

Corporate Overview

The Australia Council for the Arts is the Australian Government's arts funding and advisory body. Its mission is to enrich our nation by supporting and promoting the practice and enjoyment of the arts.

Our vision is to:

- enable Australia's arts and its artists to pursue excellence
- preserve, maintain and develop the distinctive features of Australia's culture
- ensure all Australians have the opportunity to engage with the arts and to enjoy a rich cultural life
- shape a future Australia in which the arts play a meaningful and vital role in everyday life.

The Australia Council performs a crucial role in supporting Australian artists and arts organisations to create and present their work, to take advantage of opportunities to improve and develop their skills, and to tour and promote their work to wider audiences. It directly supports young, emerging, developing and established artists through a range of grant programs offered across all artforms, and it encourages arts and non-arts organisations to support and present artists' work, thereby expanding employment opportunities for all artists.

The Council also plays a vital role in developing new audiences for the arts both here and internationally, and in promoting appreciation of the value and role of the arts in the Australian community.

The Council's national focus reflects the culture and creativity of both regional and urban communities, at the same time honouring its statutory obligation to ensure access to, and participation in, the arts by all Australians. The arts of Aboriginal and Torres Strait Islander peoples are valued and supported. The Council also maintains and develops cooperative arrangements with state and territory arts funding authorities, local governments and key international agencies in all its activities.

The Australia Council was given statutory authority by the *Australia Council Act* in 1975. It replaced an earlier, non-statutory body called the Australian Council for the Arts, which was established in 1968.

The Council subsumed other arts-related government functions, such as the Commonwealth Literary Fund, which had supported writers since 1908, and the Commonwealth Art Advisory Board, which was set up in 1912 to develop a national art collection and, from 1927, to advise on matters relating to the visual arts. The Australia Council was granted considerably expanded functions and greater independence from government in its policy-making and funding roles than were its predecessors.

The work of the Australia Council has always been guided by two fundamental principles.

The 'arm's length' principle, which is enshrined in the *Australia Council Act*, ensures that decisions about specific grants are made at a distance from political processes.

The second principle is 'peer assessment' whereby decisions on grants are made by artists, individuals closely associated with the arts, and community representatives who are the peers of those being assessed. Grants are offered to artists and arts organisations whose proposals, in competition with those of other applicants, and within budgetary constraints, demonstrate the highest degree of artistic merit and innovation.

The Australia Council is committed to providing the best possible system of peer-assessed funding of creative work.

In pursuing its vision, the Australia Council has committed to six goals, which have shaped priorities during the life of its 2001–05 Corporate Plan:

- **Goal 1:** Support the excellence, diversity and the distinctiveness of Australia's artists and its arts.
- **Goal 2:** Increase community engagement with the arts and to promote individual participation in them.
- **Goal 3:** Win recognition of the arts as a key element in Australia's cultural, social and economic development.

- **Goal 4:** Improve the vitality and viability of the arts.
- **Goal 5:** Foster a greater emphasis on artistic innovation, experimentation, and research and development within a rapidly changing world.
- **Goal 6:** Maximise the organisation's capability to achieve its corporate goals through sound people and resource management and corporate planning processes.

The Australia Council's online presence is at <www.ozco.gov.au>. The offices of the Australia Council are at 372 Elizabeth Street, Surry Hills, Sydney NSW 2010.

Organisational structure

The Council announced a reorganisation of its structure and processes during the reporting period, to be implemented from 1 July 2005; see page 20 for more information. The information below about the Council's structure and governance is current at 30 June 2005.

The Council comprises seven divisions, each of which is headed by a director or executive director. The divisions are Aboriginal and Torres Strait Islander Arts, Arts Development, Audience and Market Development, Corporate Affairs, Finance and Services, Major Performing Arts, and Policy Communication Research (see diagram over page).

Aboriginal and Torres Strait Islander Arts supports the development and promotion of traditional arts practices and new forms of artistic expression among Aboriginal and Torres Strait Islander people in urban and regional areas and in all artforms.

Major Performing Arts aims to ensure that Australia has an artistically vibrant, financially viable and broadly accessible major performing arts sector.

Arts Development comprises seven arts sections plus the Operations section. The division supports excellence and diversity of arts practice through a suite of grant categories, strategic initiatives and multi-arts projects. Senior officers manage the grant assessment process and artform development for the boards: Community Cultural Development, Dance, Literature, Theatre, Music, New Media Arts and Visual Arts/Craft.

Audience and Market Development is responsible for the Council's work in the areas of national audience and market development, arts marketing skills development, and international marketing and promotions.

Policy Communication Research provides strategic advice and direction through policy, research and communication activities.

Corporate Affairs includes governance, human resources, and legal and compliance. It has a central role in the strategic management and development of the Council's corporate functions, with a strong emphasis on people practices.

Finance and Services provides administrative, information technology and operational support to the organisation.

The work of the Council, its artform boards and advisory bodies, is supported by a full-time staff of 143 located in Sydney. Staff are appointed under the *Australia Council Act*, on terms and conditions set out in the Council's Determination No 1 of 2000 and the Council's Certified Agreement.

Corporate governance

Governing body

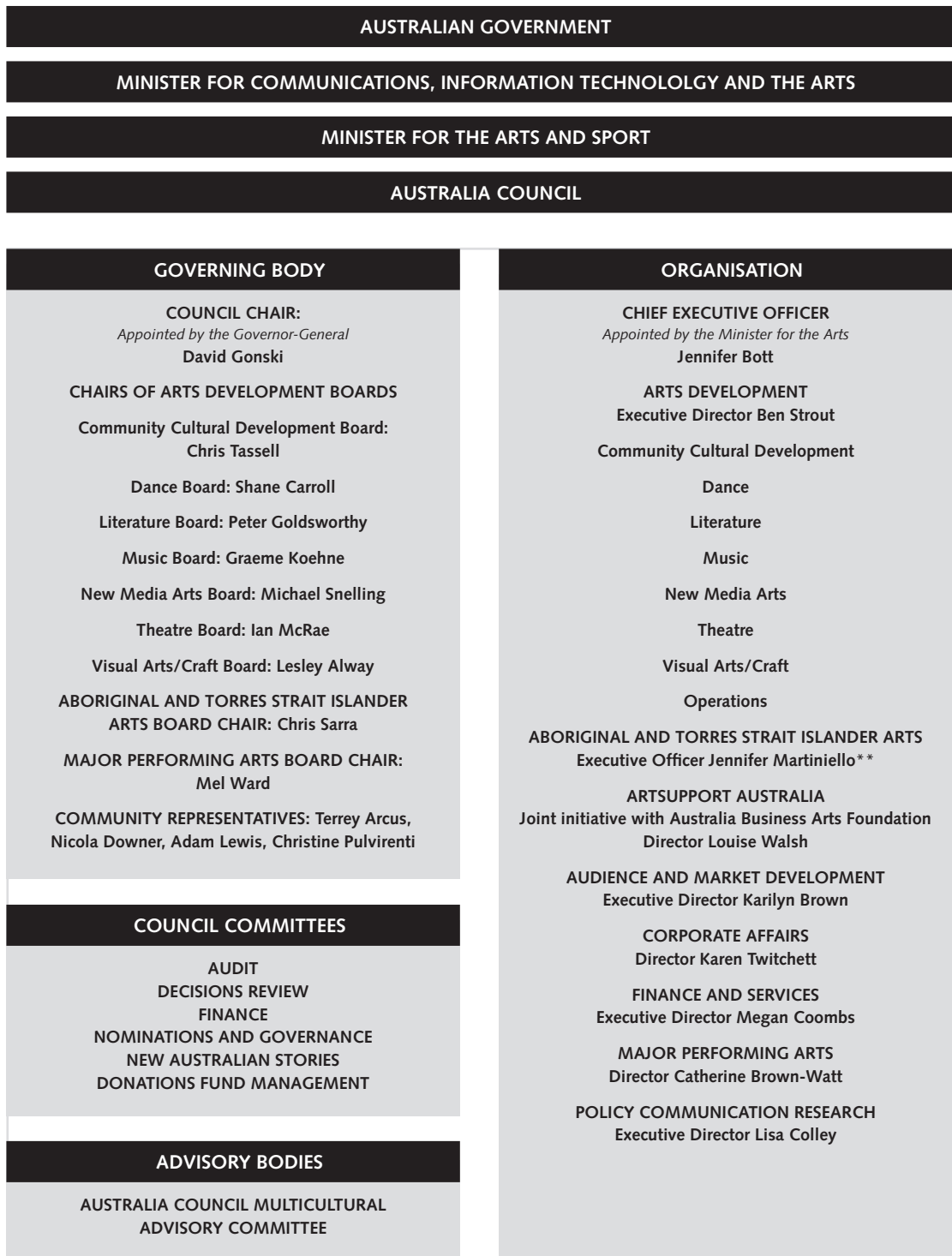
The governing body of the Australia Council is responsible for the overall corporate governance of the organisation, including the determination of priorities and the policy and budgetary framework within which the Council and its boards, committees and advisory bodies operate, and for monitoring its achievements.

In accordance with the terms of the Australia Council Act, the Council has between 10 and 14 members, not including the CEO who is a member of the Council (*ex officio*). The chair is appointed by the Governor-General on the advice of the Federal Minister for the Arts and Sport, and members are appointed by the Minister. Terms of appointment are generally three years and the maximum is six years. Members are appointed with a view to achieving a balance of relevant expertise in the arts, business, management, public policy, corporate governance and administration, appropriate for regional, gender, ethnic and Indigenous community participation in the arts.

All new members attend a formal induction program where they receive a copy of the *Australia Council Manual for Members* and the Department of Communications, Information Technology and the Arts' *General Guidance for Directors of Statutory Authorities*.

Council members abide by the Code of Conduct for Holder of Public Office (the Bowen Code) that is reproduced in the *Manual for Members*. The manual also contains a section that outlines appropriate ethical standards for members with regard to, among other things, confidentiality and disclosure of Council business, conflicts of interest, political activity, sponsored travel and acceptance of gifts.

Organisational chart as at June 30 2005*



* A new organisational structure was implemented, effective 1 July 2005. See www.ozco.gov.au/futureplanning for details.

** Lydia Miller commenced as executive director on 11 July 2005.

If a Council member at any time believes that they require legal advice on a matter, the chair advises the CEO to consult the director of Corporate Affairs on the procedure for obtaining this advice.

During 2004–05, the Council met six times: 26 August 2004 (Brisbane), 21 October 2004 (Horsham), 6–7 December 2004 (Sydney), 10 March 2005 (Sydney), 5–6 April 2005 (Hobart) and 22 June 2005 (Canberra).

Boards

The nine boards are the principal administrators of the Council's arts funding role and are the Council's main source of advice on the development of arts policy and grant programs.

The Minister establishes the boards under the Act. They function within the framework of the Council's Corporate Plan 2001–05 and related policies and budget allocations. Currently, most boards have seven members, including a chair.

The Aboriginal and Torres Strait Islander Arts Board has nine members, including a chair. The Major Performing Arts Board has eight members, including a chair.

Members may initially be appointed for four years but, in general, appointments are for three years (renewable for up to an additional three years). Board chairs, under the Act, are members of the Council. As with the Council, the Act specifies that the boards must include people who practise or have practised the arts or are otherwise associated with the arts, as well as a number of community interest representatives, as the Minister thinks fit.

The power to allocate grants has been delegated by the Council principally to the boards. In assessing grant applications, the boards are guided in their decisions by the expert advice of peers drawn from the Register of Peers. Peers are listed on the register for up to three years and may be invited once only by each board to assist at grant assessment meetings held at least twice yearly.

Peers also provide 'in-the-field' assessments and general policy advice to the boards, as commissioned. Under the Council's Conflict of Interest Code, board members and peers may not assess or advise on their own grant applications, or on grant applications through which they would be major beneficiaries through a third party. In the current year, 17 peers provided external assessment of applications, support material or performances, and 68 participated in grants assessment meetings. Their names are included in the 'Funding Analysis and Grants Lists' section of this report.

In addition to their role in providing advice to the Council, the artform boards develop their own policies within the framework of policies and priorities determined by the Council.

Funding decisions by senior officers

Certain senior officers of the Council are delegated power to make grants to pursue particular purposes already approved by the Council or its boards. When doing so, the senior officers concerned may consider assessment reports by peer experts, or panels of peer experts. In the current year, nine peers assisted at policy development meetings. A further seven peers participated in grant recommendation meetings. Their names are included in the 'Funding Analysis and Grants Lists' section of this report.

Ministerial directions

The Australia Council received no ministerial directions during the year. Two general policies from previous financial years continue to be noted, namely those on foreign exchange and cost recovery.

Insurance

The Council's insurance policies for 2004–05 included cover for directors' and officers' liability. The premium paid for this insurance cover was less than \$8000.

Fraud control

The Council has a comprehensive Fraud Control Plan which is reviewed every two years in accordance with the Commonwealth Fraud Control Guidelines 2002. The Fraud Control Plan and associated fraud risk assessments were reviewed in September 2004.

Fraud prevention, detection, investigation and reporting procedures are in place. The Council has collected and reported annual fraud data. In 2004–05 there was one instance of fraud detected that did not result in financial loss to the Australia Council. The Council remains committed to minimising the impact of fraud on its operations.

Committees

Appeals Committee

In October 2003 the Council approved a Rescission of Decisions Delegation that delegates powers to the Council chair and CEO, in consultation with the chair of the board concerned, to rescind a decision previously made by a board of the Council to approve a grant. In June 2005 the Rescission of Decisions Delegation was amended to include consultation with a committee chair or senior officer, if concerned in a grant decision. The Rescission of Decisions Delegation can only be exercised if the project outcomes contemplated in the grant application might not comply with all applicable laws, or could reasonably be deemed to be likely to have the effect of bringing the Council into disrepute.

The Council has also delegated powers to the Appeals Committee to consider and determine any appeal from a board, committee or senior officer of the Council regarding a decision to rescind a grant approval.

Members have not been appointed to the Appeals Committee as the delegation outlines the membership of the committee and the appeal process. No appeals were received during the year and the Appeals Committee did not meet. The delegation to the committee is included on page 148.

Audit Committee

Established in May 1998, the Audit Committee's objective is to oversee and review the Council's corporate governance obligations in relation to external accountability, financial reporting, internal controls, risk management, internal and external audit activities, and legal and financial compliance.

The committee acts in an advisory role and is not delegated to act on the Council's behalf. The committee is authorised to request information it requires from employees of the Council, including internal auditors, to discuss matters with external auditors and to seek independent professional advice as it considers necessary. Minutes are included in Council papers and the chair of the committee reports on relevant matters at Council meetings.

Membership of the Audit Committee comprises three 'non-executive' members of the Council and the CEO (*ex officio*). One of the Council members chairs the committee. Members of the committee at 30 June 2005 were chair of committee Ian McRae, Adam Lewis, Christopher Tassell and CEO Jennifer Bott.

Decisions Review Committee

The role of this committee is to examine requests for review of decisions from grant applicants who have reason to believe that correct decision procedures were not followed in relation to their applications. The committee does not assess the artistic merit of applications; its purpose under its charter is to ensure that the boards have followed correct decision-making procedures.

The membership comprises at least three Council members, none of whom may be board chairs, and the CEO. During the year the committee met on two occasions and approved both requests for review submitted to it. Members of the committee on 30 June 2005 were Council members Christine Pulvirenti, Adam Lewis and Nicola Downer and CEO Jennifer Bott (chair of the committee).

An evaluation of the grounds on which decisions may be reviewed was conducted during the year and the existing grounds were revised and a new ground of review added. The additional ground provided for a review if the person(s) making a decision were to take account of a matter adverse to an application or proposal without bringing that matter to the applicant's attention and inviting their comment on it. The matter in question must be outside those outlined in the *Support for the Arts Handbook*.

Two other requests for reviews of decision were determined by the Council during the year but did not proceed to the committee. One, due to time constraints, was upheld by the CEO using her authority under the Australia Council Act to manage the affairs of the Council. Another request was refused by the secretary of the Council after consideration of the reasons for the review claimed. The Council's delegation to the committee was subsequently amended to remove a procedural constraint enabling requests (in circumstances similar to the latter request) to be determined by the committee in future.

Finance Committee

Formed in September 1998, the Finance Committee's main functions are to monitor the Council's compliance with the terms and conditions of the Triennial Funding Agreement with the Australian Government, the Council's overall financial position, budget preparation and any other significant financial issues as they arise. The committee acts in an advisory role and is not delegated to act on the Council's behalf. The chair of the committee reports on relevant matters at Council meetings and the minutes of committee meetings are included in Council papers.

The committee is chaired by a member of the Council and includes the chair of the Council, the deputy chair, one other Council member and the CEO. Members of the committee at 30 June 2005 were Mel Ward (chair of the committee), David Gonski, Terrey Arcus, Lesley Alway and CEO Jennifer Bott.

Nominations and Governance Committee

The Nominations and Governance Committee facilitates and oversees a streamlined nominations process, through which the Council nominates members for the Council and its boards to the Minister, as required under the Act. The committee also advocates for the Council's nominations to the Minister and assists the Council on governance matters, advising as required. The committee acts in an advisory role and is not delegated to act on the Council's behalf.

The committee met five times during the current year, on 23 July 2004, 11 November 2004, 10 February 2005, 8 March 2005 and 17 May 2005. Issues discussed at these meetings are reported to the Council by the chair of the committee.

Members of the committee at 30 June 2005 were deputy chairman of the Council Terrey Arcus (chair of the committee), Council chairman David Gonski and CEO Jennifer Bott. In addition, board chairs attended meetings as required to address membership issues regarding their boards.

New Australian Stories Committee

The New Australian Stories Committee was established in August 2004 and was subsequently delegated with powers to make grants. The committee's role is to support the creation and presentation of new works through the New Australian Stories initiative, reflecting distinctly Australian stories by artists, writers, composers, performers and choreographers. This initiative was made possible by a one-off Australian Government special allocation to the Council. The committee met on 6 May 2005 to assess proposals.

Members of the committee on 30 June 2005 were committee chair and CEO Jennifer Bott, Peter Goldsworthy (chair Literature Board), Ian McRae (chair Theatre Board), Daryl Buckley (artistic director and musician), Rhana Devenport (curator and writer), Wesley Enoch (director and writer), Lindy Hume (artistic director, Perth International Arts Festival) and Scott Rankin (playwright and creative director).

Donations Fund Management Committee

In December 2004 the Council established this committee to accept and administer gifts made to the Australia Council Donations Fund in accordance with the requirements of the *Income Tax Assessment Act 1997* and the Register of Cultural Organisations. The committee and the CEO, who is the chair of the committee, have delegated powers from the Council to accept and administer such gifts.

The majority of committee members are independent of the current operations of the Australia Council. Members of the committee at 30 June 2005 were Jennifer Bott CEO (chair of committee), and Louise Walsh (director of Artsupport Australia), and external members Helen Nugent AO, Leon Paroissien AM and Philip Rolfe. The committee met once in 2004–05.

Council directions

The Australia Council Act provides that the text of all directions to its committees during the year must be included in the annual report. The delegations to the Appeals Committee, the Decisions Review Committee, the New Australian Stories Committee, the generic artform board delegation and the Major Performing Arts Board delegation are included from page 160, as the conditions and guidelines in each delegation are directions.

Advisory bodies

In addition to policy input from its boards, the Council relies from time to time on the expert advice of specialist committees and panels.

Australia Council Multicultural Advisory Committee (ACMAC)

ACMAC was established in 1989 to make recommendations to the Council on issues that may affect the full expression of cultural diversity in the work of the Australia Council. The committee develops strategies for and monitors the implementation of the Council's Arts in a Multicultural Australia policy. The committee is made up of members from each artform board, and the chair of the committee is a Council member.

Members of the committee at 30 June 2005 were Christine Pulvirenti (chair), Anita Maynard (Aboriginal and Torres Strait Islander Arts), Rose Cantali (Community Cultural Development), Sophie Masson (Literature), Paul Petran (Music), Wojciech Pisarek (Theatre) and Shane Carroll (Dance). The committee has vacancies for Visual Arts/Craft and New Media Arts.

During the year members Glyn Parry (Literature) and Reuben Gosfield (Music) completed their terms.

The committee met once on 11–12 November 2004. It convened four times by teleconference: 24 August and 29 October 2004; 9 March and 8 June 2005.

Members of the Australia Council at 30 June 2005



David Gonski AO (NSW)

BComm LLB, FCPA SIA (Aff) FAICD
Chairman

David was appointed chairman of the Australia Council on 2 May 2002 for three years and was reappointed for an additional two years on 2 May

2005. David is a member of the Finance Committee and the Nominations and Governance Committee. Well known for his authorship of the Gonski Report into the Australian Film Industry and subsequently a member of the Australian Government's Inquiry into the Major Performing Arts Sector, he is president of the Art Gallery of New South Wales Trust, chancellor of The University of New South Wales, and chairman of the Taxation Working Group for the Prime Minister's Business Community Partnership. Admitted as a solicitor in NSW and to the High Court, David is chairman of Investec Bank (Australia) Limited and Coca-Cola Amatil Limited, and a director of the ANZ Banking Group Limited and the Westfield Group.



Terrey Arcus (NSW)

MBA *Harvard* BSc
BE (Hons) *Sydney*
Deputy Chairman

Terrey was appointed to the Council as a community interest representative for three years from 22 June 2002 and as

deputy chairman of the Council from 24 December 2002. He was reappointed for an additional two years on 22 June 2005. Terrey is chair of the Nominations and Governance Committee and a member of the Finance Committee. He is co-founder and chairman of strategic advisory practice Port Jackson Partners Limited and a former director of McKinsey & Company. He was involved in the establishment of the Blood Cord Bank in Sydney and is currently a member of the National Gallery of Australia Foundation.



Jennifer Bott (NSW)

BA DipEd

Jennifer was appointed CEO and member (*ex officio*) of the Australia Council for five years on 8 February 1999 and reappointed for an additional three years on 8 February 2004.

She is a member of the Council's Finance, Audit, and Nominations and Governance Committees, and chairs the Decisions Review, Donations Fund Management, and New Australian Stories Committees. She is a member of Chief Executive Women, a trustee of Opera Australia Benevolent Fund, a life member of Musica Viva Australia and chair of Australians for the Return of the Parthenon Marbles. Jennifer is also a member of the Australia International Cultural Council, the Commission for International Cultural Promotion and the Committee for Economic Development of Australia (CEDA). Jennifer was general manager of Musica Viva Australia for seven years and Australia's Cultural Commissioner for the 2004 Olympic Games. She has also held senior management and board positions with other cultural organisations, including Opera Australia, AFS International/Intercultural Programs (NYC) and the Arts Council of Australia. Jennifer recently completed a three-year term as a member of the Australian National Commission for United Nations Educational Scientific and Cultural Organisation (UNESCO) and in 2002 she participated in the Benevolent Society's Sydney Leadership Program.



Lesley Alway (VIC)

BA (Hons) BEd *Melbourne*
MBA *Monash*

Lesley was appointed chair of the Visual Arts/Craft Board and a member of the Council for three years from 30 November 2004. Lesley is an arts manager

with experience in cultural organisations at all levels of government and special expertise in the visual arts. She was appointed the director of Heide Museum of Modern Art in Melbourne in August 2003 and is a member of the Arts Management Advisory Committee, School of Creative Arts, at the University of Melbourne. Lesley was the director of Arts Victoria from 1997 to 2000 and is a former director of Artbank. Lesley has also worked for Sotheby's Melbourne, in local government cultural management and arts education, and has been a consultant in business planning and cultural policy to various state and federal arts organisations.



Shane Carroll (NSW)

DipDance *Australian Ballet School*

Shane was appointed chair of the Dance Board and a member of the Council for three years from 21 May 2003. She has worked as a professional dancer

with the Nederlands Dans Theater and the Sydney Dance Company. Since retiring from performing in 1987, Shane has been a regular guest teacher for The Australian Ballet and Bangarra Dance Theatre as well as many schools, institutions and universities. She has also been a member of a number of committees involved with the funding of professional dance practice, including the NSW Ministry for the Arts Dance Committee, Ausdance NSW and International Theatre Institute. Shane was a member of the Australia Council's Dance Board from 1991 to 1992.



Nicola Downer AM (SA)

BA (Hons)

Nicola was appointed to the Council as a community interest representative for three years from 18 December 2003 and is a member of the Decisions Review Committee. She is a

member of the State Theatre of South Australia Board of Governors, the Helpmann Academy Foundation Board and the Adelaide Cabaret Festival Advisory Committee. She was chair of Country Arts South Australia from 1999 to 2004 and president of Regional Arts South Australia until June 2004. Nicola has previously been a member of the Australia Council's Promoting the Value of Arts Steering Committee, the South Australian Maritime Museum Advisory Board, the South Australia Tourism Commission Board and the Adelaide Festival of Arts Board.



Peter Goldsworthy (SA)

MB BS *Adelaide*

Peter was appointed chair of the Literature Board and a member of the Council for three years from 4 December 2001 and was reappointed for an additional 18 months from 4 December 2004.

Since graduating in medicine, Peter has divided his time equally between medicine and the writing of novels, short fiction, poetry and libretti for opera, including the Helpmann Award-winning *Batavia*. His novels have been translated into most major European and Asian languages. Among his many literary awards are the 1982 Commonwealth Poetry Prize and the Australian Bicentennial Literary Prize for Poetry. His first novel for seven years, *Three Dog Night*, won the 2003 FAW Christina Stead award, and has been short-listed for numerous other awards. His *Collected Short Stories* was published in 2004. Several of his novels are being adapted for the stage, and several for film. Peter is also chair of the Libraries Board of South Australia.



Graeme Koehne (SA)

BMus (Hons) MMus DMus *Adelaide*

Graeme was appointed chair of the Music Board and a member of the Council for three years from 19 December 2002.

He has been senior lecturer in music at the University of Adelaide since 1993. Graeme was research affiliate and Harkness Fellow at Yale University from 1985 to 1987, and has served as a South Australian 'Arts Ambassador', the South Australian Government's Composer-in-Residence, chair of the Emerging Artists Panel of ArtSA and deputy chair of the Adelaide Chamber Orchestra. Among his best known works are the chamber opera *Love Burns*, the concerto for oboe and orchestra *Inflight Entertainment*, *High Art* for trumpet and orchestra, and the orchestral works *Rain Forest*, *Unchained Melody*, *Powerhouse* and *Elevator Music*. The success of Graeme's commissions for the Queensland Ballet, the Australian Ballet and the Sydney Dance Company (*Once Around the Sun*, *Nocturnes*, *1914*, *Tivoli*, *The Selfish Giant* and *Nearly Beloved*) established his reputation as Australia's foremost composer for ballet.



Adam Lewis (VIC)

MBA (Hons) *Illinois*
BElecEng (Hons)

Adam was appointed as a community interest representative to the Council for three years from 1 October 2001 and was reappointed for

an additional three years on 1 October 2004. He is also a member of the Audit Committee and the Decisions Review Committee. Currently managing partner of McKinsey & Company for Australia and New Zealand, he specialises in strategy and frontline performance improvements, and has applied these in the banking, telecommunications, biotechnology, manufacturing and logistics sectors. Adam was previously a member of the Melbourne International Film Festival Board.



Ian McRae (VIC)

CA

Ian was appointed chair of the Theatre Board and a member of the Council for three years from 24 July 2002 and was reappointed for an additional two years on 24 July 2005.

He is also chair of the Audit Committee. Ian has had a distinguished career as a senior administrator in the arts, including general manager of the Australian Ballet from 1991 to 2002 and administration manager at the Victorian Arts Centre. He is president of the Victorian College for the Arts, a member of the Australian International Cultural Council and the Tasmanian Arts Advisory Board, a director of Bangarra Dance Theatre and chair of the Australasian Classical Music Managers' Association. He was previously a chartered accountant with several business and accounting firms and has served on the boards of a number of arts industry bodies. He has been a member of the Board of the Heide Museum of Modern Art (1989–1998) and the Council of the Australian Ballet School (1990–1996) and was vice president of the Australian Entertainment Industry Association. He has also been a Board member of Bell Shakespeare Company and Orchestra Victoria and a member of the Victorian Council for the Arts.



Christine Pulvirenti (QLD)

BA *Deakin* AMusA AMEB

Christine was appointed as a community representative to the Council for three years from 24 July 2002 and was appointed chair of the Australia Council Multicultural Advisory

Committee by the Council in October 2002. She is also a member of the Decisions Review Committee. Christine is currently vice-president of the Regional Development Fund, Hinchinbrook; president of Hinchinbrook Arts Council; Far Northern regional director and vice-president of Queensland Arts Council; a member of State Board; a committee member of Art and Culture Regional Organisation of Councils (Northern Sector); a member of the Executive Committee of Ingham Arts Festival; entertainment coordinator of the Annual Australian Italian Festival in Ingham; and president of the Townsville and District Music Teachers Association. She has also been a board member of the Australian Festival of Chamber Music. Christine has been a professional music teacher for 35 years.



Dr Chris Sarra (QLD)

MEd BEd *QUT* PhD *Murdoch*

Chris was appointed chair of the Aboriginal and Torres Strait Islander Arts Board and a member of the Council for three years from 9 March 2005. In 2005 he was appointed director of the

Indigenous Education Leadership Institute in Queensland. Prior to that, from 1998, he was the principal of Cherbourg State School, a regional Aboriginal community school in Queensland. During this time, he developed highly innovative strategies to combat problems such as low results in literacy and numeracy, with amazing results. His academic research interests include Aboriginal identity within a contemporary society. Chris was named Suncorp Queensland of the Year in 2004. He is a NAIDOC and Deadly Award winner and was Australian of the Year finalist in 2005.



Chris Tassell AM (TAS)

MSc *Melbourne* BSc (Hons) *ANU*

Chris was appointed chair of the Community Cultural Development Board and a member of the Council for three years from 25 June 2002 (his term was then extended for an

additional month). He is currently director of the Queen Victoria Museum and Art Gallery in Launceston and holds a number of positions in cultural heritage organisations both in Tasmania and nationally.



Mel Ward AO (VIC)

BE (Hons) MEngSc *Queensland*, FTS IVA

Mel was appointed chair of the Major Performing Arts Board and a member of the Council for three years from 4 November 2002. He is also chair of the Finance

Committee. Mel is a director of Coca-Cola Amatil Ltd, Transfield Services Ltd, Insurance Manufacturers of Australia Pty Ltd, Macquarie Communications Infrastructure Group, Western Australian Newspapers, and ProMedicus Ltd. He was formerly managing director of Telecom Australia and chairman of Telecom Australia (International) Ltd. Mel was a director and chairman of the Australian Ballet between 1991 and 2002.



A staff member is elected by staff to represent them as an observer on the Council.

Ellie Prodromou, public relations officer for the Arts Development Division, was appointed to this position from October 2003–May 2005.

Mark Stapleton, manager of the Aboriginal and Torres Strait Islander Arts Board, was appointed staff representative in June 2005.

The Department of Communications, Information Technology and the Arts also has observer status on the Council. During the year this position was filled by **Dr Alan Stretton**, deputy secretary of Arts and Sport, **Lynn Bean**, acting deputy secretary of Arts and Sport, and **Mark Taylor**, acting general manager, Arts, Regional and Governance branch.

Richard Walley OAM (WA), chair of the Aboriginal and Torres Strait Islander Arts Board, completed his term on 30 November 2004.

Michael Snelling (Qld.), chair of the New Media Arts Board, completed his term on 1 November 2004.

Staff profile

The Council's staff profile reflects the diversity, flexibility and skills required to meet the changing needs of a dynamic arts sector. The Council's actual headcount at 30 June 2005 was 143, compared to 148 employees at the same time last year. This equates to 136.61 full-time equivalents.

Employee numbers by division as at 30 June 2005

Division	2004–05	2003–04
Arts Development	62	64
Aboriginal and Torres Strait Islander Arts	9	8
Audience and Market Development	22	18
Corporate Affairs, Office of the CEO and Artsupport	12	12
Finance and Services	15	16
Major Performing Arts	4	6
Policy Communication Research	19	24
Total	143	148

Employees broadly represent staff from Equal Employment Opportunity (EEO) targeted groups across all levels. The Council continues to focus on its employment targets for Aboriginal and Torres Strait Islander peoples, and people with a disability.

Data drawn from staff who volunteered the information

EEO Target Group	Representation 2004–05 (%)	Representation 2003–04 (%)
Female	76.5	75.7
Non-English speaking background	16.7	21.5
Aboriginal or Torres Strait Islander	1.4	1.4
People with a disability	2.1	2.0

Schedule and attendance of Council and committee meetings 2004-05

	Council		Finance Committee		Audit Committee		Nominations and Governance Committee	
	Meetings held while member	Meetings attended	Meetings held while member	Meetings attended	Meetings held while member	Meetings attended	Meetings held while member	Meetings attended
David Gonski	6	6	4	4	n/a	n/a	5	5
Terrey Arcus	6	6	4	4	n/a	n/a	5	5
Jennifer Bott	6	6	4	4	6	5	5	5
Lesley Alway	4	4	2	1	n/a	n/a	n/a	n/a
Shane Carroll	6	6	n/a	n/a	n/a	n/a	n/a	n/a
Nicola Downer	6	6	n/a	n/a	n/a	n/a	n/a	n/a
Peter Goldsworthy	6	6	n/a	n/a	n/a	n/a	n/a	n/a
Graeme Koehne	6	6	n/a	n/a	n/a	n/a	n/a	n/a
Adam Lewis	6	4	n/a	n/a	6	5	n/a	n/a
Ian McRae	6	6	n/a	n/a	6	6	n/a	n/a
Christine Pulvirenti	6	5	n/a	n/a	n/a	n/a	n/a	n/a
Chris Sarra	2	1	n/a	n/a	n/a	n/a	n/a	n/a
Michael Snelling	2	2	1	1	n/a	n/a	n/a	n/a
Christopher Tassell	6	6	n/a	n/a	6	5	n/a	n/a
Richard Walley	2	2	n/a	n/a	n/a	n/a	n/a	n/a
Mel Ward	6	5	4	4	n/a	n/a	n/a	n/a
Ellie Prodromou	5	5	n/a	n/a	n/a	n/a	n/a	n/a
Mark Stapleton	1	1	n/a	n/a	n/a	n/a	n/a	n/a

n/a = not applicable