arnaud, 25 September).
- Henry, D. 2001. Australian meteorite impact structures. Astronomical Society of Ballarat (Ballarat, 17 November).
- Hill, T. 2001. Being an astronomer. Karana Community College (Melbourne, 25 September).
- Hill, T. 2002. Monsters in galaxies. Siemens Science Experience for Year 9/10 students, RMIT University (Melbourne, 23 January).
- Hill, T. 2002. Being an astronomer. International Women's Day (Melbourne Museum, 8 March).
- Horvath, A. 2001. The Human Mind and Body exhibitions at Museum Victoria. Probuss Club of Strathmore (Melbourne, 6 September).
- Ikinger, P. 2001. Backstage at Melbourne Museum. Oceanic Art Society at the New Guinea Arts Gallery (Sydney, 19 July).
- Longmore, W. 2002. Value and historical interests in the collections of Museum Victoria: my approach. Bird Observers Club of Australia (Balwyn, 22 January).
- Kean, J. 2002. Working with communities. Department of Fine Arts, University of Melbourne (8 May).
- Kean, J. 2002. The art of the interactive. Inside Story, InfoZone, Melbourne Museum (7 June).
- McFadzean, M. 2001. Museums: social mirrors, social commentators? Or who's telling whose stories? Cultural Heritage Centre for Asia and the Pacific seminar series, Deakin University (Burwood, 1 August).
- McFadzean, M. 2001. Personal narratives, global contexts: telling stories at the Immigration Museum. School of Architecture and Design, RMIT University (Melbourne, 14 August).
- Mackie, J. 2002. A molecular analysis of bryozoan dispersal. Department of Zoology, University of Melbourne (Parkville, 13 March).
- Marchant, R. 2001. Secondary production of freshwater fauna. Biology Department, Monash University (21 August).
- Marchant, R. 2002. Multivariate analysis in ecological research. School of Life Science and Technology, Victoria University (23 May).
- Melville, J. 2002. Molecular systematics and evolutionary ecology in desert lizard communities: the question of convergence (Department of Biology, St Louis University, St Louis, USA, February; Russian Academy of Sciences, St Petersburg, Russia, February; Museum of Vertebrate Zoology, University of California, Berkeley, USA, March).
- Melville, J. 2002. Reptiles and fieldwork in the deserts of three continents (Herpetological Group, Washington University, St Louis, USA, April; Museum of Kenya, Nairobi, Kenya, 26 June).
- O'Brien, R.M. 2001. Why Wallace drew the line: a re-analysis of Wallace's bird collections in the Malay Archipelago and the origins of biogeography. Academy of Natural Sciences of Philadelphia (Philadelphia, USA, 14 August).

- O'Hara, T. 2001. Victoria's marine biodiversity. Training workshop on Victoria's Marine National Parks, Marine and Coastal Community Network (Melbourne, 17 December)
- O'Hara, T. 2002. Protecting life in our seas: the science behind marine parks in Victoria. Melbourne Museum Lecture Series (21 February).
- O'Hara, T. 2002. The science behind marine parks in Victoria. Victorian Parliamentary Liberal Party (Melbourne, 9 May).
- O'Hara, T. 2002. Biogeography and evolution of echinoderms from Australia. University of Louvain Lecture Series (Belgium, 24 May).
- Poore, G. 2002. Isopods in the Antarctic deep sea; and, The marine fauna of Macquarie Island. Antarctic Deep-Sea Biodiversity Program, Zoological Museum of Hamburg, RV *Polarstern* (Weddell Sea, Antarctica, 25 February – 7 April).
- Rich, T. 2001. Lectures on the origin and history of Australian mammals. School of Geosciences, Monash University (Clayton, 9 – 11 October).
- Rich, T. 2001. Lectures on the Late Permian, and Late Cretaceous extinctions. School of Geosciences, Monash University (Clayton, 16 – 18 October).
- Rich, T. 2001. Dinosaurs of darkness (University of Alaska, Anchorage, USA, 27 November; Bureau of Land Management, Fairbanks, Alaska, USA, 30 November; Natural History Museum of Los Angeles County, Los Angeles, USA, 2 December; San Diego Museum of Natural History, San Diego, USA, 3 December; Institute of Vertebrate Paleontology and Paleoanthropology, Beijing, China, 4 June 2002).
- Smith, D. 2002. The art of taxidermy. Inside Story, InfoZone, Melbourne Museum (4, 11 and 12 April).
- Swinkels, P. 2002. Phar Lap: the process of mounting and work undertaken since being at Museum Victoria. Inside Story, InfoZone, Melbourne Museum (1 March).
- Vanderwal, R. 2002. The archaeology of Euriovie Gorge, western New South Wales. Association of Aboriginal & Torres Strait Islander Studies (AATSIS) (Melbourne, 30 April).
- Willis, E. 2001. Creating and remembering: the making of the Deans Marsh curtains. Victorian Branch of the Embroiderers' Guild (Malvern, 11 August).
- Willoughby, E. 2001. Women's contribution to Federation. Voice, Interest & Education for Women Club of Altona (Melbourne, 22 August).
- Wilson, R. 2001. Biogeographic tests of Earth history. (Australian Museum, Sydney, 13 September) (also Melbourne Systematic Forum, InfoZone, Melbourne Museum, 1 November).

ADDITIONAL PUBLICATIONS AND PRESENTATIONS

Hunt, G. 2001. Millions of stories: learning in Melbourne Museum. Teacher Education: Change of Heart, Mind & Action. 29th Australian Teacher Education Association Conference (24 – 26 September).

Hunt, G. 2001. Melbourne Museum: new, real and virtual vital connections. Annual Conference of the Victorian Information Technology Teachers Association (26 – 28 November).

Jay, D. 2001. Encounters: a history of Aboriginal people in Victoria: website presentation. Annual Conference of the History Teachers Association of Victoria (November).

Jay, D. 2002. Student tours, student-centred? Museums Australia National Conference (Adelaide, 18 – 22 March) (Abstract published in Museum Education Newsletter, 1, May 2002).

Jay, D. & Cramp, J. 2001. Relationships with outdoor environments: VCE Outdoor and Environmental Studies at Melbourne Museum. Annual Conference of the Victorian Outdoor Education Association (September).

Jay, D. & Kerridge, Y. 2001. Controversies and processes at Melbourne Museum: exhibiting indigenous histories at Melbourne Museum. Annual Conference of the History Teachers Association of Victoria (November).

Jay, D. & Kerridge, Y. 2002. Using museums to teach history. Discovery Learning, Discovery Teaching: Professional Development in the Teaching of History Conference (April).

Kerridge, Y. 2002. Stuck for words: objects, artworks and interpretation in Museums Australia on-line. Museums Australia National Conference (Adelaide, 18-22 March).

Kerridge, Y. 2001. Pushing the boundaries: the place of art at Melbourne Museum. Journal of Art Education Victoria, Winter 2001, 3(2).

Kerridge, Y. 2001. Imagining Melbourne: the exhibition 'Melbourne: stories from a city'. Idiom, Journal of the Victorian Association for the Teaching of English, 37(2&3).

Moore, G. 2002. Mini-beast websites from Melbourne Museum. Let's Find Out, STAV Journal for Primary School Teachers, 19(2), 11.

Moore, G., Hvala, L., Cramp, J. & Stewart, J. 2001. Science at Melbourne Museum. LabTalk, STAV Journal for Secondary School Teachers, 45(4), 9 – 15 (also published in Let's Find Out, 18(2), 10 – 15).

Stewart, J., Demant, D. & Crowley, C. 2001. The Internet Game. Teacher guide and accompanying video.

Stewart, J. & Demant, D. 2001. @digital.au: Teacher Resource Package for I.T. Education Kit, Museum Victoria. 70 pp.

Stewart, J. & Marlow, J. 2002. We solve it! Approaches to information literacy using the Museum Victoria web page. School Library Association of Victoria (June).

CONSULTANCIES

Museum Victoria commissioned a total of 15 consultancies throughout the year for a sum of \$212,520.95. Each of the consultancies was valued at less than \$100,000.

FREEDOM OF INFORMATION

The *Freedom of Information Act* 1982 enables members of the public to obtain information held by Museum Victoria. The Chief Executive Officer is the principal officer for the purpose of administering the requirements of the Act. Initial requests for documents under the Freedom of Information legislation must be made in writing to the delegated officer, being the Manager, Information and Records. Requests and responses must comply with the provisions of the Act.

There were no applications under Freedom of Information for access to documents this year. As required, monthly status reports were submitted to the Department of Premier and Cabinet. Museum Victoria Procedures for Managing Applications under the *Freedom of Information Act* 1982 were developed and endorsed by the Executive Management Team.

LEGISLATIVE CHANGES

Amendments to the *Museums Act* 1983 received Royal Assent on 23 October 2001. Section 21 was amended to enable the Board to engage consultants and technical advisors without prior approval from the Minister. Section 28 was amended to enable the Board to establish and maintain an account in its name without prior approval from the Treasurer.

AVAILABILITY OF ADDITIONAL INFORMATION

The following information relating to Museum Victoria, relevant to the financial year, has been prepared and is available to the Minister, Members of Parliament and the public on request.

- Declarations of pecuniary interests duly completed by all relevant officers.
- Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.
- Details of publications produced by Museum Victoria about the Museum, and the places where publications can be obtained.
- Details of changes in prices, fees, charges, rates and levies charged by Museum Victoria.
- Details of major research and development activities undertaken by Museum Victoria.
- Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit.

- Details of major promotional, public relations and marketing activities undertaken by Museum Victoria to develop community awareness of the Museum and the services it provides.
- Details of assessments and measures undertaken to improve the occupational health and safety of employees.
- A general statement on industrial relations within Museum Victoria and details of time loss through industrial accidents and disputes.
- A list of major committees sponsored by Museum Victoria, the purpose of each committee and the extent to which the purposes have been achieved.

NATIONAL COMPETITION POLICY

Museum Victoria is committed to competitive neutrality principles ensuring fair and open competition. Many non-core activities, such as cleaning, food and beverage services, security, design, exhibition construction, car park management, facilities and events management, have been outsourced.

BUILDING AND MAINTENANCE COMPLIANCE

Building Works (over \$50,000) Scienceworks Museum

Heritage works to pumping station and associated out-buildings – \$120,000

Moreland Annex

Construction of an internal cool-store for the storage of collection items susceptible to damage from heat and variations in humidity – \$90,000

Melbourne Museum

Enhancements to the cooling towers automatic dosing system to increase efficiency and provide dosing pump back-up – \$128,000.

Minor Works (under \$50,000)

Melbourne Museum

Premises maintained to comply with lease conditions and the *Building Essential Services Act* 1994.

Scienceworks Museum

Urgent and essential works program to address identified risk items, safety issues, site access and customer comfort. Maintenance works program to ensure compliance with the *Building Essential Services Act* 1994.

Immigration Museum

Urgent and essential works program to address identified risk items, security, safety issues, site access and customer comfort undertaken as required. Maintenance works program implemented to ensure compliance with the *Building Essential Services Act* 1994.

22 William Street

Premises maintained to comply with lease conditions and the *Building Essential Services Act* 1994.

Royal Exhibition Building – Earth Sciences

Urgent and essential works program to address identified collection risk item. Maintenance works program to ensure compliance with the *Building Essential Services Act* 1994.

Royal Exhibition Building – Great Hall

Minor works program to upgrade customer catering facility. Maintenance works program to ensure compliance with the *Building Essential Services Act* 1994.

Moreland Annex

Urgent and essential works program to address identified risk items, materials handling, safety issues and site security. Maintenance works program to ensure compliance with the *Building Essential Services Act* 1994.

Abbotsford Annex

Maintenance works program to ensure compliance with the *Building Essential Services Act* 1994.

MUSEUM VICTORIA WHISTLEBLOWERS PROCEDURES

1. Statement of Support to Whistleblowers

Museum Victoria is committed to the aims and objectives of the *Whistleblowers Protection Act* 2001 ('the Act'). It does not tolerate improper conduct by its employees, officers or members, nor the taking of reprisals against those who come forward to disclose such conduct.

Museum Victoria recognises the value of transparency and accountability in its administrative and management practices, and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Museum Victoria will take all reasonable steps to protect people who make such disclosures to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure.

2. Purpose of these Procedures

These procedures establish a system for reporting disclosures of improper conduct or detrimental action by Museum Victoria or its employee. The system enables such disclosures to be made to the Protected Disclosure Co-ordinator or to the nominated Protected Disclosure Officer. Disclosures may be made by employees or by members of the public.

These procedures are designed to complement normal communication channels between management and employees. Employees are encouraged to continue to raise appropriate matters at any time with their managers.

As an alternative, employees may make a disclosure of improper conduct or detrimental action under the Act in accordance with these procedures.

These procedures are not intended to replace other existing Museum Victoria procedures that deal with grievances or complaints.

These procedures may be amended from time to time if necessary to comply with guidelines published by the Ombudsman under the Act. The guidelines can be found at www.ombudsman.vic.gov.au.

3. Objects of the Act

The purpose of the Act is to encourage and facilitate the making of disclosures of improper conduct by public officers and public bodies. The Act provides protection to whistleblowers who make disclosures in accordance with the Act, and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

4. The reporting system

The reported system is represented as follows:

CEO or President of Museums Board of Victoria

Authority and Decision Making.

Director Corporate Services

Protected Disclosure Co-ordinator.
Reports to CEO or Board President in cases of disclosure.

HR Manager

Protected Disclosure Officer.
Welfare Manager.
Reports to Director Corporate Services in cases of disclosure.

Investigator

Appointment authorised by the CEO or Board President.
Reports to Protected Disclosure Co-ordinator.

4.1 Contact persons within Museum Victoria

Disclosures of improper conduct or detrimental action by Museum Victoria or its employees may be made to the following officers:

Protected Disclosure Officer – Human Resource Manager

Location: Level 1West
Melbourne Museum
Carlton Gardens
Phone: (03) 8 341 7746
Fax: (03) 8 341 7273

Protected Disclosure Co-ordinator – Director Corporate Services

Location: Level 1West
Melbourne Museum
Carlton Gardens
Phone: (03) 8 341 7768
Fax: (03) 8 341 7237

All correspondence, phone calls and emails from internal or external whistleblowers will be referred to the Protected Disclosure Co-ordinator.

Where a person is contemplating making a disclosure and is concerned about approaching the Protected Disclosure Co-ordinator or a Protected Disclosure Officer in the workplace, he or she can call the relevant officer and request a meeting in a discreet location away from the workplace.

Where the Protected Disclosure Co-ordinator, Protected Disclosure Officer, CEO or President is the subject of a claim, the internal reporting system will be modified as follows:

- Role of Protected Disclosure Co-ordinator & Protected Disclosure Officer will be combined. Therefore, if the claim is against the Protected Disclosure Officer, the Co-ordinator will carry out both roles and vice versa.
- If the CEO is the subject of a claim, the Protected Disclosure Co-ordinator will report directly to the President of the Board.

4.1.1 Alternative contact persons

A disclosure about improper conduct or detrimental action by Museum Victoria or its employees, may also be made directly to the Ombudsman:

The Ombudsman Victoria
Level 22, 459 Collins Street
Melbourne Victoria 3000
(DX 210174)

Internet: www.ombudsman.vic.gov.au
Email: ombudvic@ombudsman.vic.gov.au
Tel: 9613 6222
Toll Free: 1800 806 314

5. Roles and responsibilities

5.1 Employees

- Employees are encouraged to report known or suspected incidents of improper conduct or detrimental action in accordance with these procedures.
- All employees of Museum Victoria have an important role to play in supporting those who have made a legitimate disclosure. They must refrain from any activity that is, or could be perceived to be, victimisation or harassment of a person who makes a disclosure. Furthermore, they should protect and maintain the confidentiality of a person they know or suspect to have made a disclosure.

5.2 Protected Disclosure Officer

- Be a contact point for general advice about the operation of the Act for any person wishing to make a disclosure about improper conduct or detrimental action;
- Make arrangements for a disclosure to be made privately and discreetly and, if necessary, away from the workplace;
- Receive any disclosure made orally or in writing (from internal and external whistleblowers);

- Commit to writing any disclosure made orally;
- Impartially assess the allegation and determine whether it is a disclosure made in accordance with Part 2 of the Act (that is, a protected disclosure);
- Forward all disclosures and supporting evidence to the Protected Disclosure Co-ordinator; and
- Take all necessary steps to ensure the identity of the whistleblower and the identity of the person who is the subject of the disclosure are kept confidential.

5.3 Protected Disclosure Officer

- Receive all disclosures forwarded from the Protected Disclosure Officer;
- Receive all phone calls, emails and letters from members of the public or employees seeking to make a disclosure;
- Refer all public interest disclosures to the Ombudsman;
- Be responsible for carrying out, or appointing an Investigator to carry out, an investigation referred to the public body by the Ombudsman;
- Be responsible for overseeing and co-ordinating an investigation where an Investigator has been appointed;
- Appoint a Welfare Manager to support the whistleblower and to protect him or her from any reprisals, where required, appoint a welfare manager to carry out this role;
- Advise the whistleblower of the progress of an investigation into the disclosed matter;
- Establish and manage a confidential filing system;
- Collate and publish statistics on disclosures made; and
- Liaise with the CEO or President of the Museums Board.

5.4 Investigator

The Investigator will be responsible for carrying out an internal investigation into a disclosure where the Ombudsman has referred a matter to the public body. An Investigator may be a person from within an organisation or a consultant engaged for that purpose.

5.5 Welfare Manager

The Welfare Manager is responsible for looking after the general welfare of the whistleblower. The Welfare Manager will:

- Examine the immediate welfare and protection needs of a whistleblower who has made a disclosure and seek to foster a supportive work environment;

- Advise the whistleblower of the legislative and administrative protections available to him or her;
- Listen and respond to any concerns of harassment, intimidation or victimisation in reprisal for making disclosure; and
- Ensure the expectations of the whistleblower are realistic.

6. Confidentiality

Museum Victoria will take all reasonable steps to protect the identity of the whistleblower. Maintaining confidentiality is crucial in ensuring reprisals are not made against a whistleblower.

The Act requires any person who receives information due to the handling or investigation of a protected disclosure, not to disclose that information except in certain limited circumstances. Disclosure of information in breach of section 22 constitutes an offence that is punishable by a maximum fine of \$6,000 or six months imprisonment or both.

The circumstances in which a person may disclose information obtained about a protected disclosure include:

- Where exercising the functions of the public body under the Act;
- When making a report or recommendation under the Act;
- When publishing statistics in the annual report of a public body; and
- In criminal proceedings for certain offences in the Act.

However, the Act prohibits the inclusion of particulars in any report or recommendation that is likely to lead to the identification of the whistleblower. The Act also prohibits the identification of the person who is the subject of the disclosure in any particulars included in an annual report.

Museum Victoria will ensure all files, whether paper or electronic, are kept in secure storage and can only be accessed by the Protected Disclosure Co-ordinator, Protected Disclosure Officer, the Investigator or Welfare Manager (in relation to welfare matters). All printed material will be kept in files that are clearly marked as a Whistleblower Protection Act matter, and warn of the criminal penalties that apply to any unauthorised divulging information concerning a protected disclosure. All electronic files will be produced and stored in a secure environment. Backup files will also be kept secure. All materials relevant

to an investigation, such as tapes from interviews, will also be stored securely with the whistleblower files.

Museum Victoria will not email documents relevant to a whistleblower matter and will ensure all phone calls and meetings are conducted in private.

7. Receiving and assessing disclosures

7.1 Has the disclosure been made in accordance with Part 2 of the Act?

Where a disclosure has been received by the Protected Disclosure Officer or by the Protected Disclosure Co-ordinator, he or she will assess whether the disclosure has been made in accordance with Part 2 of the Act and is, therefore, a protected disclosure.

7.1.1 Has the disclosure been made to the appropriate person?

For the disclosure to be responded to by Museum Victoria, it must concern an employee, member or officer of Museum Victoria. If the disclosure concerns an employee, officer or member of another public body, the person who has made the disclosure must be advised of the correct person or body to whom the disclosure should be directed. If the disclosure has been made anonymously, it should be referred to the Ombudsman.

7.1.2 Does the disclosure contain the essential elements of a protected disclosure?

To be a protected disclosure, a disclosure must satisfy the following criteria:

- The disclosure was made by a natural person (that is, an individual person rather than a corporation);
- The disclosure relates to conduct of a public body or public officer acting in their official capacity;
- The alleged conduct is either improper conduct or detrimental action has been taken against a person in reprisal for making a protected disclosure;
- The person making a disclosure has reasonable grounds for believing the alleged conduct has occurred.

The Protected Disclosure Co-ordinator & Officer will determine whether the disclosure is a public interest disclosure. This assessment will be made within 45 days of the receipt of the disclosure.

Where a disclosure is assessed not to be a protected disclosure, the matter does not need to be dealt with under the Act. The Protected Disclosure Co-ordinator & Officer will decide how the matter should be dealt with.

In reaching a conclusion as to whether a protected disclosure is a public interest disclosure, the Protected Disclosure Co-ordinator will consider whether the disclosure shows, or tends to show, that the public officer to whom the disclosure relates:

- Has engaged, is engaging or proposes to engage in improper conduct in his or her capacity as a public officer; or
- Has taken, is taking or proposes to take detrimental action in reprisal for the making of the protected disclosure.

Where the Protected Disclosure Co-ordinator concludes that the disclosure amounts to a public interest disclosure, he or she will:

1. Notify the person who made the disclosure of that conclusion; and
2. Refer the disclosure to the Ombudsman for formal determination as to whether it is indeed a public interest disclosure and further action to be taken.

Where the Protected Disclosure Co-ordinator concludes that the disclosure is not a public interest disclosure, he or she will:

1. Notify the person who made the disclosure of that conclusion; and
2. Advise that person that he or she may request the public body to refer the disclosure to the Ombudsman for a formal determination as to whether the disclosure is a public interest disclosure, and that this request must be made within 28 days of the notification.

In either case, the Protected Disclosure Co-ordinator will make the notification and the referral within 14 days of the conclusion being reached by the public body. Notification to the whistleblower is not necessary where the disclosure has been made anonymously.

8. Investigations

8.1 Introduction

Where the Ombudsman refers a protected disclosure to Museum Victoria for investigation, the Protected Disclosure Co-ordinator will appoint an Investigator to carry out the investigation.

The objectives of an investigation will be:

- To collate information relating to the allegation as quickly as possible. This may involve taking steps to protect or preserve documents, materials and equipment;
- To consider the information collected and to draw conclusions objectively and impartially;
- To maintain procedural fairness in the treatment of witnesses and the person who is the subject of the disclosure; and
- To make recommendations arising from the conclusions drawn concerning remedial or other appropriate action.

8.2 Terms of reference

Before commencing an investigation, the Protected Disclosure Co-ordinator will draw up terms of reference and obtain authorisation for those terms by the CEO. The terms of reference will require the Investigator to make regular reports to the Protected Disclosure Co-ordinator who, in turn, is to keep the CEO and Ombudsman informed of general progress.

8.3 Investigation plan

The Investigator will prepare an investigation plan for approval by the Protected Disclosure Co-ordinator. The plan will list the issues to be substantiated and describe the avenue of inquiry. At the commencement of the investigation, the whistleblower should be:

- Notified by the Investigator that he or she has been appointed to conduct the investigation;
- Asked to clarify any matters; and
- Provide any additional material he or she might have.

The Investigator will be sensitive to the whistleblower's possible fear of reprisals and will make the whistleblower aware of the statutory protections provided to him/her.

8.4 Natural Justice

The principles of natural justice will be followed in any investigation of a public interest disclosure. The principles of natural justice concern procedural fairness and ensure a fair decision is reached by an objective decision-maker.

Museum Victoria will have regard to the following issues in ensuring procedural fairness:

- The person who is the subject of the disclosure is entitled to know the allegations made against him or her and must be given the opportunity to respond. (This does not mean the person must be advised of the allegation as soon as the disclosure is received or the investigation has commenced);
- If the Investigator is contemplating making a report adverse to the interests of any person, that person should be given the opportunity to put forward further material that may influence the outcome of the report and that person's defence should be fairly set out in the report;
- All relevant parties to a matter should be heard and all submissions should be considered;
- A decision should not be made until all reasonable inquiries have been made;
- The Investigator or any decision maker should not have a personal or direct interest in the matter being investigated;
- All proceedings must be carried out fairly and without bias. Care should be taken to exclude perceived bias from the process; and
- The Investigator must be impartial in assessing the credibility of the whistleblowers and any witnesses. Where appropriate, conclusions as to credibility should be included in the investigation report.

8.5 Conduct of the investigation

The Investigator will make contemporaneous notes of all discussions and phone calls, and all interviews with witnesses will be taped. All information gathered in an investigation will be stored securely. Interviews will be conducted in private and the Investigator will take all reasonable steps to protect the identity of the whistleblower.

Where disclosure of the identity of the whistleblower cannot be avoided, due to the nature of the allegations, the Investigator will warn the whistleblower and his or her welfare manager of this probability.

It is in the discretion of the Investigator to allow any witness to have legal or other representation or support during an interview. If a witness has a special need for legal representation or support, permission should be granted.

8.6 Referral of an Investigation to the Ombudsman

The Protected Disclosure Co-ordinator will make a decision regarding the referral of an investigation to the Ombudsman where, on the advice of the Investigator:

- The investigation is being obstructed by, for example, the non-cooperation of key witnesses; or
- The investigation has revealed conduct that may constitute a criminal offence.

8.7 Reporting requirements

The Protected Disclosure Co-ordinator will ensure the whistleblower is kept regularly informed concerning the handling of a protected disclosure and an investigation. The Protected Disclosure Co-ordinator will report to the Ombudsman about the progress of an investigation.

Where the Ombudsman or the whistleblower requests information about the progress of an investigation, that information will be provided within 28 days of the date of the request.

9. Action taken after an investigation

9.1 Investigator's Final Report

- At the conclusion of the investigation, the Investigator will submit a written report of his or her findings to the protected disclosure coordinator.

Where the Investigator has found that the conduct disclosed by the whistleblower has occurred, recommendations made by the Investigator will include:

- The steps that need to be taken by Museum Victoria to prevent the conduct from continuing or occurring in the future; and

- Any action that should be taken by Museum Victoria to remedy any harm or loss arising from the conduct. This action may include bringing disciplinary proceedings against the person responsible for the conduct, and referring the matter to an appropriate authority for further consideration.

The report will be accompanied by:

- The transcript or other record of any oral evidence taken, including tape recordings; and
- All documents, statements or other exhibits received by the officer and accepted as evidence during the course of the investigation.

Where the Investigator's report is to include an adverse comment against any person, that person will be given the opportunity to respond and his or her defence will be fairly included in the report.

The report will not disclose particulars likely to lead to the identification of the whistleblower.

9.2 Action to be taken

If the Protected Disclosure Co-ordinator is satisfied that the investigation has found that the disclosed conduct has occurred, he or she will recommend to the CEO the action that must be taken to prevent the conduct from continuing or occurring in the future. The Protected Disclosure Co-ordinator may also recommend that action be taken to remedy any harm or loss arising from the conduct.

The Protected Disclosure Co-ordinator will provide a written report to the CEO, Ombudsman and the whistleblower setting out the findings of the investigation and any remedial steps taken.

10. Managing the welfare of the whistleblower

10.1 Commitment to protecting whistleblowers

Museum Victoria is committed to the protection of genuine whistleblowers against detrimental action taken in reprisal for the making of protected disclosures. The Protected Disclosure Co-ordinator is responsible for ensuring whistleblowers are protected from direct and indirect detrimental action, and that the culture of the workplace is supportive of protected disclosures being made.

The Protected Disclosure Co-ordinator will appoint a Welfare Manager to all whistleblowers who have made a protected disclosure. The welfare manager will:

- Examine the immediate welfare and protection needs of a whistleblower who has made a disclosure and, where the whistleblower is an employee, seek to foster a supportive work environment;
- Advise the whistleblower of the legislative and administrative protections available to him or her;
- Listen and respond to any concerns of harassment, intimidation or victimisation in reprisal for making disclosure;
- Keep a contemporaneous record of all aspects of the case management of the whistleblower including all contact and follow-up action; and
- Ensure the expectations of the whistleblower are realistic.

All employees will be advised that it is an offence for a person to take detrimental action in reprisal for a protected disclosure. The maximum penalty is a fine of \$24,000 or two years imprisonment or both. The taking of detrimental action in breach of this provision can also be grounds for making a disclosure under the Act and can result in an investigation.

Detrimental action includes:

- Causing injury, loss or damage;
- Intimidation or harassment; and
- Discrimination, disadvantage or adverse treatments in relation to a person's employment, career, profession, trade or business (including the taking of disciplinary action).

10.2 Keeping the Whistleblower Informed

The Protected Disclosure Co-ordinator will ensure the whistleblower is kept informed of action taken in relation to his or her disclosure, and the time frames that apply. The whistleblower will be informed of the objectives of an investigation, the findings of an investigation, and the steps taken by Museum Victoria to address any improper conduct that has been found to have occurred. The whistleblower will be given reasons for decisions made by Museum Victoria in relation to a protected disclosure.

10.3 Occurrence of Detrimental Action

If a whistleblower reports an incident of harassment, discrimination or adverse treatment that would amount to detrimental action taken in reprisal for the making of the disclosure, the welfare manager will:

- Record details of the incident;
- Advise the whistleblower of his or her rights under the Act; and
- Advise the Protected Disclosure Co-ordinator or Chief Executive Officer of the detrimental action.

The taking of detrimental action in reprisal for the making of a disclosure can be an offence against the Act as well as grounds for making a further disclosure. Where such detrimental action is reported, the Protected Disclosure Co-ordinator will assess the report as a new disclosure under the Act. Where the Protected Disclosure Co-ordinator is satisfied that the disclosure is a public interest disclosure, he or she will refer it to the Ombudsman. If the Ombudsman subsequently determines the matter to be a public interest disclosure, the Ombudsman may investigate the matter or refer it to another body for investigation as outlined in the Act.

10.4 Whistleblowers Implicated in Improper Conduct

Where a person who makes a disclosure is implicated in misconduct, Museum Victoria will handle the disclosure and protect the whistleblower from reprisals in accordance with the Act, the Ombudsman's guidelines and these procedures. Museum Victoria acknowledges that the act of whistleblowing should not shield whistleblowers from the reasonable consequences flowing from any involvement in improper conduct. Section 17 of the Act specifically provides that a person's liability for his or her own conduct is not affected by the person's disclosure of that conduct under the Act. However, in some circumstances, an admission may be a mitigating factor when considering disciplinary or other action.

The CEO will make the final decision on the advice of the Protected Disclosure Co-ordinator as to whether disciplinary or other action will be taken against a whistleblower. Where disciplinary or other action relates to conduct that is the subject of the whistleblower's disclosure, the disciplinary or other action will only be taken after the disclosed matter has been appropriately dealt with.

In all cases where disciplinary or other action is being contemplated, the CEO must be satisfied that it has been clearly demonstrated that:

- The intention to proceed with disciplinary action is not causally connected to the making of the disclosure (as opposed to the content of the disclosure or other available information);
- There are good and sufficient grounds that would fully justify action against any non-whistleblower in the same circumstances; and
- There are good and sufficient grounds that justify exercising any discretion to institute disciplinary or other action.

The Protected Disclosure Co-ordinator will thoroughly document the process including recording the reasons why the disciplinary or other action is being taken, and the reasons why the action is not in retribution for the making of the disclosure. The Protected Disclosure Co-ordinator will clearly advise the whistleblower of the proposed action to be taken, and of any mitigating factors that have been taken into account.

11. Management of the Person Against whom a Disclosure has been made

Museum Victoria recognises that employees against whom disclosures are made must also be supported during the handling and investigation of disclosures. Museum Victoria will take all reasonable steps to ensure the confidentiality of the person who is the subject of the disclosure during the assessment and investigation process. Where investigations do not substantiate disclosures, the fact that the investigation has been carried out, the results of the investigation, and the identity of the person who is the subject of the disclosure will remain confidential.

The Protected Disclosure Co-ordinator will ensure the person who is the subject of any disclosure investigated by or on behalf of a public body is:

- Informed as to the substance of the allegations;
- Given the opportunity to answer the allegations before a final decision is made;
- Informed as to the substance of any adverse comment that may be included in any report arising from the investigation; and
- Has his or her defence set out fairly in any report.

Where the allegations in a disclosure have been investigated, and the person who is the subject of the disclosure is aware of the allegations or the fact of the investigation, the Protected Disclosure Co-ordinator will formally advise the person who is the subject of the disclosure of the outcome of the investigation.

Museum Victoria will give its full support to a person who is the subject of a disclosure where the allegations contained in a disclosure are clearly wrong or unsubstantiated. If the matter has been publicly disclosed the CEO will consider any request by that person to issue a statement of support setting out that the allegations were clearly wrong or unsubstantiated.

12. Criminal Offences

Museum Victoria will ensure officers appointed to handle protected disclosures and all other employees are aware of the following offences created by the Act:

- It is an offence for a person to take detrimental action against a person in reprisal for a protected disclosure being made. The Act provides a maximum penalty of a fine of \$24,000 or two years imprisonment or both.
- It is an offence for a person to divulge information obtained as a result of the handling or investigation of a protected disclosure without legislative authority. The Act provides a maximum penalty of \$6,000 or six months imprisonment or both.
- It is an offence for a person to obstruct the Ombudsman in performing his responsibilities under the Act. The Act provides a maximum penalty of \$24,000 or two years imprisonment or both.
- It is an offence for a person to knowingly provide false information under the Act with the intention that it be acted on as a disclosed matter. The Act provides a maximum penalty of \$24,000 or two years imprisonment or both.

13. Review

These procedures will be reviewed every three years along with the policy statement to ensure they meet the objectives of the Act and accord with the Ombudsman's guidelines.