

ANNUAL REPORT

20
24



Australian Library and
Information Association

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www.alia.org.au

The images that appear in this report are the nominated and winning libraries
in the 2024 Library Design Awards.

Front and back cover image: All Hallow's School Potter Building.



President's Report

Welcome to the 2024 ALIA Annual Report – the second in my tenure as President and the first reporting against ALIA's Strategic Plan 2024-2026. As many of you know, our current Strategic Plan puts democracy front and centre. It defines our purpose statement— *to promote a strong library and information services sector for a thriving democracy*—and it underpins our sector-wide work to build an inclusive society that has access to information, diverse ideas and the literacies needed to thrive in today's world.

As I look through the pages of this report, I am impressed by the many initiatives undertaken by ALIA and its members that support this purpose. Our Library and Information Week on the theme of 'Roots of Democracy' is one such example. The five webinars spanning key aspects of democracy—from libraries supporting the separation of powers, to combating misinformation, to democracy-strengthening activities in an international context—were our best attended yet, demonstrating the strong engagement of our sector with these increasingly urgent ideas.

Our work in protecting the freedom to read is an initiative I am immensely proud of. All Australians should be free to decide which books they borrow from their library and to find stories that represent their culture, their families and their identities. With challenges to library programs and collections continuing to occur around the country, we developed and updated resources throughout 2024 to support libraries in preparing for, responding to and recovering from these incidents.

Another major piece of work aimed at strengthening and streamlining our shared principles and priorities as a sector was the ALIA Code of Ethics—an Australian-first, developed from the IFLA Code of Ethics but adapted for the Australian context including Aboriginal and Torres Strait Islander priorities and responsibilities. The eight clauses and accompanying action examples represent a significant step towards uniting our profession in service of respect, human rights, sustainability, open access, equality and more. Having an official Code means that these crucial principles can be further embedded in everything we do and I look forward to hearing where and how libraries are using the Code in their services and program.

On a personal level, the future of democracy in Australia and internationally was top of mind as I attended the International Federation Library Association (IFLA) Public Library section's 2-day seminar 'Public Libraries and Democracy' hosted by the Barcelona Provisional Council and the Ministry of Culture. One of many important messages that came out during this event was the threat to democracy when there is reduced trust in government and established institutions – a threat with particular resonance in our current times. The library has a critical role in encouraging citizen engagement in community decision making and in supporting community cohesion and I was inspired to see our alignment with our international colleagues on this front.

It has once again been an immense privilege to serve as the President of ALIA. I am grateful to our members, partners, the ALIA staff and the wider library and information community for their passion and perseverance in our collective work. Together, we will continue to champion the essential role of libraries in upholding democratic values and fostering a more informed, empowered society.

Jane Cowell

ALIA President



Jindabyne Library.



Chief Executive Officer's Report



As a membership organisation, our members are central to everything we do. In 2024, we took several steps to ensure that all our members understand and can freely make use of all the benefits available to them and we delivered events, training and new resources to support their professional growth and advocacy efforts.

In February we commenced a quarterly direct communication with members 'From the CEO' to provide information about our progress against the strategic plan in advocacy, policy, partnerships, professional development and research. This was in addition to our fortnightly e-newsletter ALIA News and our quarterly magazine *Incite*. The member survey undertaken at the end of 2024 indicated that members responded well to these initiatives with significant improvements from the 2022 baseline survey in the areas of membership satisfaction, communications, professional development and advocacy.

Highlights 2022 vs 2024



We also developed a number of member-only resources including a revised Groups Handbook and Freedom to Read resources. In an effort to ensure we are providing value for money and responding to members' needs we undertook a review of institutional membership. Following a thorough consultation process in 2024 this review resulted in changes to the institutional membership fee model to be introduced from July 2026 and a new handbook for institutional members released in 2025.

ALIA delivered for the sector in 2024. Highlights include the ALIA National Conference 'Truth and Dare', the launch of the inaugural Code of Ethics for the Australian library and information sector and the Indigenous Knowledges Dialogue session in collaboration with Jumbunna Institute, CAUL and NSLA.

ALIA's influence in the community can be seen in our media engagement and submissions to inquiries which have been adopted in reports in areas such as media literacy and the recognition of teacher librarians as a profession. Our collaborations have also led to funding for public libraries to host Aged Care Reform Hubs, research into AI and the promotion of the benefits of reading to name just a few.

We hope you enjoy reading about the year that was at ALIA in the pages of this report.

Cathie Warburton
CEO



Art Gallery of NSW Library and Archive.

Chief Operating Officer's Report



Total active membership as at 31st December 2024 was 3,982, a slight increase on 2023 total numbers of 3,873. There was a 4.6% increase in new Members during 2024, up from 713 in 2023 to 746. Retention rate has increased from 81% in 2023 to 84% in 2024.

We worked hard on updating and implementing new governance policies during 2024, with eight policies being approved by the Board.

- Work Health and Safety Policy
- Information Security Policy
- Managing Psychosocial Hazards At Work Policy
- Code of Conduct for Employees, Volunteers and Contractors
- IT Acceptable Use Policy
- Awards Policy
- Leave Policy
- Complaints Policy

The result for 2024 is an operating loss of (\$629k) versus an original budgeted loss of (\$350k), a variance of (\$278k). Income streams were (\$230k) less than budgeted for the year. The majority of this variance (\$207k) is attributable to a change in the method of recognition of membership income and the write off of unrecoverable membership fees. Training income was also less than budgeted (\$61k).

Expenditure was \$508k more than budgeted, the majority of this (\$419k) relating to the recognition of money paid out to libraries under the Department of Health and Aged Care programs for Aged Care Reform and the Medicare 40th Anniversary displays in libraries. There was a corresponding entry to income of \$419k resulting in a net effect of the profit and loss of \$0. ALIA netted project management income relating to these and other partnerships of \$131k, an income stream that we are looking to further develop into 2025.

Main expenditure overruns were in Conference expenses for the 2024 ALIA National Conference (\$110k) and group related expenses not in the budget (\$46k). On the positive side we spent \$70k less on consultants with significant pieces of work being done in-house. Planning for the 2026 ALIA National Conference has focused on ways to reduce the conference spend and provide more value for money for our members.

ALIA's cash position remains strong with \$1.4m in cash and term deposits. The managed fund investment portfolio with Playfair Tan had an extraordinary year, with an annual return of +14.57% or \$880k. The total value at the end of December 2024 was \$6.4m versus \$5.9m at the end of December 2023. Since inception the portfolio has generated an investment return of \$1.07m or +18.22%. Playfair Tan continues to work closely with the Board Finance Committee to ensure investment recommendations are in line with ALIA's investment strategy.

Kylie Fiddy

CEO ALIA Chief Operating Officer

About ALIA

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

The Association seeks to empower the profession in the development, promotion, and delivery of quality library and information services to the nation through leadership, advocacy, and mutual support. ALIA has been representing the interests of Members and the community since 1937 and continues to foster a vibrant professional culture while providing expert advice to decision-makers on the profession's behalf.

There are 16 ALIA staff working in the Australian Capital Territory, New South Wales, South Australia and Victoria.

Our Purpose Statement

A strong library and information services sector for a thriving democracy.



St Leonards Library.

Membership

New Members



Total Membership



Membership by Category

3,417

Individuals

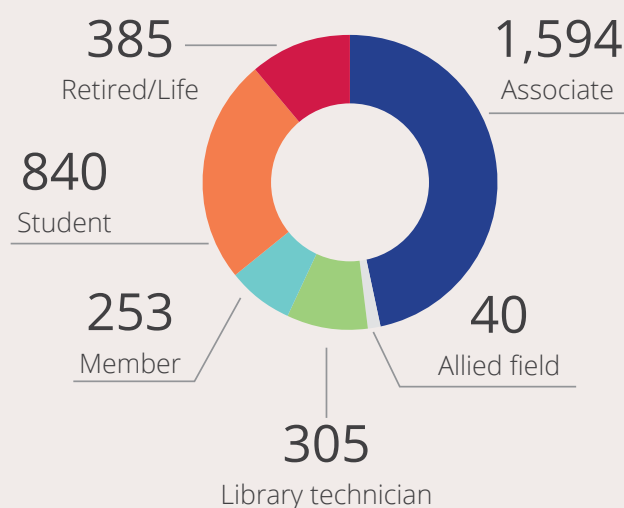
548

Institutions

18

Corporate

Individuals by Member Type



2024 Pin Recipients



Silver Pins

ALIA Silver Pins are available to ALIA Personal Members who have served a minimum of five terms (five years) or more on an ALIA Group or Committee.

Nicholas Schmidt
Judith Atkinson
Lynette Bonomini
Cathy Sayer
Penelope Wilson
Melinda McNaughton
Joanne Clark
Christine Ponter
Sharon Moy
Annette Pike
Radhika Naidu
Sarah Bromfield
Elizabeth Piacquadio
Yasmin Moore
Bernadette Vaughan
Eva March
Michael G Smith
Alison Oliver

25 years

Melanie Foti (nee Kammermann)
Saxon Brenton
Helen Fletcher
Judith Lipp
Kevin Dudeney
Hanne Hoelaas
Karen Hilzinger
Kenneth Joseph
Melinda Benzie

Helen Gambley
Craig Smith
Christine Taylor
Susan Farbridge
Elizabeth Walkley Hall
Christine Sloan
Wendy Hoyle
Elizabeth Kloeden
Judith Pargeter Oke
Andrew Stephenson
Alida Galati
Joanne Evans
Louise Komiat
Karen Malbon
Lina Favrin
Glynis Jones
Alison Sutherland
Margie Lundy
David Wells

30 years

Melanie Foti (nee Kammermann)
Saxon Brenton
Helen Fletcher
Judith Lipp
Kevin Dudeney
Hanne Hoelaas
Karen Hilzinger
Kenneth Joseph
Melinda Benzie
Helen Gambley
Craig Smith
Christine Taylor
Susan Farbridge
Elizabeth Walkley Hall

Christine Sloan
Wendy Hoyle
Elizabeth Kloeden
Judith Pargeter Oke
Andrew Stephenson
Alida Galati
Joanne Evans
Louise Komiat
Karen Malbon
Lina Favrin
Glynis Jones
Alison Sutherland
Margie Lundy
David Wells

40 years

Jennifer Burrell
Anne Wilson
Lynda Stewart
Philip Himbury
Fiona Woodhouse

50 years

Isabella Tran
Robyn Shepherd
Janice Heath
Linda Luther
Jillian Abell
Lancell Deveson

60 years

Wendy Crawford
Pauline Burger
Alan Bundy
Arthur Downing



Our performance against the Strategic Plan 2024-2026

2024 marked our first year reporting against the [ALIA Strategic Plan 2024-2026](#) – a plan of action focused on the practical measures we can take to support our members and to reinforce that libraries continue to be critical institutions at the heart of a thriving democracy. There are 9 strategic priorities that combine the need to invest in the foundations of the organisation; to build scale and connection in our membership; and to evolve how we work with and alongside others to strengthen our advocacy, workforce, and profile.

Below are some key highlights for each priority with links to further information.

Evolving our Membership

- [ALIA Membership survey](#) - Undertaken in November 2024, we received valuable feedback from 480 members, highlighting significant improvements since 2022 in satisfaction, communications, professional development, and advocacy. The data gathered will continue to guide our work in further developing and communicating member benefits, focusing our advocacy efforts in accordance with sector needs, growing our professional development opportunities and streamlining our communication channels.
- We also created a [searchable list of all Institutional Members on our website](#).
- [The ALIA Groups Handbook](#) - A new edition filled with information on types of ALIA Groups, establishing and managing a Group, running professional learning and social events, financial processes, code of conduct, and the support Groups receive from the ALIA office. The handbook will be updated annually.

- **Sector Pages** - We created sector specific pages on the website so that that members can quickly find all the relevant information for their sector (public, national and state, academic, schools, specials) in one spot. Each page houses all the relevant submissions, statements, policies, committees, groups and campaigns to keep members engaged and informed about what is happening in their given sector.

Scaling our member base

- **ALIA out and about** - ALIA attended and had booths at several conferences throughout the year including the NSWPLA Switch conference, the International Association of University Libraries conference, and the Teacher Librarian Professional Learning Community Capitalising on Libraries conference. Being on the ground at these events increased our interaction with people working in the library and information sector and our visibility to adjacent industries.



- **New ALIA Groups** – Several new Special Interest Groups were formed in 2024 including a National Library Technicians Group.
- **New Membership Engagement role** - We created a new position, Senior Manager, Membership and Engagement, to boost our focus in the membership area. ALIA Member and former ALIA Board Member Amy Walduck took up this position in June.

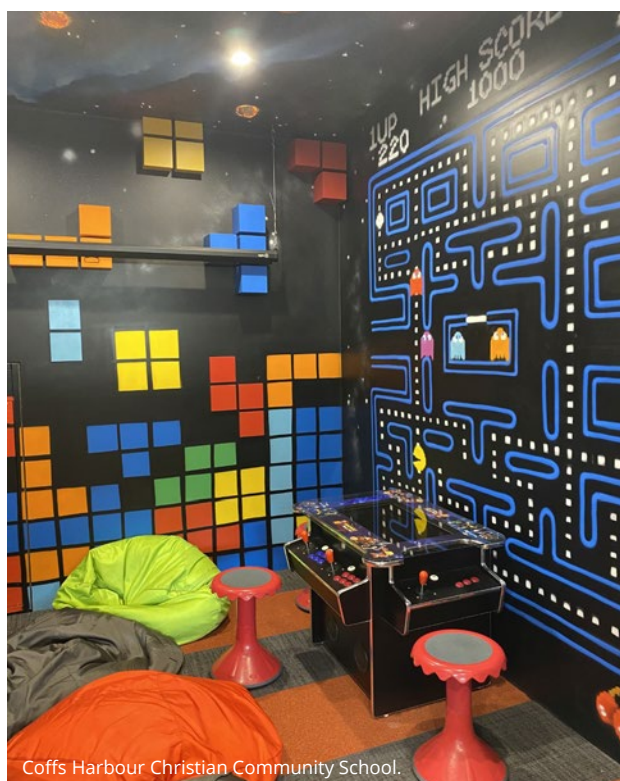
Securing our Funding

- **Partnership with the Australian Department of Health and Aged Care to deliver promotions and programs in public libraries** - To date there have been 170 opportunities for public library branches with associated funding. ALIA has received a management fee for project managing the initiative.
- **Partnership with NBN** - We assisted with the delivery of a pilot program in public libraries to promote the School Student Broadband Initiative.
- **Finances Review** - The ALIA Board spent time reviewing ALIA's finances and making long term plans around income and expenses to ensure a sustainable and strong association. In addition to securing alternate income sources through grant applications and partnerships with government, ALIA has reviewed its membership and training fees.

Equipping the future workforce

- **ALIA Code of Ethics** - Ethics and values unite the library and information services (LIS) sector and form the basis of the trust granted to the sector by the community. Following extensive consultation ALIA launched the ALIA Code of Ethics for the Australian Library and Information Services Sector. The Code of Ethics has eight clauses linked to ALIA's core values and illustrated with action examples relevant to Australia.
- **Changes to CPD Scheme** - The scheme is now open to all personal members of ALIA (including students and general), includes annual certificates for all participants, and is aligned to the LIS Framework.
- **Reaccreditation of six library technician courses** - We reaccredited six Diploma in Library and Information Services courses delivered by TAFE Qld Brisbane, TAFE Qld Online Learning, TAFE SA, TAFE NSW Northern Region, TAFE NSW Digital, TAFE NSW Western Sydney.
- **Resource Description and Access (RDA) project** - To prepare for the change from RDA Original to RDA Official ALIA collaborated with NSLA, CAUL, CAVAL and AIATSIS to determine how to assist libraries with the change at a national level.

- **Dialogue Session** – Held in conjunction with CAUL and NSLA and supported by the Jumbunna Institute, this session examined progress in the professional domain of how libraries are intersecting with Indigenous Knowledges. 270 people attended the presentation and 180 people engaged in breakout room discussions. These discussions have informed the content and structure of the Indigenous Knowledges program at Information Online in 2025.
- **Freedom to Read update** – We supported members throughout 2024 in defending free access to information amid a significant rise in coordinated challenges to books and programs. We recorded 196 challenges, including 155 individual book challenges (a 50% increase from 2023) and 41 incidents involving protests, removals, and other attempts to restrict access. Notable cases in Cumberland and Albany drew significant media attention and required substantial resources. Freedom to Read resources are available to members via our website for ongoing support.
- **Resource Sharing: Interlibrary loan and document delivery course** – This self-paced online course developed by ALIA's Interlibrary Lending and Advisory Committee (ILAC), known from 2024 as ALIA's Resource Sharing Special Interest Group (SIG).



Coffs Harbour Christian Community School.

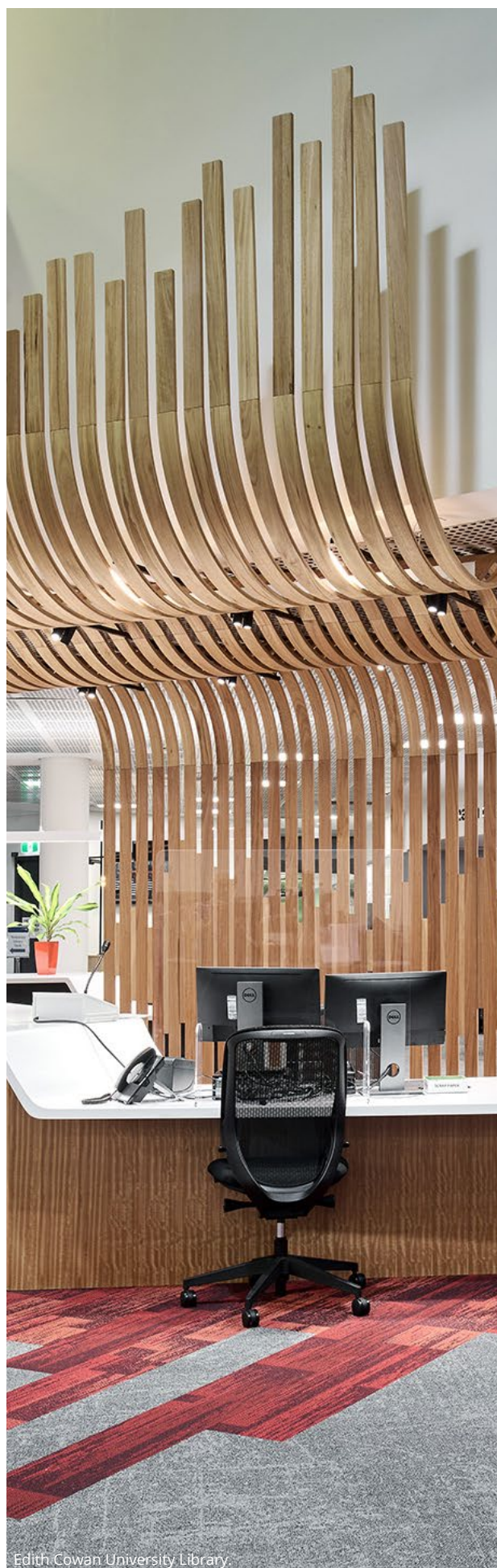
Deepening Connection and Belonging

- **ALIA National 2024 'Truth and Dare'** – This major event held in Adelaide in May saw over 500 delegates come together to share ideas and facilitate discussion through keynote speeches, workshops, presentations, lightning talks and panel discussions. With this theme, we extended an invitation for First Nations Truth Telling, showcased the battle against disinformation, and dared ourselves to push our work forward to continue to bring vibrant, relevant services to library users and communities. This was a major highlight in the ALIA calendar.
- **Indigenous bursaries** -Thanks to a bequest from the late Gabrielle Watt - a member of ALIA for over 70 years, donations from delegates and an investment by ALIA, we awarded 12 bursaries for Aboriginal and Torres Strait Islander people working in the library sector to attend ALIA National.
- **ALIA Awards** - Several major ALIA awards were presented at the National Conference, including the **Library Technician of the Year Award**, **Library Design Awards**, **Metcalf Award** and **HCL Anderson Award**. You can read more about the recipients on page 29 of this report.
- **First Nations Governance Framework** endorsed by the ALIA Board.
- **New members for the Aboriginal and Torres Strait Islander Expert Group** - Tui Raven and Jacinta Burukumalawuy were appointed following an EOI process. Tui is the author of the Guidelines for First Nations Collection Description and Senior Manager Indigenous Programs at Deakin University Library. Jacinta is an Indigenous Knowledge Research Fellow, University of Melbourne, and Milingimbi Community Library Officer.
- **New ALIA Groups Handbook** - The new edition is filled with information on types of ALIA Groups, establishing and managing a Group, running professional learning and social events, financial processes, volunteer code of conduct, and the support you'll receive from the ALIA office.

- **Research Roundtable** – Held in December, this event brought together representatives from Charles Sturt University, Curtin University, RMIT, Swinburne and University of South Australia, as well as CAUL and NSLA to discuss research needs and activities. This was so popular that ALIA has committed to hosting another two roundtables in 2025 to facilitate research translation and connection.
- **New Occupation Standard Classification for Australia (OSCA, formerly ANZSCO)**
- Following advocacy from ALIA and other organisations OSCA now recognises teacher librarians as a separate occupation, includes a new classification for Library Services Manager, and has updated the roles for Librarians, Library Technicians and Library Assistants. The updates to the other occupational categories ensure that current skills are incorporated into the definitions, more accurately conveying the work of library professionals in the workforce.
- **Communications** - Our **fortnightly e-newsletter ALIA News** continues to perform well as a point of engagement with the broader sector. The results from the Membership survey show that of personal members 34.56% are satisfied and 50.46% are extremely satisfied with the newsletter and of institutional members 60.34% are satisfied and 24.14% are extremely satisfied.

Empowering local leadership

- **Regional excellence awards** - Our Regional awards are great way of recognising local leadership, innovation and excellence. In 2024 a new regional award was established by ALIA NSW - the NSW Library & Information Excellence Award - with a new award from ALAI VIC also in development. You can find out more about these awards and their recipients on page 29 of this report.



Edith Cowan University Library.

Setting a national agenda for library and information services

- **Advocating to government** – We continued our work advocating for the sector with policy submissions to the House of Representatives Standing Committee on Regional Development, Infrastructure and Transport inquiry into local government sustainability (with APLA), the Joint Select Committee on Social Media and Australian Society, and National Health and Medical Research Council's consultation on the draft Good Institutional Practice Guide (with HLA). We also joined the Australian Government Roundtable on AI and Creative Industries co-hosted by the Department of Industry, Science and Resources and Attorney-General's Department to provide feedback on the Proposal Paper for Introducing Mandatory Guardrails for AI in High-Risk Settings and continued to provide advice as part of the Attorney-General's Copyright and AI steering committee.
- **Publications** – We supported a number of key publications in 2024 that align with our strategic agenda, including the *Adult Media Literacy in 2024: Australian Attitudes, Experiences and Needs* report, the *Digital Sisters AI for Good* report and the final report from the *Untapped: Australian Literary Heritage Project*. ALIA represented libraries at the launch of the Parliamentary Friends of Children's literacy, the Australian Human Rights Commission's Roundtable on Understanding the Positive Duty: Migrant and Refugee Workers' and the launch of the *Economic Benefits of Overcoming Digital Exclusion* report.
- **Supporting public libraries** – Jointly with NSLA, we launched the Public Library Statistical Report 2022-2023 in the last week of October. ALIA wrote to key politicians across the spectrum highlighting the work of public libraries as revealed in the national statistics, and the opportunities to work more closely in areas such as digital literacy and support for Australian authors.
- **National Simultaneous Storytime 2024** – This year's NSS was our biggest yet with 2,359,147 registered participants, from over 21,969 locations coming together to read *Bowerbird Blues* by Aura Parker. The event offers a nation-wide platform to promote the many benefits of literacy and reading and what libraries do to foster these skills in Australia's youngest generation.

Building profile for position

- **Media engagement** – We engaged with media on topics in 2024 including the recent NAPLAN results and declining literacy and numeracy standards, Australian School Library Day and need for well-resourced school libraries, libraries and democracy, the future of public libraries and more.
- **ALIA on the hill** – ALIA's CEO and Deputy CEO appeared at the Senate Parliamentary Committee into Revive, the National Cultural Policy. This was an important opportunity to speak about the positive impacts of the policy, the challenges and opportunities for Australia as a reading nation and to raise a number of key reform priorities, including local government funding and school libraries.
- **Library and Information Week 2024 'Roots of Democracy'** – The theme for Library and Information Week was 'Roots of Democracy'. The program – one of our biggest yet – included a lunchtime webinar each day of the week:
 - Libraries supporting the separation of powers: parliament, courts and executive – 180 registrations,
 - Literacy and Democracy: how the LIS sector combats mis and dis information – 285 registrations
 - Towards pluralism: democracy strengthening activities in the international context – 166 registrations
 - Discovering Democracy: collections of political and cultural ephemera in Australia – 162 registrations
 - Democracy in the dark: A discussion on the impact of information control, AI and censorship – 266 registrations.



National Simultaneous Storytime promotional items.



Glenroy Community Hub.

Purposeful collaboration

- **Australian School Library Day** – We worked closely once again with Students Need School Libraries on the Australian School Library Day which took place on 21 August. The theme for 2024 was School Libraries Build Bright Futures.
- **Blue Shield** - Working in collaboration with representatives of the Blue Shield Australia committee, we delivered a submission to the “Climate Army” Senate inquiry highlighting the protection of cultural heritage as a critical component for all climate disaster recovery training efforts.
- **Australian Media Literacy Alliance (AMLA)** - In excellent news for the Australian Media Literacy Alliance (AMLA) - of which ALIA is a member - the Australian Government committed \$3.8 million dollars towards a co-designed national media strategy. This has been a key ask from all AMLA partners, including ALIA, and this commitment shows that the government recognises both the importance of the work and the role of AMLA.
- **Australia Reads** – As a partner member we supported Australia Reads throughout 2024 on a number of projects including their *Understanding Australia Readers: Behavioural Insights into Recreational Reading* report released in early 2025. The report was authored in collaboration with BehaviourWorks and Monash University.

Our structure and governance

The Association is established as a not-for-profit company, governed by an elected Board of Directors. Groups and Committees within the Association provide a focus for communication and participation for Members.



ALIA Board of Directors from May 2024. Front row (L to R) - Nicole Johnston, Jane Cowell, Janette Wright, Lisa Bateman. Back row (L to R) - Karina Lamb, Emilia Bell, Lisa Capps.

Board of Directors until May 2024

Jane Cowell, President
Clare Thorpe, Vice President
Kathryn Eyre
Hero Macdonald
Janette Wright
Amy Walduck
Nicole Johnston

Board of Directors from May 2024

Jane Cowell, President
Karina Lamb, Vice President
Emilia Bell
Lisa Bateman
Lisa Capps
Nicole Johnston
Janette Wright



ALIA Board until May 2024 From L to R: Jane Cowell, Clare Thorpe, Kathryn Eyre, Nicole Johnston, Hero Macdonald, Amy Walduck, Janette Wright

Committees of the Board until May 2024

ALIA Finance Committee

Clare Thorpe (Chair)

Kathryn Eyre

Amy Walduck

ALIA Governance and Risk Committee

Janette Wright (Chair)

Hero Macdonald

Amy Walduck

ALIA Accreditation and Standards Committee

Hero Macdonald (Chair)

Nicole Johnston

Janette Wright

Committees of the Board from May 2024

ALIA Finance Committee

Karina Lamb (Chair)

Emilia Bell

Janette Wright

ALIA Governance and Risk Committee

Janette Wright (Chair)

Lisa Bateman

Nicole Johnston

ALIA Accreditation and Standard Committee

Nicole Johnston (Chair)

Lisa Capps

Lisa Bateman



Advisory Committees

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

Advisory Committee Highlights 2024

Aboriginal and Torres Strait Islander Expert Advisory Group

The Aboriginal and Torres Strait Islander Expert Advisory Group (EAG) was formed in early 2022 for an initial 12-month term. This was extended through to February 2024 and was made a permanent group following the December 2024 Board meeting. This also instated a name change from the Expert Advisory Group to Expert Group (EG).

Under the group's new Terms of Reference, the EG provides professional advice on matters relating to Indigenous LIS colleagues in the sector, workforce issues including recommendations from the National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries.

Key activities

- Provided advice on the development of the ALIA Code of Ethics for the LIS Workforce.
- The development and proposal of an ongoing governance model, endorsed by the ALIA Board in December 2024.
- Provided guidance on the bequest funds to support bursaries to attend the ALIA National conference in May.

Members of the EG have also led ongoing work to revitalise ATSILIRN (Aboriginal and Torres Strait Islander Library, Information and Resource Network).

Committee Members: Lesley Acres (co-chair); Ryan Stoker (co-chair); Yanti Ropeyarn, Damien Webb; Tui Raven (joined August 2024). Jacinta Burukumalawuy (joined August 2024); Kirsten Thorpe (stepped down end 2024).

Board liaison: Karina Lamb

Meetings: The group met quarterly, plus a number of out-of-session meetings, and met face-to-face in Meanjin Brisbane in October 2024.



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 of Directors on issues of relevance to students and new professionals. The Committee works to provide information to the Board and ALIA House staff to inform development and delivery of services for new professional and student members, with the aim of ensuring the Association's relevance to these groups.

Key activities:

NGAC members Olivia Larobina and Kate Davis presented their research at ALIA National 2024 – [Mandatory Employment Requirements in the Library and Information Sector: The Impacts for New Generation Professionals](#). This research was also published in the [Journal of the Australian Library and Information Association \(JALIA\)](#).

Committee Members: Olivia Larobina (Co-Chair), Kate Davis (Co-Chair), Louise Monday (Chair), Towsif Ahmed, Jacqui O'Mara, Raelee Lancaster, Flax Soetjandra, Laura Verrelli, Alex Dupriez.

Board liaison: Emilia Bell

Meetings: the committee met quarterly.



Mills Park Library.

Research Advisory Committee

The ALIA 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 of Directors on LIS research and related fields in Australia and internationally. RAC supports the administration of the bi-annual ALIA Research Grant Award, provides advice on key areas of research activity, priorities and gaps, trends and issues for the LIS sector. RAC provides insights into research infrastructure changes, funding and policies, as well as collaborative research opportunities, platforms and strategies. Advice is also provided to ALIA on its own research activities, research translation processes and research communication.

Key activities:

- Assessment of applications for the 2024 ALIA Research Grant Award, and awarding of the grant.
- Workshop delivered at ALIA National Conference May 2024 – Research in Practice: From Discovery to Impact.
- Redesign and delivery of the RAC homepage on the ALIA website.
- Review and finalisation of Terms of Reference

Members: Ellie Sayyad Abdi (Chair); Ania Tait; Huan Vo-Tran; Liz Walkley-Hall; Mozhdeh Dehghan; Edward Luca.

Board liaison: Lisa Capps

Members stepping down in 2024: Katherine Howard (stepped down in October).

Meetings: the Committee met five times during the year in, April, May, June, August and October.

LIS Workforce Advisory Board

Across three highly productive years of cross-sectoral collaboration, members of the LIS Workforce Advisory Board shared a wealth of knowledge, expertise, and unwavering commitment to the development and implementation of key outputs and projects within the overarching LIS Workforce (previously Professional Pathways) program. This included the [Technical Report](#), [School Libraries Research Project](#), [ALIA Skills, Knowledge and Ethics Framework for the Library and Information Services Workforce](#) and the [Code of Ethics for the LIS workforce](#).

The LIS Workforce Advisory Board concluded its term in 2024. We would like to sincerely thank Geoff Strempe (Chair), Sara Altmann, Beatriz Aroche, Julie Barkman, Viv Barton, Adele Casey, Kate Davis, Michael Gonzales, Chelsea Harper, Nicole Hunt, Philip Kent, Vicki McDonald, Kylie Poulton, Ann Ritchie, Sandra Ryan, Kirsten Thorpe, Diane Velasquez, Helen Weston, and previous members, Vicki Edmunds (former Chair), Robyn Murfet and Caitlin Wallace for their dedication to the Board and its projects, providing essential industry insights and guidance to make sure our work was relevant, well adapted and responsive to industry needs.

Recognising the importance of cross-sectoral advice on workforce matters, in December 2024 the ALIA Board announced the establishment of the LIS Workforce Advisory Committee to commence in 2025.



The ALIA Code of Ethics for the Australian Library and Information Services Workforce.



The ALIA Skills, Knowledge and Ethics Framework for the Library and Information Services Workforce.

Sector Committees

Sector Committees are for those LIS sectors where an independent body (eg National and State Libraries Australasia, Council of Australasian University Librarians, Australian Law Librarians Association, Association of Parliamentary Libraries of Australasia) does not exist.

Sector Committee Highlights 2024

Australian Public Library Alliance (APLA)

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 and Northern Territory and Tasmanian library services.

Key activities:

- ALIA-APLA Submission on local government sustainability to the Standing Committee Enquiry on Regional Development, Infrastructure and Transport.
- Release of the Australian public libraries statistical report 2022–2023 in collaboration with NSLA.
- Coordinated Libraries Transform campaign across participating jurisdictions– led by NSW with support from others.
- Partnership with the Department of Health and Aged Care's program in public libraries to promote the aged care reforms.

Members: Nicole Hunt (QPLA & Chair), Adele Casey (NSW & Deputy Chair), Penny Davies/Rachael Short (ACT), Anna Ingram (NT), Dionne Collins/Pepper Mickan/Tania Paull (SA), Tim Polegaj/Patrick Gregory/Robyn Murfet/Simon Jones (TAS), Sally Both/Leanne Williams/Vanessa Schernickau/Angela Savage (VIC), Alison Oliver (WA), Cathie Warburton/Trish Hepworth (ALIA),

Board liaison: Amy Walduck (until May 2024)
Janette Wright (May 2024–).

Meetings: The committee met five times during 2024.

Health Libraries Australia

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

Key activities:

- Submission to the National Health and Medical Research Council's (NHMRC) Consultation on the draft *Good Institutional Practice Guide*.
- Contribution to and representation on the Australian Research Data Commons' (ARDC) National PID Strategy Stakeholder Action Group.
- Participation in the Australian Clinical Trials Alliance (ACTA) Health & Medical Research Workforce Audit.
- Conferral of the HLA/Telstra Health Digital Health Innovation Award to Saara Kahkonen and A'Mhara McKey.

- Conferral of the Anne Harrison Award jointly to Eunice Ang, and to Gillian Kilby and Alice Anderson.
- Delivery of the NSQHS Standards – Health Library Accreditation Guidance toolkit.
- Participation in the ALIA National LIS Research Roundtable, ALIA Institutional Member Working Group and the ALIA LIS Workforce Advisory Committee.

Members: Gemma Siemensma (Chair); Michele Gaca (Secretary); Alana McDonald (Treasurer); Jane Orbell-Smith, Rob Penfold, Rolf Schafer, Angela Smith, Daniel McDonald, Sally Simpson, Glynis Jones, Darcy Stephenson; Lori Korodaj.

Meetings: the Committee met monthly online.

Board liaison: Janette Wright (until May 2024), Emilia Bell (May 2024 -)

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:

- The VET Libraries survey collated responses from library and teaching staff across the VET sector. The committee analysed the results with the report due to be released in 2025.

Board liaison: Nicole Johnston

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 Lisa Bateman, ALIA Staff Liaison Trish Hepworth.

Australian Coalition of School Libraries (ACSL)

The Australian Coalition for School Libraries (ACSL) advises the ALIA Board on policy for the school library sector and has a highly active role in school library advocacy and campaigns. ACSL 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.

Key activities:

- Australian School Library Day 2024 on 21 August on the theme 'School libraries build brighter futures'.
- Updating of ACSL school library policy statements for release in 2025.
- Ongoing advocacy to education authorities and Ministers of Education to improve the situation for school libraries.
- Continued 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), and Western Australian School Library Association (WASLA).

Meetings: The Coalition met four times in 2024, with the May meeting taking place face-to-face in Adelaide ahead of the ALIA National Conference.

Board liaison: Nicole Johnston.

ALIA Regional and Special Interest Group Highlights 2024

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.

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 (SIGs)** are groups brought together around specific topics that enable members to engage, participate, develop and advise in relation to the area of interest. **Working Groups are brought together to address specific issues for a defined period of time.**

Regional Group Highlights 2024

- ALIA GLAM Top End – Presented at a **School Library Professional Development Day**, hosted wrap-up events for the ALIA National Conference and the IFLA Information Futures Summit, and organised the **NT Library & Information Excellence Award** and **Award Presentation Night**
- ALIA Gold Coast Library Network – hosted a range of **social activities**, including **meetups** at Miami Marketta, Gold Coast Rainbow Communities Pride Fair Day, and **two op-shop walking tours**.
- ALIA Island – held an online **catch-up** and an end of year **social networking dinner** in Hobart.
- ALIA NSW – organised **Library tours** of the University of NSW Library and Darling Square Library, arranged **meetups** at the ALIA National Conference and the IFLA Information Futures Summit, launched the inaugural **NSW Library and Information Excellence Award**, and hosted the end of year **networking and awards night**.
- ALIA QLD – ran the **webinar series** “Playing For Keeps: Gamification in Libraries”, organised an ALIA National **Conference roundup**, hosted their annual Trivia Night, and ran the **ALIA QLD Mini-Conference**.
- ALIA SA – held a **Library Lovers’ Day social event**, organised “**ALIA SA Welcomes You To Adelaide**” drinks for ALIA National Conference delegates, ran a **tour** of the new Tiwu Kumangka Blackwood Library and Community Centre followed by dinner, organised the **South Australian Library and Information Awards (SALIAs)** and **Awards Presentation Night**.
- ALIA South Coast (NSW) – held their third **GLAMawarra Conference**: a day of Professional Development held at Shellharbour City Library, organised **tours** of the Australian National Botanic Garden Mount Annan Herbarium and Plant Bank and GLAM Gerringong, and held an **end of year event** at the Bendooley Estate/ Berkelouw Book Barn.
- ALIA VIC – ran a Bendigo **GLAM day tour**, two CSU **student meetups**, an ALIA National Conference **wrap-up**, a Book Week **crafts workshop**, and a “Remarkable Libraries” **discussion panel**.
- ALIACT – organised **tours** of the Museum of Australian Democracy at Old Parliament House and of the Royal Australian Mint. Both these events were followed by **social catchups**.
- ALIA West – held a series of events at the State Library of Western Australia for **networking and broader GLAMR connectivity**, hosted an “**Industry trends, challenges and triumphs**” event at Curtin University, the **F.A. Sharr Award Presentation** occurred at the Library Board Awards Night, a Library Carpentry Taster was run for professional development, and the **Facts & Fiction Quiz Night** was organised.
- TropicALIA – hosted a **tour and networking** events at Queensland Museum Tropics and JCU Library Mabo Art Exhibition and held **social networking** events during Library and Information Week and at the end of the year.

Special Interest Groups Highlights 2024

- ALIA Adult Literacy – **3 online sessions** covering the Group terms of reference, phonemic awareness best practice, Sharepoint overview and troubleshooting, learning and lesson plans and the development of the **Adult Literacy Getting Started Kit**.
- ALIA Canberra and Region Retirees – **10 social and networking meet ups** at various spots around Canberra including the Australian Botanical Gardens, National Archives and Museum of Australian Democracy.
- ALIA Digitisation and Preservation – **2 online professional development sessions** 'Photographic tools, tips and techniques' and 'Dodging Digital Disasters'.
- ALIA Disability – **2 online professional development sessions** covering programming and programs in the library and becoming a dementia-friendly community.
- ALIA Graphic – **monthly online ALIA Graphic book club, podcast, and blog, Librarians' Graphic Book Club, Creator Chats, webinars covering comics and censorship and the pros and cons of Comic Cons** and the **ALIA Graphic Notables** – a round-up of the best graphic novels of the previous year.
- ALIA Green – **social media survey and poll, regular blog posts, participation in National Science Week, ALIA Information Online, International Day of Risk Reduction and more.**
- ALIA LARK – **LARK Circle** – communities of practice for those interested in library and information science research, especially practitioner research – and **Research for a Knowledge Profession – LARK Symposium 2024**.
- ALIA Law Librarians QLD – **Christmas drinks and networking.**
- ALIA Library Technicians – **virtual meet and greet and planning for 2025**
- ALIA Multicultural – 7 committee meetings, ALIA National Interest group panel discussion, **presentation at IFLA Multicultural Populations Section (MCULTP) mini-conference, presentation at LARK Symposium, digital health literacy for refugees webinar**, and more.
- ALIA Rare Books and Special Collections – **online and in-person catch ups** covering 2024 planning, Sarah Morley presentation of **Shakespeare's Second Folio, Q and A on conservation of rare books and special collections, Melbourne rare book fair**, and more.
- ALIA Resource Sharing – launch of special interest group and **Resource Sharing course.**
- ALIA Schools – **3 professional development webinars** – Censorship in a Changing World, Fostering a Passion for Reading, AI in Education: Navigating the Perfect Storm.
- ALIA Students and New Graduates (SNGG) – Q and A sessions with Jane Cowell, Cathie Waburton, Emilia Bell and Nikki Anderson, book club read-a-longs, GLAMRmatch 2024, IFLA Mentor workshop, Resume Review service.
- ALIA West Australian Library Technicians (WALT) – **Library Technicians Day Dinner.**

ALIA Special Interest Groups

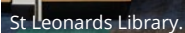
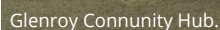
Australian Evidence-Based Practice Librarians' Institute	The Australian Evidence-Based Practice Librarians' Institute is an introduction to Evidence-Based Practice, focusing on question building, searching, critical appraisal of the literature and advanced topics related to systematic reviews.
ALIA Adult Literacy	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.
Australasian Libraries in Emergency and Security	<p>Australasian Libraries in Emergency and Security (ALIES) is a cooperative information network which aims to serve and support the common interests of law enforcement, emergency services, and security agencies connected with human, natural, industrial and technological events and disasters.</p> <p>ALIES supports the information requirements and research of these agencies by sharing knowledge, expertise and resources within Australia, New Zealand, the Pacific region, and Asia.</p>
ALIA Canberra and Region Retirees	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.
ALIA Childrens and Youth Services	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.
ALIA Community on Resource Description	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.
ALIA Digitisation and Preservation	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.
ALIA Disability	The ALIA Disability Group's purpose is to provide support, professional development and resources for the disability community including through networking opportunities and webinars on current issues.
ALIA Graphic Novels and Comics	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, graphic novels and comics.
ALIA Green	The ALIA Green has been established to inform & educate colleagues on issues of sustainability.

ALIA Resource Sharing (Interlibrary Lending)	ALIA Resource Sharing Special Interest Group (SIG) aims to facilitate networking, support professional development and resources with a focus on Resource Sharing for the Library and Information sector. This may include professional learning and social events through to the creation and revision of sector resources specifically the Australian Interlibrary Resource Sharing (ILRS) Code.
ALIA LARK	ALIA LARK (Library Applied Research Kollektive) fosters evidence-based practice and applied research in library and information studies. We discuss 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.
ALIA Law Librarians Queensland	Law Librarians Queensland aims to: help promote and discuss issues and ideas relating to law libraries and law librarianship in Queensland; provide a network between members who work in law libraries in Queensland; provide a forum where law librarians can seek assistance with reference queries and share and disseminate information.
ALIA Multicultural	ALIA Multicultural aims to facilitate networking, support, professional development, and resources for the Information sector with a focus on Culturally and Linguistically Diverse communities.
ALIA Library Technicians	The ALIA Library Technicians Group (ALIALT) is a national Group. Its purpose is to engage and connect with current and aspiring library technicians across Australia. The group aims to facilitate opportunities for knowledge sharing, professional development, networking, and advocacy through the promotion of events, activities, publication of newsletters, and general member engagement. The group may also develop additional proposals and agenda items based on member feedback.
ALIA Prison Libraries Group	ALIA Prison Libraries Group promotes the interests of prison and detention centre libraries and those who use and operate them.
ALIA Queensland University Libraries Office of Cooperation	Queensland University Libraries Office of Cooperation (QULOC) is a collaborative organisation of university libraries in and around Queensland, Australia. At the centre of QULOC is the University Librarians' Committee, setting priorities for the organization and initiating programs. Working parties meet regularly to discuss topics of interest, collaborate on initiatives, and organise activities to support the professional development of library staff.
ALIA Rainbow	ALIA Rainbow aims to facilitate networking, support, professional development and resources for LGBTQIA+ library people and allies.
ALIA Rare Books and Special Collections	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.
ALIA Schools	ALIA Schools promotes the interests of school libraries and teacher librarians, provides opportunities for professional development, lobbies for school libraries with state and local groups, liaises with other groups, identifies and analyses current trends in teacher librarianship, and maintains the profile of teacher librarianship within ALIA.

ALIA WA Library
Technicians

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.

The ALIA WA Library Technicians Group promotes ALIA and library technician activities; encourages professional development and communication within local area and nationally, encourages new graduates through mutually-supportive friendships and recognising the special interests of library technicians.



ALIA Regional Groups

ALIA GLAM Top End	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.
ALIA Gold Coast Library Network	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.
ALIA Island	ALIA Island is a cross sectoral group which facilitates opportunities for professional development, collaboration and networking for members based in lutruwita/Tasmania.
ALIA NSW	ALIA New South Wales is a cross-sectoral, state-based group and aims to be representative of ALIA members in NSW. Provides professional development and networking activities for library and information professionals.
ALIA QLD	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.
ALIA SA	ALIA South Australia is a cross-sectoral group for all information professionals and GLAM members in South Australia.
ALIA South Coast	The ALIA Group for the Illawarra, South Coast and surrounding areas. Connecting and creating community through professional development, events, visits and dinners across the region.
ALIA VIC	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.
ALIACT	ALIACT is a cross-sectoral, Canberra based group and aims to be representative of ALIA members in the ACT.
ALIA West	ALIA West co-ordinates and communicates strategic professional issues and organises continuing professional development activities statewide. It promotes the profession and its objectives to the members and the public through the F A Sharr Award, and through collaborative projects and events with other groups.
TropicALIA	Based in Townsville, TropicALIA is a virtual group for library staff and students in North Queensland.

Awards Groups



Joint recipients of the HCL Award 2024 Dr Gabrielle Haddow and Geoff Strempe.

The Metcalfe Award recipient, Emilia Bell.

HCL Anderson Award 2024

The HCL Anderson Award is the Association's highest honour that can be bestowed on an Associate Member of ALIA. It is awarded in recognition of outstanding service to the library and information profession in Australia and to ALIA; and to either the theory of library and information science or to the practice of library and information services (or to both of these areas).

The joint recipients of the HCL Award 2024 were Dr Gabrielle Haddow and Geoff Strempe. Dr Haddow was awarded for her exemplary dedication to teaching and mentorship and for her profound impact on research and collaboration within the discipline. Geoff Strempe was honoured for a distinguished career spanning almost forty years including his tenure as Director of the State Library of South Australia.

Metcalfe Award

The Metcalfe Award recognises high achievement by a personal financial member of ALIA in their first five years of practice in library and information services.

The Metcalfe Award recipient for 2024 was Emilia Bell. Through their commitment to ALIA groups, research, and inclusivity, Emilia has made a significant positive impact on the library and information services (LIS) sector. Emilia is currently the Coordinator (Evidence-Based Practice) at the University of Southern Queensland and was elected to the ALIA Board in the 2024 elections.



Library Technician of the Year, Chloe Delaney.

Library Technician of the Year

This award promotes the role of library technicians in library and information science, and the role and image of the library technician.

The Library Technician of the Year award went to Chloe Delaney from Carindale Library in Queensland. Chloe was recognised for her outstanding level of professionalism in interactions with library customers and team members, her creative output for digital content and social media platforms showcasing Carindale Library's offerings, and the development and successful implementation of a wellbeing strategy for Carindale Library.



Recipient of the Charlotte Henry Study Grant, Rebecca Eley.

Charlotte Henry Study Grant

An annual grant of up to \$5000 for an ALIA Member who is studying for a Masters qualification in library and information science through an ALIA accredited education provider.

The 2024 recipient of the Charlotte Henry Study Grant was Rebecca Eley. Rebecca's research project - which will form the basis of her Masters dissertation - will look at how rural libraries in Australia operate their Home Library Services (HLS). The funding from the grant will be used to assist her in developing a survey to better understand what home delivery is currently on offer to rural communities, whether the service is run by staff or volunteers, how many customers take advantage of home delivery and to develop a framework for best practice accordingly.

Library Design Awards

ALIA's Library Design Awards recognise those libraries showcasing the very best in contemporary library interiors and exteriors in Australia. The winners of the Australian Library Design Awards were announced last week at the official dinner for ALIA's National Conference in Adelaide.

School Library Category

All Hallows' School Potter Building
Brisbane, QLD
Fulton Trotter Architects

Public Library Category (Large)

City of Parramatta Library
Manuelle Gautrand, DesignInc and
Lacoste+Stevenson

Special Library Category

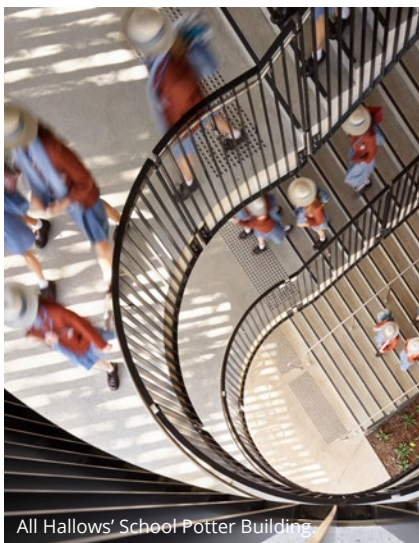
Art Gallery of New South Wales Library and Archive,
Sydney, NSW
Tonkin Zulaikha Greer Architects

University Library Category

University of Tasmania Inveresk Library
Wardle Architects

Public Library Category (Small)

Jindabyne Library
Fjcstudio



All Hallows' School Potter Building



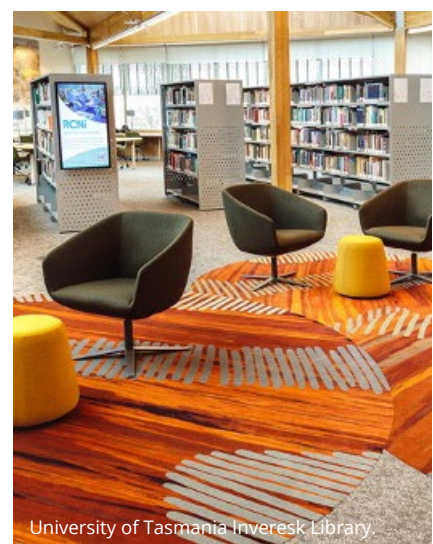
Jindabyne Library



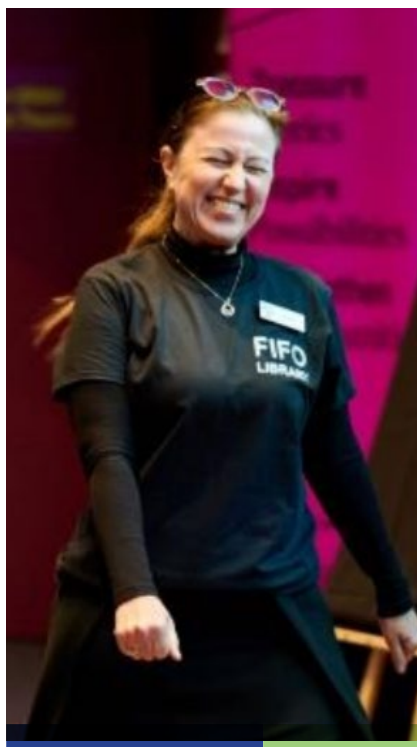
City of Parramatta Library



Art Gallery of NSW Library and Archive



University of Tasmania Inveresk Library



Elena Smirnova at the State Library of WA, F A Sharr Awards Night.



Phyllis Goodridge (2024 QLD Library Achiever of the Year) with Melissa Hardam (Team Leader Client Services, TAFE QLD).



Christiane Birkett, winner of the 2024 Library & Information Excellence Award.

Group and Committee Awards

HLA/Telstra Health Digital Health Innovation Award

Saara Kahkonen and A'Mhara McKey (NT Health Library Services) for their project "Local knowledge informing better health: building a digital collection of Aboriginal health resources for the N.T."

FA Sharr Award – ALIAWest

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 Western Australia.

The F A Sharr Award was presented to Elena (Lena) Smirnova for her enthusiasm and dedication to the Western Australian library sector. Lena is championing a 'FIFO Library' project which aims to introduce library resources to remote mine sites.

Queensland Library Achiever of the Year Award – ALIA QLD

The Queensland Library Achiever of the Year Award is an annual merit prize for an individual working in any sector of the library and information profession in Queensland. It aims to promote innovation and excellence within the library and information profession.

Awarded to Phyllis Goodridge from TAFE Queensland Brisbane for her enduring dedication to the education of library staff and commitment to the library sector.

NSW Library & Information Excellence Award - ALIA NSW

The winner of the 2024 Library & Information Excellence Award was Chris Birkett. Since joining Gunnedah Shire Library, Chris has transformed it into a vibrant community hub. Her innovative programs, like 1,000 Books Before School and Brain Training @ the Library, have spread across NSW and Australia. Chris's work emphasizes literacy, social connection, and support for libraries nationwide.



Attendees at the NT Excellence Award Night, Parliament House, Darwin.



(l-r): Award winner Joanne Scott, Taminmin Community Library, and Lisa Bateman, ALIA Board Director.

NT Library & Information Excellence Award (ALIA GLAM Top End)

The NT Library & Information Excellence Award is an annual merit prize which celebrates and recognises the work of an individual working in any sector of the library and information profession in the Northern Territory.

The winner of the 2024 NT LIS Excellence Award was Joanne Scott, Library Program Services Manager at Taminmin Community Library in Humpty Doo. 'Library Buddies' bringing seniors and pre-schoolers together for intergenerational connection, Science Week and STEAM programs, and digital literacy initiatives. Joanne has led the team to deliver vibrant meaningful programs to the community.

South Australia Library and Information Awards (SALIAs) – ALIA SA

Launched in 2023, the SALIAs acknowledge the dedication, innovation, and excellence demonstrated by library professionals in South Australia, and celebrate the achievements of those who have made a significant impact in their respective fields.

The winner of the 2024 SALIA was Karyn Stephens. Karyn's passion and vision brought the prestigious Juvenilia exhibition to South Australia, showcasing the early works of famous children's authors and illustrators to inspire young creatives. She expanded its impact by collaborating with schools, CBCA SA, and authors, creating engaging activities like zine-making, scavenger hunts, and meet-and-greets.



(l-r): Jasmine Argent (SALIAs Honourable Mention), Jane Cowell (ALIA President), Amelia Beatty (SALIAs Recognition of Excellence), Karyn Stephens (2024 SALIAs Winner), Benjamin Wheel (SALIAs Recognition of Excellence), Catherine Barnes (SALIAs Honourable Mention), and Megan Berghuis (Director, State Library of South Australia).

Silver Pins (for volunteer service to the Association)

- Susannah Peareth-Kinston AALIA
- Rhodora Spring AALIA (CP)
- Phoebe Radford AALIA (CP)
- Nicola Carson
- Ngaire McLoughney ALIATec
- Lori Mansell
- Katalin Mindum AALIA
- Hayley Hillson ALIATec
- Gemma Henry ALIATec
- Gareth Dixon AALIA
- Anne Reddacliff AALIA Health
- Angela Bridgland FALIA

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, on request, some institutions are granted two awards, one for face-to-face and one for online students.

In 2024, graduates have continued to demonstrate great determination to excel in their studies and launch into or further their library and information careers. Congratulations go out to all graduating students and to the LIS educators who continue to deliver high quality courses and go above and beyond to support every student to succeed. Special congratulations go to the ALIA Student Award winners listed below.

ALIA Student Award Winners 2024

TAFE		
Box Hill Institute	Nicole Lategan	Diploma of Library and Information Services
North Metro TAFE	Amy San Martin	Diploma of Library and Information Services
Swinburne Institute of Technology	Lucinda Cervi	Diploma of Library and Information Services (face-to-face)
	Kerry Klidomitis	Diploma of Library and Information Services (online)
TAFE NSW – Northern Region (Newcastle)	name withheld	Diploma of Library and Information Services
TAFE NSW – Sydney Region (Ultimo)	Lindsay Nunez Lopez	Diploma of Library and Information Services (face-to-face)
	Bernadette Banbury	
TAFE Queensland Brisbane	Tawny McInnes	Diploma of Library and Information Services (online)
TAFE Queensland Online Learning (TQOL)	Stella McNally	Diploma of Library and Information Services

UNIVERSITY

Charles Sturt University	Linda Bull	Master of Information Studies
Charles Sturt University	Rani Sherriff	Graduate Diploma of Information Studies
Charles Sturt University	Georgina Konstanta	Bachelor of Information Studies
Charles Sturt University	Felicity Sandral	Master of Education (Teacher Librarianship)
Curtin University	Melissa Bradshaw	Master of Information Management
Curtin University	Amy Kamphuis	Graduate Diploma in Information and Library Studies
Curtin University	Elizabeth Powell	Master of Information Science
University of South Australia	Kaely Schelks	Master of Information Management, Library & Information Management
University of South Australia	Tamsin Lowe	Graduate Diploma of Information Management, Library & Information Management



Townsville Riverway Library.



Our Lady of the Assumption.

Distinguished Certified Professionals

At the conclusion of five consecutive years in the ALIA CPD Scheme with the accumulation of 150 or more hours of CPD, financial ALIA Associate, Library Technician and Allied Field members working in the industry are invited to apply for Distinguished Certified Professional (DCP) status. In 2024, 21 ALIA members successfully applied for DCP status. We commend these members for their ongoing commitment to professional learning and the positive impact this creates for the sector.

Name	Date Conferred	State
Bradley Chugg AALIA (DCP) Government	23 Jan	ACT
Megan Whittle AALIA (DCP)	15 May	ACT
Lisa Sanglio ALIATec (DCP)	20 May	NSW
Supriya Khambete AALIA (DCP) Schools	21 May	VIC
Shelley Quinn AALIA (DCP)	29 May	ACT
Robyn Lather ALIATec (DCP)	18 Jun	QLD
Kate Rowe AALIA (DCP)	18 Jun	QLD
Jodie Eldridge AALIA (DCP)	1 Jul	VIC
Matthew Jones AALIA (DCP)	4 Jul	NSW
Samantha Spry AALIA (DCP)	9 Jul	VIC
Heather Brown AALIA (DCP)	15 Jul	SA
Madison Dearnaley AALIA (DCP) Schools	18 Jul	QLD
Lisa Capps AALIA (DCP) Government	19 Jul	NT
Broderick Proeger ALIATec (DCP) Research	31 Jul	ACT
Niamh Quigley AALIA (DCP)	10 Sep	WA
Regina McDonald AALIA (DCP)	26 Sep	VIC
Jerrie Johnston ALIATec (DCP)	8 Oct	VIC
Margaret Purnell AALIA (DCP)	15 Oct	NT
Penelope Sherrell AALIA (DCP)	16 Oct	WA
Dianne Lennaen AALIA (DCP) VET Libraries	16 Oct	NSW
Emma Kramarzewski AALIA (DCP)	6 Dec	NSW

ALIA CPD Scheme Honour Roll

In July 2024, at the request of ALIA members for further recognition of significant milestones in the ALIA CPD Scheme Honour Roll. This initiative acknowledges and celebrates professional members who have met the requirements of the ALIA CPD Scheme for ten or more consecutive years. Since the launch of the Honour Roll, 14 members have achieved this recognition.

Name	In CPD Scheme since	State
ShirleyAnn Summers-Morrow AFALIA (DCP) Academic	1-Jul-00	NSW
Victoria Anderson AALIA (DCP) Public Library	1-Jul-10	NSW
Amrita Balachandran AALIA (CP)	1-Jul-13	NSW
Sally Posselt ALIATec (DCP) Government	1-Jul-13	QLD
Aaron Radford AALIA (DCP)	1-Jul-12	QLD
Kirsten Burkitt AALIA (DCP) Health	1-Jul-13	VIC
Lizelle Smith AALIA (DCP)	1-Jul-12	WA
Andrew Spencer AALIA (DCP)	1-Jul-09	NSW
Regina McDonald AALIA (CP)	1-Jul-12	VIC
Alana Read AALIA (DCP) Public Library	1-Jul-08	QLD
Milena Gates ALIATec (DCP)	1-Jul-12	VIC
Louise Komiat AALIA (CP)	1-Jul-12	VIC
Alison Jones AALIA (DCP)	1-Jul-06	ACT
Jenny Mustey AALIA (DCP)	1-Jul-10	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 2024 was:

- Grace Graham – Master of Information Studies

The scholarship includes an ALIA student membership for one year, \$5,000 towards learning expenses, a placement in the ALIA Mentoring Scheme and the option of a one-week placement at ALIA head office in Canberra.

A photograph of a modern library interior. The ceiling is a complex, geometric, grid-like structure with recessed lighting. The floor is a polished, reddish-brown material. In the foreground, two men are standing and talking. In the background, there are bookshelves, a seating area with a brown sofa, and a person sitting on the sofa. The text "FINANCIALS" is overlaid in white, bold, sans-serif font. A large, semi-transparent "2024" is also overlaid in the center.

FINANCIALS

2024

Australian Library and Information Association Limited

ABN: 40 090 953 236

Financial Statements

For the Year Ended 31 December 2024

Australian Library and Information Association Limited

40 090 953 236

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For the Year Ended 31 December 2024

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Australian Library and Information Association Limited

ABN: 40 090 953 236

Directors' Report

For the Year Ended 31 December 2024

The directors present their report on Australian Library and Information Association Limited for the financial year ended 31 December 2024.

1. General information

Directors

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

Names	Position	Appointed/Resigned
Jane Cowell	President	Appointed 30 May 2023
Karina Lamb	Vice President	Appointed 6 May 2024
Janette Wright	Director	Appointed 16 May 2022, reappointed 16 June 2024
Nicole Johnston	Director	Appointed 30 May 2023
Lisa Bateman	Director	Appointed 6 May 2024
Emilia Bell	Director	Appointed 6 May 2024
Lisa Capps	Director	Appointed 6 May 2024
Clare Thorpe	Former Vice President	Reappointed 16 May 2022, resigned 6 May 2024
Hero Macdonald	Director	Appointed 16 May 2022, resigned 6 May 2024
Kathryn Eyre	Director	Appointed 16 May 2022, resigned 6 May 2024
Amy Walduck	Director	Appointed 30 May 2023, resigned 16 June 2024

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

Karina Lamb	
Qualifications	Doctor of Philosophy (PhD), Master of Cultural Heritage, Bachelor of Arts (Visual Arts) Degree, GAICD
Experience	Institutional Board Director - Appointed May 2024 Appointed Vice President from May 2024 - May 2025
Special responsibilities	Chair, Finance 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	Chair, Accreditation and Standards Committee Member, Governance and Risk Committee
Current Terms	Serving first term on the Board of Directors

Australian Library and Information Association Limited

ABN: 40 090 953 236

Directors' Report

For the Year Ended 31 December 2024

1. General information

Information on directors

Lisa Bateman

Qualifications Graduate Diploma Library Science (Library and Information Science),
Bachelor of Arts (English Language and Literature)

Experience Board Director Appointed May 2024

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

Current Terms Serving first term on the Board of Directors

Emilia Bell

Qualifications PhD Candidate, Graduate Certificate, MLIS, Bachelor of Arts

Experience Board Director Appointed May 2024

Special responsibilities Member, Finance Committee

Current Terms Serving first term on the Board of Directors

Lisa Capps

Qualifications BA Honours – Information and Library Management

Experience Board Director Appointed May 2024

Special responsibilities Member, Accreditation and Standards Committee

Current Terms Serving first term on the Board of Directors

Janette Wright

Qualifications Master of Knowledge Management, Graduate Diploma Library and
Information Science, Bachelor of Psychology, GAICD

Experience Board Director Appointed May 2022, reappointed 16 June 2024

Special responsibilities Chair, Governance and Risk Committee
Member, Finance Committee

Current Terms Serving second term on the Board of Directors

Amy Walduck

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.

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.

Australian Library and Information Association Limited

ABN: 40 090 953 236

Directors' Report

For the Year Ended 31 December 2024

1. General information

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 2024 the collective liability of members was \$ 79,400 (2023: \$ 77,460)

Operating results

The (loss) of the Company amounted to \$ (629,328) (2023: \$ (640,736))

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.

Australian Library and Information Association Limited

ABN: 40 090 953 236

Directors' Report

For the Year Ended 31 December 2024

2. Other items

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, 19 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
Jane Cowell	4	4
Karina Lamb	6	6
Nicole Johnston	11	10
Lisa Bateman	7	7
Emilia Bell	6	6
Lisa Capps	5	3
Janette Wright	14	13
Clare Thorpe	4	4
Hero Macdonald	6	5
Kathryn Eyre	4	3
Amy Walduck	6	6

Indemnification and insurance of officers and auditors

During the financial year, the Company paid a premium of \$4,398 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

ABN: 40 090 953 236

Directors' Report

For the Year Ended 31 December 2024

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*.

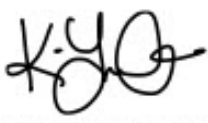
Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the *Corporations Act 2001*, for the year ended 31 December 2024 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 this3rd..... day ofMarch..... 2025

Australian Library and Information Association Limited

40 090 953 236

**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 2024, 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.


Hardwicks
Chartered Accountants



Bhaumik Bumia
Partner

4 MARCH 2025
Canberra

Australian Library and Information Association Limited

40 090 953 236

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 31 December 2024

	Note	2024 \$	2023 \$
Revenue	4	3,532,225	2,486,187
Accounting/audit fees		(14,781)	(13,837)
Administrative expenses		(171,138)	(128,027)
Awards and honorarium expenses		(54,758)	(21,531)
Bank and merchant fees		(29,932)	(26,222)
Conference/training expenses		(772,914)	(259,973)
Contractors and consultant expenses		(17,391)	(89,237)
Cost of sales	5	(14,512)	(2,704)
Depreciation expense	[9] [11]	(156,931)	(148,444)
Employee benefits expense	5	(1,944,845)	(1,799,063)
Finance expenses	11	(26,657)	(36,932)
Grant Expenses	5	(419,727)	(50,000)
Information technology expenses		(166,292)	(131,714)
Insurance expense		(27,317)	(7,371)
Other expenses		(24,609)	(41,178)
Publishing expenses		(166,595)	(176,305)
Travel and accommodation expenses		(142,680)	(186,339)
Utilities		(10,474)	(8,046)
(Loss) before income tax		(629,328)	(640,736)
Income tax expense	2(b)	-	-
(Loss) for the year		(629,328)	(640,736)
Other comprehensive income, net of income tax			
Items that will be reclassified to profit or loss when specific conditions are met			
Fair value movements on investments held at FVOCI		666,118	416,709
Other comprehensive income for the year, net of tax		666,118	416,709
Total comprehensive income for the year		36,790	(224,027)

The accompanying notes form part of these financial statements.

Statement of Financial Position

As At 31 December 2024

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	1,047,194	956,847
Trade and other receivables	7	160,803	161,500
Other financial assets	8	6,788,790	6,584,935
Other assets	10	217,878	416,314
TOTAL CURRENT ASSETS		8,214,665	8,119,596
NON-CURRENT ASSETS			
Property, plant and equipment	9	67,628	78,269
Right-of-use assets	11	143,599	269,210
TOTAL NON-CURRENT ASSETS		211,227	347,479
TOTAL ASSETS		8,425,892	8,467,075
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	12	244,999	165,166
Lease liabilities	11	159,253	139,072
Employee benefits	13	104,904	98,428
Other liabilities	14	1,019,599	1,049,100
TOTAL CURRENT LIABILITIES		1,528,755	1,451,766
NON-CURRENT LIABILITIES			
Lease liabilities	11	19,804	179,058
Employee benefits	13	24,773	20,481
Other liabilities	14	12,000	12,000
TOTAL NON-CURRENT LIABILITIES		56,577	211,539
TOTAL LIABILITIES		1,585,332	1,663,305
NET ASSETS		6,840,560	6,803,770
EQUITY			
Reserves	15	917,708	281,962
Retained earnings		5,922,852	6,521,808
TOTAL EQUITY		6,840,560	6,803,770

Statement of Changes in Equity

For the Year Ended 31 December 2024

2024

	Retained Earnings	Research fund reserve	Anne Harrison trust reserve	FVOCI reserve	Total
Note	\$	\$	\$	\$	\$
Balance at 1 January 2024	6,521,808	23,519	96,766	161,677	6,803,770
(Loss) for the year	(629,328)	-	-	-	(629,328)
Profit on sale of investments transferred to retained earnings	30,372	-	-	(30,372)	-
Total other comprehensive income for the period	5(b) -	-	-	666,118	666,118
Balance at 31 December 2024	5,922,852	23,519	96,766	797,423	6,840,560

2023

	Retained Earnings	Research fund reserve	Anne Harrison trust reserve	FVOCI reserve	Total
Note	\$	\$	\$	\$	\$
Balance at 1 January 2023	7,227,280	38,519	96,766	-	7,362,565
Prior period adjustments	(334,768)	-	-	-	(334,768)
Balance at 1 January 2023 restated	6,892,512	38,519	96,766	-	7,027,797
(Loss) for the year	(640,736)	-	-	-	(640,736)
Profit on sale of investments transferred to 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)	-	-	-
Balance at 31 December 2023	6,521,808	23,519	96,766	161,677	6,803,770

The accompanying notes form part of these financial statements.

Statement of Cash Flows

For the Year Ended 31 December 2024

	2024	2023
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	3,744,146	2,686,368
Payments to suppliers and employees	(3,977,871)	(3,405,144)
Interest received	48,218	62,719
Finance costs	(26,657)	(36,932)
Net cash (used in) operating activities	22 (212,164)	(692,989)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of plant and equipment	9(a) (25,189)	(11,845)
Proceeds from investments	136,985	1,602,616
Proceeds from term deposits	325,197	-
Net cash provided by investing activities	436,993	1,590,771
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment of lease liabilities	(134,482)	(117,455)
Net cash (used in) financing activities	(134,482)	(117,455)
Net increase in cash and cash equivalents held	90,347	780,327
Cash and cash equivalents at beginning of year	956,847	176,520
Cash and cash equivalents at end of financial year	6 1,047,194	956,847

Notes to the Financial Statements

For the Year Ended 31 December 2024

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.

Material accounting policy information relating to the preparation of these financial statements are presented below, and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Material Accounting Policies

(a) Revenue and other income

Revenue from contracts with customers

Revenue is recognised on a basis that reflects the transfer of control 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.

Notes to the Financial Statements

For the Year Ended 31 December 2024

2 Summary of Material 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 payables are stated inclusive of GST.

Notes to the Financial Statements

For the Year Ended 31 December 2024

2 Summary of Material 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 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.

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:

Fixed asset class	Depreciation rate
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.

Notes to the Financial Statements

For the Year Ended 31 December 2024

2 Summary of Material 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 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 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.

Notes to the Financial Statements

For the Year Ended 31 December 2024

2 Summary of Material Accounting Policies

(f) Financial instruments

Financial assets

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.

Where the simplified approach to expected credit loss (ECL) is not applied, 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 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 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Notes to the Financial Statements

For the Year Ended 31 December 2024

2 Summary of Material Accounting Policies

(f) Financial instruments

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 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, depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

Notes to the Financial Statements

For the Year Ended 31 December 2024

2 Summary of Material Accounting Policies

(i) Leases

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.

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.

Notes to the Financial Statements

For the Year Ended 31 December 2024

3 Critical Accounting Estimates and Judgments

Key estimates - useful lives of plant and equipment

As described in Note 2(e), the Company reviews the estimated useful lives of plant and equipment at the end of each annual reporting period.

Key estimates - provisions

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

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.

Key judgments - employee benefits

For the purpose of measurement, AASB 119: Employee Benefits defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As the company expects that most employees will not use all of their annual leave entitlements in the same year in which they are earned or during the 12 month period that follows (despite an informal company policy that requires annual leave to be used within 24 months), the directors believe that obligations for annual leave entitlements satisfy the definition of other long-term employee benefits and, therefore, are required to be measured at the present value of the expected future payments to be made to employees.

Notes to the Financial Statements

For the Year Ended 31 December 2024

4 Revenue and Other Income

	2024	2023
	\$	\$
Revenue from contracts with customers (AASB 15)		
- Events/conference income	821,480	195,372
- Grants - Department of Health & Aged Care	419,727	50,000
- Groups income	124,555	40,780
- Membership income	1,191,811	1,329,040
- Professional services income and training	192,150	241,188
- Project management income	130,600	74,970
	<u>2,880,323</u>	<u>1,931,350</u>
Revenue recognised on receipt (not enforceable or no sufficiently specific performance obligations - AASB 1058)		
- Interest and investment income	48,218	62,719
- Investment income	258,407	186,644
- Publishing/advertising income	230,407	233,356
- Sale of merchandise	45,692	32,443
- Sundry income	69,178	39,675
	<u>651,902</u>	<u>554,837</u>
Total revenue and other income	<u>3,532,225</u>	<u>2,486,187</u>

Notes to the Financial Statements

For the Year Ended 31 December 2024

5 Result for the Year

(a) Result for the year

The result for the year includes the following specific expenses:

	2024	2023
	\$	\$
Salaries and wages	1,694,409	1,618,656
Payroll tax	12,373	5,888
Leave pay provision charge	10,768	(36,850)
Staff training	38,877	39,970
Superannuation contributions	188,418	171,399
Grant Expenses - Department of Health & Aged Care	419,727	50,000
ALIA 15% Group Admin Charge	14,512	2,704

(b) Professional Pathways Project Costs

	2024	2023
	\$	\$
Employment costs	247,354	246,659
Travel	5,605	14,047
Consultants, research & investment in training and education	16,175	12,531
Total professional pathways project costs	269,134	273,237

6 Cash and Cash Equivalents

	2024	2023
Note	\$	\$
Cash at bank and in hand	547,194	956,847
Short-term deposits	500,000	-
Total cash and cash equivalents	1,047,194	956,847

7 Trade and Other Receivables

	2024	2023
Note	\$	\$
CURRENT		
Trade receivables	166,253	161,500
Provision for doubtful debts	(5,450)	-
Total trade and other receivables	160,803	161,500

Notes to the Financial Statements

For the Year Ended 31 December 2024

8 Other Financial Assets

	Note	2024 \$	2023 \$
CURRENT			
Term deposits	16	377,175	702,453
Managed funds	16	6,411,615	5,882,482
Total other financial assets		6,788,790	6,584,935

9 Plant and Equipment

	2024 \$	2023 \$
Furniture, fixtures and fittings		
At cost	65,095	65,095
Accumulated depreciation	(38,422)	(25,512)
Total furniture, fixtures and fittings	26,673	39,583
Office equipment		
At cost	70,680	67,343
Accumulated depreciation	(29,725)	(28,657)
Total office equipment	40,955	38,686
Total plant and equipment	67,628	78,269

(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 \$	Computer Equipment \$	Total \$
Year ended 31 December 2024			
Balance at the beginning of year	39,583	38,686	78,269
Additions	-	25,189	25,189
Disposals	-	(4,510)	(4,510)
Depreciation expense	(12,910)	(18,410)	(31,320)
Balance at the end of the year	26,673	40,955	67,628

Notes to the Financial Statements

For the Year Ended 31 December 2024

9 Plant and Equipment

(a) Movements in carrying amounts

	Furniture, Fixtures and Fittings \$	Computer Equipment \$	Total \$
Year ended 31 December 2023			
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)
Balance at the end of the year	39,583	38,686	78,269

10 Other Assets

	2024 \$	2023 \$
CURRENT		
Prepayments	130,228	362,377
Accrued income	87,650	53,937
Total other assets	217,878	416,314

11 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.

Notes to the Financial Statements

For the Year Ended 31 December 2024

11 Leases

Right-of-use assets

	Buildings \$	Office Equipment \$	Total \$
Year ended 31 December 2024			
Balance at beginning of year	238,526	30,684	269,210
Depreciation charge	(119,263)	(6,348)	(125,611)
Balance at end of year	119,263	24,336	143,599

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 \$
2024			
Lease liabilities	159,253	19,804	179,057
2023			
Lease liabilities	139,072	179,058	318,129

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:

	2024 \$	2023 \$
Interest expense on lease liabilities	26,657	36,932
Depreciation	125,611	120,321
	152,268	157,253

Notes to the Financial Statements

For the Year Ended 31 December 2024

11 Leases

Statement of Cash Flows

	2024	2023
	\$	\$
Total cash outflow for leases	161,139	154,386

12 Trade and Other Payables

		2024	2023
	Note	\$	\$
CURRENT			
Trade payables	16	109,308	64,418
Other payables		40,216	29,765
Accrued expenses	16	77,466	54,911
Superannuation payables		18,009	16,072
		<u>244,999</u>	<u>165,166</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.

13 Employee Benefits

	2024	2023
	\$	\$
Current liabilities		
Long service leave	16,409	17,600
Provision for employee benefits	88,495	80,828
	<u>104,904</u>	<u>98,428</u>

	2024	2023
	\$	\$
Non-current liabilities		
Long service leave	24,773	20,481
	<u>24,773</u>	<u>20,481</u>

14 Other Liabilities

	2024	2023
	\$	\$
CURRENT		
Amounts received in advance	1,019,599	1,049,100
Total	<u>1,019,599</u>	<u>1,049,100</u>

Notes to the Financial Statements

For the Year Ended 31 December 2024

14 Other Liabilities

	2024	2023
	\$	\$
NON-CURRENT		
Amounts received in advance	12,000	12,000
Total	12,000	12,000

15 Reserves

	2024	2023
	\$	\$
Research fund reserve		
Opening balance	23,519	38,519
Transfers out	-	(15,000)
Closing balance	23,519	23,519
Anne Harrison trust reserve		
Opening balance	96,766	96,766
Closing balance	96,766	96,766
FVOCI reserve		
Opening balance	161,677	-
Transfers in	666,118	416,709
Transfers out	(30,372)	(255,032)
Closing balance	797,423	161,677
Total reserves	917,708	281,962

(a) Research fund reserve

This reserve records funds set aside for all awards administrated 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) FVOCI reserve

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

Notes to the Financial Statements

For the Year Ended 31 December 2024

16 Financial Risk Management

	Note	2024 \$	2023 \$
Financial assets			
Held at amortised cost			
Cash and cash equivalents	6	1,047,194	956,847
Term deposits	8	377,175	702,453
Trade and other receivables	7	160,803	161,500
Fair value through Other Comprehensive Income (OCI)			
Managed funds	8	6,411,615	5,882,482
Total financial assets		7,996,787	7,703,282
Financial liabilities			
Held at amortised cost			
Trade payables	12	186,774	119,332
Total financial liabilities		186,774	119,332

17 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 2024 the number of members was 3,970 (2023: 3,873).

18 Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company is \$ 692,670 (2023: \$700,741).

19 Related Parties

The Company's main related parties are as follows:

Key management personnel - refer to Note 18.

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.

20 Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 31 December 2024 (31 December 2023:None).

Notes to the Financial Statements

For the Year Ended 31 December 2024

21 Auditors' Remuneration

	2024	2023
	\$	\$
Remuneration of the auditor [Hardwickes Chartered Accountants], for:		
- auditing or reviewing the financial statements	12,400	12,000
Total	12,400	12,000

22 Cash Flow Information

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

	2024	2023
	\$	\$
(Loss) for the year	(629,328)	(640,736)
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	156,931	148,444
- net (gain)/loss on disposal of investments	-	(147,337)
- restatement of lease	-	28,873
Changes in assets and liabilities:		
- (increase) in trade and other receivables	(33,016)	(137,824)
- decrease/(increase) in prepayments	232,149	(316,686)
- (decrease)/increase in income in advance	(29,501)	310,165
- increase in trade and other payables	79,833	98,962
- increase/(decrease) in employee benefits	10,768	(36,850)
Cashflows from operations	(212,164)	(692,989)

23 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.

24 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

40 090 953 236


Directors' Declaration

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 7 to 27, 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 2024 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 3rd March 2025

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 2024, 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 material accounting policy information, 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 2024 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 Information

The directors are responsible for the other information. The other information obtained at the date of this auditor's report is included in Directors report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

Australian Library and Information Association Limited

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

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Directors for the Financial Report


The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the *Corporations Act 2001* and for such internal control as the directors determines 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 intends to liquidate the Company or to cease operations, or has 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 the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.


Hardwicks
Chartered Accountants

Bhaumik Bumia
Partner

Canberra

4 MARCH 2025



Australian Library and
Information Association

alia.org.au