



# Appendices



## Action plan for women

### Whole of government approach

We are committed to the advancement of women in cultural and artistic life and we are aware of the need to identify and redress discrimination against women when delivering services and programs. We acknowledge the needs and interests of women as a distinct occupational group and are supportive of strategies and initiatives that assist the advancement of women in the workplace.

### Women's interests and the arts

All our services, products and programs are available to women. In addition we offered specific programs for women:

- The seventh annual *Meroogal women's arts prize* with the theme *In the kitchen at Meroogal* received a record 150 entries which were exhibited in September in the newly opened Shoalhaven City Arts Centre in Nowra. Selected works toured to Bega and Bowral and were also shown in the Members Lounge at The Mint in Sydney. The purpose of the award is to encourage local women artists, raise the profile of art and craft in the local community, and increase awareness of women's history.
- For the eighth year Meroogal sponsored the Shoalhaven International Women's Day celebrations. Twenty-eight local women were nominated and received International Women's Day Awards for their contribution to the Shoalhaven community.

### Achievements under relevant key objectives

#### Promoting workplaces that are equitable, safe and responsive to all aspects of women's lives

The performance under this key objective is documented in the equal employment opportunity achievements in the Human Resources section of this report (see page 67).

#### Promoting the position of women in all aspects of society

We are committed to promoting the position of women in all aspects of society through the interpretation programs at our museums, exhibitions, publications and events. Many of these programs incorporate themes relating to the lives and experiences of women in

Australian society, and are targeted to, and attract, female audiences.

#### Elizabeth Bay House:

- We ran an adult education program that focused on women's work and their role in the early 19th century society.
- Artist Pip Stoke's installation *Reading Arcadia* focused on the work of Fanny Macleay, daughter of Eliza and Alexander Macleay, the original owners.
- A new panel on the Macleay women was included as part of the revision and replacement of the property's interpretation panels.

#### Hyde Park Barracks Museum:

- A special tour of the museum focusing on the female occupation of the site was held for the Women in Museums special interest group.

#### Meroogal:

- Diana Noyce, author of the Vaucluse House education program *Pickled, potted and preserved*, was the guest speaker at the third International Women's Day breakfast hosted by the Friends of the Southern Highlands Regional Gallery and held in conjunction with the 2004 tour of the *Meroogal women's arts prize* in Bowral.

#### Rouse Hill estate:

- An adult education program was run in conjunction with the Centre for Continuing Education at the University of Sydney looking at the lives of the six generations of women who lived at Rouse Hill house.

#### Susannah Place Museum:

- A new tour *Women of substance* was designed and conducted as part of International Women's Day focusing on the lives and achievements of women in The Rocks.

### Specific commitments under the Action Plan for Women

There are no specific commitments in the plan that refer to us.

## Associated organisations

### Foundation for the Historic Houses Trust of New South Wales

Howard Tanner (Chair)  
Marylyn Abbott

Victoria Alexander

Neville Allen

Zeny Edwards

Lynette Fern

Michael Heraghty

John Ingram

John Kehoe

Beat Knoblauch

Rodney Leaver

Clive Lucas OBE

William McLaughlin

Susan Rothwell

Stephen Wall

Peter Watts

Jill Wran

**General Manager:** Natalia Bradshaw

### Members of the Historic Houses Trust of New South Wales

Patron: Jack Munday AO

Graham Spindler (Chair)

Kathy Trelease (Deputy Chair)

Christopher Clague

Gaye Gleeson OAM

Jennifer Noble

Penelope Pike, Historic Houses

Trustees representative

Peter Watts/Charmaine Moldrich,

HHT staff representative

Elinor Wrobel

**General Manager:** Judy Pittaway

### Rouse Hill Hamilton Collection Pty Ltd

Peter Watts, HHT representative (Chair)

Nanette Ainsworth, Hamilton family representative

Neville Allen, HHT representative

Andrew Chalmers, HHT representative

Miriam Hamilton, Hamilton family representative

### Volunteers Forum

Diana Garder, Volunteer Coordinator (Chair)

Ruth Dornan, Vaucluse House representative

Helen Foster, Government House representative

Marion Gibbeson, Hyde Park Barracks Museum representative

Betty Harris, Elizabeth Bay House representative

Jan Whitten, Justice & Police Museum representative

Robin Guthrie, Rouse Hill estate representative

Kath Shuster, Susannah Place Museum representative

Anne Watson & Gillian Gibbons, Elizabeth Farm representative

## Committees

### Exhibitions Advisory Committee

Peter Watts, Director (Chair)

Paul Berkemeier, Architect and former Trustee

Dinah Dysart, arts writer, former gallery director and former Trustee

Dr Shirley Fitzgerald, City Historian, City of Sydney and former Trustee

Susan Hunt, Head Curator, Museum of Sydney

Elaine Lawson, Trustee

Caro Llewellyn, Director, Sydney Writers Festival

Caroline Mackaness, Manager, Property Operations (Acting)

Megan Martin, Manager Caroline Simpson Library & Research Collection

Tim McCormick, antiquarian bookseller

Charmaine Moldrich, Assistant Director, Marketing & Business Development

Judith O'Callaghan, Senior Lecturer, Faculty of the Built Environment, UNSW

Richard Taylor, Exhibitions Coordinator (Acting)

Helen Temple, Deputy Director

Peter Tonkin, architect and Trustee

Jackelin Troy, colonial historian, linguist and anthropologist

### Finance & Audit Committee

Martyn Mitchell, Trustee (Chair)

Andrew Chalmers, Manager, Finance & Systems

Bruce McWilliam, Trustee

Nicholas Malaxos, Assistant Director, Management Services

Peter Watts, Director

Jill Wran, Chairman

### Finance Committee

Andrew Chalmers, Manager, Finance & Systems (Chair)

Nicholas Malaxos, Assistant Director, Management Services

Charmaine Moldrich, Assistant Director, Marketing & Business Development

Helen Temple, Deputy Director

Peter Watts, Director

### Occupational Health & Safety Committee

Andrew Mitchell, Manager, Rose Seidler House (Chair)

Vladimir Blagonic, Guide, Elizabeth Farm

Nerida Campbell, Assistant Curator, Justice & Police Museum

Peter Campbell, Museum Assistant, Government House

Steven Collyer, Guide, Vaucluse House

Kate Harris, Collections Officer, Collections Management Unit

Tewe Henare, Museum Assistant, Museum of Sydney

Fran Jackson, Farm Manager, Rouse Hill estate

Tony Katsigiannis, Manager, Human Resources

Barbara Konkolowicz, Curator, Meroogal

Graeme Lloyd, Gardener, Vaucluse House

Geoff Marsh, Guide, Susannah Place Museum

Damian Poole, Venues Manager

Deborah Ward, Administrative Assistant, Public Programs Unit

Tony Wilkinson, Guide, Hyde Park Barracks Museum

Karen Young, Assistant Exhibitions Officer

### Publications Committee

Peter Watts, Director (Chair)

Peter Barnes, Retail Manager

Rebecca Kaiser, Editorial Manager, Allen & Unwin

Caroline Mackaness, Manager, Property Operations (Acting)

Roger Mackell, Proprietor, Gleebooks

Margaret McAllister, Publications Officer

Charmaine Moldrich, Assistant Director, Marketing & Business Development

Marc Nolan, Publishing Operation Director, Thomson Legal & Regulating Ltd

Vani Sripathy, Publications Officer

Helen Temple, Deputy Director

### Public Programs Committee

Peter Watts, Director (Chair)

Susan Hunt, Head Curator, Museum of Sydney

Caroline Mackaness, Manager, Property Operations (Acting)

Charmaine Moldrich, Assistant Director, Marketing & Business Development

Judy Pittaway, General Manager, Members of the Historic Houses Trust

Helen Temple, Deputy Director

Mark Viner, Manager, Public Programs Unit

### Security Committee

Nick Malaxos, Assistant Director, Management Services (Chair)

Dayn Cooper, Manager, Hyde Park Barracks Museum & The Mint

Steve Dawkins, Manager, Government House

Michael McGrath, Administration Manager

### Staff and Management Participatory and Advisory Committee

Inara Walden, Curator, Museum of Sydney (Chair)

Anna Cossu, Curator/Manager, Susannah Place Museum (PSA delegate)

Tony Katsigiannis, Manager, Human Resources

Ann Frederick, Cultural Programs Officer, Public Programs Unit

Rebecca Guerrero, Education Officer

Fran Jackson, Farm Manager, Rouse Hill estate

Monica Leach, Manager/Chief Guide, Rouse Hill estate

Nicholas Malaxos, Assistant Director, Management Services

Cassandra Morgan, Officer Manager, Justice & Police Museum

Peter Watts, Director

## Disability access policy achievements

The Trustees adopted a revised Disability access policy in June 2005. The policy was developed in accordance with government guidelines, addressing the identified key priority areas. A new action plan for 2005–07 is being developed. The plan is updated each year and aims to make all properties and programs accessible to the whole community, including those with disabilities, within the constraints of our duties to conserve and interpret our properties.

| Priority area for action                      | Goals/targets   | Reporting strategies  | Outcomes/achievements   |
|---|---|---|---|
| <b>Physical access</b>                        | <b>To provide physical access to our museums, taking into account the conservation requirements.</b>                                | Museums and units to report where relevant on progress toward improved provision of physical access as planned in the annual Action Plans.  | <p><b>Hyde Park Barracks Museum</b></p> <ul style="list-style-type: none"> <li>The touch table in the museum was enhanced and artefacts changed to enable sight impaired visitors to 'feel' a range items associated with the barracks.</li> <li>New taps were installed in the cafe toilets for ease of access.</li> </ul> <p><b>Museum of Sydney</b></p> <ul style="list-style-type: none"> <li>An audiovisual display component of the exhibition <i>The studio of Jørn Utzon: creating the Sydney Opera House</i> was subtitled, providing access for people with a hearing impairment.</li> </ul> <p><b>Vaucluse House</b></p> <ul style="list-style-type: none"> <li>A designated disability car space was established close to the house.</li> </ul> |
| <b>Promoting positive community attitudes</b> | <b>To promote positive community attitudes through an active program of inclusive activities for events and education programs.</b> | To conduct, continue and consolidate inclusive projects by the museums/units as per the annual Action Plans.  | <p><b>Education Unit</b></p> <ul style="list-style-type: none"> <li>A program of outreach visits from Elizabeth Farm, Government House and Hyde Park Barracks Museum was developed for the Westmead Children's Hospital School, which provides services within the hospital for students and their siblings .</li> </ul> <p><b>Rouse Hill estate</b></p> <ul style="list-style-type: none"> <li>Ten students with high functioning autism from Rouse Hill Primary School participated in the Art Alive program.</li> <li>Six students with behavioural disorders from Casuarina Riverstone Public School participated in an education program.</li> </ul>   |
| <b>Staff training</b>                         | <b>To provide staff training on disability access issues.</b>   | To offer opportunities for staff training that provides information about legislative responsibilities, people with disabilities and services that are available within the organisation and the general community. | There was no training undertaken in this financial year.  |

| Priority area for action                      | Goals/ targets  | Reporting strategies   | Outcomes/achievements  |
|---|---|--|--|
| <p><b>Information about services</b></p>      | <p><b>To improve communication and information about programs and services.</b></p>                                 | <p>Include disability access information in print materials and on the website, and provide alternative methods for people to contact the HHT.</p> | <ul style="list-style-type: none"> <li>• Our general promotional brochure and website provide access information for all our museums, using universal symbols and text to denote wheelchair accessibility, car parking, access restrictions and the availability of alternative format guides and other resources.</li> <li>• The following text is included on the introductory page of each quarterly <i>Events</i> calendar: 'The Historic Houses Trust welcomes all visitors to its properties and programs. Access information regarding properties and events listed in this calendar can be found on our website or by telephoning individual properties or the box office on T 02 8239 2211.'</li> <li>• A teletypewriter telephone (TTY) is located at Susannah Place Museum and the telephone number 02 9241 5866 appears on all promotional and advertising material.</li> <li>• Our information email account (info@hht.net.au) is checked and responded to daily and all inquiries forwarded to the appropriate contact within the organisation.</li> <li>• Our information telephone number (02 8239 2442) is accessible 24 hours and is updated with current what's on information on a weekly basis to keep information up to date.</li> <li>• A quarterly ebulletin (TRUSTeNEWS) is distributed to further promote events, exhibitions, properties and services. Recipients can subscribe to this service via our website or can opt in over the telephone at the time they are booking for an event or activity through the box office.</li> <li>• We published three online databases: the Colonial Plant database; the Library &amp; Research Collection catalogue and our Museum Collections catalogue of wallpapers and floorcoverings.</li> </ul> |
| <p><b>Employment in the public sector</b></p> | <p><b>To adhere to the principles of equity and access in recruitment.</b></p>                                      | <p>To encourage staff members to participate fully and accommodate needs for adjustment where reasonable.</p>                                      | <ul style="list-style-type: none"> <li>• We employ 11 members of staff with a disability (5.5% EFT) of which none require any form of adjustment to the workplace.</li> <li>• Our consultative committee, SAMPAC, has 10% representation from staff with disabilities.</li> <li>• All our recruitment information is available electronically and we include the TTY number on all employment advertisements.</li> </ul>   |
| <p><b>Complaints</b></p>                      | <p><b>To ensure that effective procedures are in place that consider the needs of people with a disability.</b></p> | <p>To handle any complaints about disability access effectively.</p>   | <p>There were no complaints in this financial year.</p>  |

## Credit card certification

The HHT has a policy for the use of credit cards by senior staff, which is in accordance with Premier's Memoranda and Treasurer's Directions.

## Electronic service delivery

The following services are available electronically via the internet:

- the website at [www.hht.net.au](http://www.hht.net.au)
- all appropriate government publications (for reference only and not sales over the internet)
- HHT annual reports from 2001 to 2005

## Ethnic affairs priority statement

We are committed to the principles of cultural diversity as outlined in section 3 of the *Ethnic Affairs Commission Act 1979* and participated in the following activities to achieve the goals:

### Social justice – key result area one

We continued our English as a Second Language (ESL) education programs and tours this year, attracting 6,203 students.

We offer free printed language guides to eight of our 11 museums in:

- Chinese
- French
- German
- Italian
- Japanese
- Korean
- Spanish

There are no printed guides for Meroogal, Rose Seidler House and Rouse Hill estate where access is via guided tour only.

A self-guided worksheet was developed to enrich the experience for Japanese students visiting Hyde Park Barracks Museum and the Museum of Sydney.

### Future directions

Continue to provide these services.

### Community harmony – key result area two

#### Government House

- The Aboriginal flag was flown to coincide with the Message Sticks festival and during NAIDOC week.

#### Hyde Park Barracks Museum

- We hosted a citizenship ceremony where 25 people received Australian citizenship in the presence of representatives from the Department of Immigration, Multicultural and Indigenous Affairs and our Chairman Jill Wran.
- Approximately 150 members of the Irish community attended a remembrance ceremony to commemorate the Great Irish Famine and place wreaths at the *Australian Monument to the Great Irish Famine*.

#### Museum of Sydney

- We toured the exhibition *Getting married* to Griffith Regional Gallery. This photographic exhibition showcased the wedding rituals of people from a range of different cultural backgrounds.
- The exhibition *Cape Town: halfway to Sydney 1788–1870* about the early 19th century Cape colony featured several public programs that built links with the local South African community.
- The *Contact!* education program, developed with the Royal Botanic Gardens, used a range of sources to investigate the colonisation of the Sydney area and the nature of contact between Indigenous peoples and the colonisers. Eight hundred and thirty nine students attended the program.

#### Vaucluse House

- A multi-dimensional public seminar *A meeting by the waterfall* concerning pre-European occupancy of the Vaucluse House site, was held in July during NAIDOC week, involving presenters from the La Perouse Aboriginal Land Council, Australian Museum, National Parks & Wildlife Service (NPWS) and the Royal Botanic Gardens.
- A new public program *Graven images in Wentworth land*, built around representatives of the La Perouse Aboriginal Land Council and NPWS, recovered Aboriginal rock art on the

Vaucluse House site not seen since their registration in 1980.

- The annual Wisteria Day, convened in association with the Australia-China Friendship Society, is a commemoration of spring and the Chinese origin of *W sinensis* (wisteria) which graces the facade of the main house. Special garden tours were run to reveal a multitude of oriental specimens in the garden.

### Future directions

To continue to program for culturally diverse audiences.

### Economic and cultural opportunities – key result area three

We spent \$9,100 to advertise programs to various non-English speaking background (NESB) communities.

We have 32 members of staff from NESBs (16% EFT), 22 of whom spoke a language other than English as a child. Three NESB staff were recruited this year, of whom two spoke a language other than English as a child. There were no resignations from this group.

Two of the four members of the Executive, 30% of staff members on SAMPAC, and 25% of staff members on the OH&S Committee are from NESBs.

### Future directions

Continue to advertise in the NESB print and electronic media.

To recruit more NESB staff and ensure they have equal opportunities and access to staff development and training.

## Freedom of information

No requests were received this year.

To access documents under the *Freedom of Information Act 1989*, please apply in writing to:

Nicholas Malaxos  
 Assistant Director, Management Services  
 Historic Houses Trust  
 The Mint, 10 Macquarie Street  
 Sydney NSW 2000  
 T 02 8239 2288  
 F 8239 2299  
 nickm@hht.net.au

A \$30 (GST included) fee will be charged for the service. Arrangements can be made to obtain copies or inspect documents by contacting the above officer.

## Human resources

### Monetary amount of recreation leave and long service leave entitlements

|                                  | Liability   | Taken     |
|----------------------------------|-------------|-----------|
| Recreation leave at 30 June 2005 | \$802,430   | \$422,924 |
| Extended leave at 30 June 2005   | \$1,377,570 | \$69,904  |

### Exceptional movements in employee wages, salaries and allowances

From February 2005, a 4% salary increase came into effect and was backdated to 1 July 2004.

### Polices and practices

- Created several new part-time and full-time guiding positions to reduce the organisation's reliance on casual staff working regular shifts.
- Implemented electronic payslips to speed up delivery.
- Reviewed the operation of the Flexible Working Hours Agreement by seeking feedback from staff and managers.
- Reviewed probation periods for new staff. As a result, the 12-month probation for permanent employees was reduced to six months, and a three-month probation was introduced for long-term temporary employees.
- Developed a draft anti-bullying policy that was approved by the Executive and submitted to SAMPAC.
- Updated the employee handbook.

### Future directions

- Issue the updated employee handbook.
- Revise and update the Code of Conduct.
- Implement the electronic distribution of the staff newsletter *Hot property*.
- Investigate upgrading the payroll computer system to improve financial and statistical reporting.
- Offer a management development program to staff who have management responsibilities.

### Equal employment opportunity (EEO)

#### Our self assessed outcomes for the year:

- Revised the Grievance Policy in line with the Award.
- Continued to replace casual positions with part-time and full-time positions wherever possible.

#### Future directions

- Implement an anti-bullying policy.
- Review the performance appraisal system.
- Identify an appropriate Indigenous employment strategy and establish a joint initiative with other agencies.
- Revise recruitment and EEO data collection.

### Occupational Health & Safety (OH&S)

#### Constitution

The OH&S constitution was amended to change the election cycle. From March 2005 the full committee will be up for re-election and following this, elections will be held every two years. The committee was also expanded to include a staff member from the Public Programs Unit and The Mint.

#### Risk Assessments

Vaucluse House and Government House developed a significant number of risk assessments covering all aspects of their operations; these will serve as templates for other properties.

| Trends in the distribution of EEO Groups (as at 30 June 2005) |                                 |      |
|---|---------------------------------|------|
| EEO groups  | Distribution index <sup>1</sup> |      |
|   | Benchmark or target             | 2005 |
| Women   | 100                             | 73%  |
| Aboriginal and Torres Strait Islanders                        | 100                             | 3%   |
| People whose first language was not English                   | 100                             | 96%  |
| People with a disability                                      | 100                             | n/a  |
| People with a disability requiring work-related adjustment    | 100                             | n/a  |

| Trends in representation of EEO Groups (as at 30 June 2005) |                               |      |
|---|-------------------------------|------|
| EEO groups  | % of total staff <sup>2</sup> |      |
|   | Benchmark or target           | 2005 |
| Women   | 50%                           | 65%  |
| Aboriginal and Torres Strait Islanders                      | 2%                            | 0%   |
| People whose first language was not English                 | 12%                           | 5%   |
| People with a disability                                    | 12%                           | 5%   |
| People with a disability requiring work-related adjustment  | 7%                            | 0%   |

<sup>1</sup> A distribution index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. The Distribution Index is automatically calculated by the software provided by ODEOPE.

<sup>2</sup> Excludes casual staff.

### Inspections

Inspections continued using the 'buddy system' in which representatives from different areas of the organisation team-up to conduct inspections.

### Working from home

An OH&S checklist and an equipment register for staff working from home was developed.

### Procedures Manual

The OH&S Procedures Manual was reviewed and updated and is available to all staff electronically.

### Training

Six staff attended a WorkCover Accredited OH&S committee consultation course.

### Resources

The OH&S library was extended by adding material safety data sheets for a variety of chemicals used in the office, farm and house, as well as information on office ergonomics.

## Overseas travel

Scott Carlin, Curator, Government House, travelled from 30 August to 16 October 2004 to England, Scotland and France to attend a Royal collection studies course, record an oral history interview with Jannis Kardamatis for Elizabeth Bay House, and follow up research leads and acquisitions relevant to HHT properties.

## Printing costs of Annual Report

Five hundred copies of this report were printed at total cost of \$18,529.70 ie \$37 per unit. This included printing costs of \$17,709.59, photography costs of \$600 and indexing costs of \$220. The report was written and designed by staff. It is available on our website at [www.hht.net.au](http://www.hht.net.au). To locate a PDF copy, follow the prompts under 'About Us'.

## Sponsorship & fundraising

### Sponsors

#### AGL

Naming rights sponsor:

- AGL Theatre at the Museum of Sydney

#### City of Sydney

Cash sponsor:

- *Sydney open*

#### European Catering

Catering sponsor:

- *Jailed: penitentiary to private prison 1840–2000* launch at the Justice & Police Museum

#### IPAC

Cash sponsor:

- *Cook's sites* at the Museum of Sydney
- *Art of flowers* at Government House
- *Jazz in the garden* at Vaucluse House

#### Patrick Corrigan

Cash sponsor:

- *Images of Sydney* photographic competition

#### Penfold Buscombe

In-kind print sponsor:

- *Rex & Max Dupain's Sydney* and *The studio of Jørn Utzon: creating the Sydney Opera House* at the Museum of Sydney

#### Phototechnica

In-kind photographic sponsor:

- *Rex & Max Dupain's Sydney* at the Museum of Sydney

#### Raleigh

In-kind paper sponsor:

- *Rex & Max Dupain's Sydney* and *The studio of Jørn Utzon: creating the Sydney Opera House* at the Museum of Sydney

#### Rex Dupain

In-kind sponsor:

- *Images of Sydney* photographic competition

#### Ricoh

In-kind camera sponsor:

- *Images of Sydney* photographic competition

### Rider Hunt

Cash sponsor:

- *The studio of Jørn Utzon: creating the Sydney Opera House* at the Museum of Sydney

### Rosemount Estate

Wine sponsor:

- *Jailed: penitentiary to private prison 1840–2000* launch at the Justice & Police Museum.
- *Rex & Max Dupain's Sydney, The studio of Jørn Utzon: creating the Sydney Opera House* and *Cape Town: halfway to Sydney 1788–1870* launches at the Museum of Sydney

### Sofitel Wentworth Sydney

Hotel sponsor

### Sydney Opera House Trust

Cash sponsor:

- *The studio of Jørn Utzon: creating the Sydney Opera House* at the Museum of Sydney

### Tanner Architects

Cash sponsor:

- *The studio of Jørn Utzon: creating the Sydney Opera House* at the Museum of Sydney

### Toast Food

In-kind catering sponsor:

- Sponsorship functions

### Trippas White

In-kind catering sponsor:

- Sponsorship functions

### Time Colour Graphics

In-kind print sponsor:

- *Sydney open*

### Media sponsors

#### Adshel

In-kind outdoor media sponsor:

- *Rex & Max Dupain's Sydney, Sydney open, The studio of Jørn Utzon: creating the Sydney Opera House*
- Overall branding campaign for the organisation

### Avant Card Postcards

In-kind sponsor:

- *Jailed: penitentiary to private prison 1840–2000* at the Justice & Police Museum
- Australia Day campaign

- Overall branding campaign for the organisation and the distribution of the annual events and exhibition calendars

#### **The Daily Telegraph**

##### **In-kind media sponsor:**

- Rex & Max Dupain's Sydney* and the *Images of Sydney* photographic competition

#### **Fundraising, Foundation for the Historic Houses Trust of New South Wales**

##### **Macquarie Governor (\$100,000)**

Anonymous

##### **Hunter Governors (\$25,000)**

Antoinette Albert  
Robert Albert AO  
Julian Beaumont  
Zeny Edwards  
John Fairfax AM  
Maple-Brown Family Charitable Foundation Ltd

##### **Phillip Governors (\$10,000)**

David Adams  
Nanette Ainsworth  
Neville Allen  
Kate Armati  
Edwina Ballieau  
Sir Ron Brierley  
Tim Casey  
Greg Crone  
Michael Crouch AO  
Ashley Dawson-Damer  
Robert Domabyl  
The late Amana Finley  
Peter Keel  
Clive Lucas OBE  
John Matheson  
Jane McAloon  
Leonie McKillop  
Michael Morgan  
Geoff O'Connor  
Jack Ritch  
Margaret Rose  
Penelope Seidler  
Kerry Stokes AO  
Colin Sullivan

Howard Tanner  
Nola Tegel  
Peter Tyree  
Stephen Wall  
Lesley Wild  
Patrick Wilde  
Jill Wran

#### **Endangered Houses Fund**

##### **Gold (\$200,000)**

Garry Rothwell

##### **Silver (\$100,000)**

Guy Paynter  
Harry Triguboff AO  
Walker Corporation Pty Ltd  
Westfield Group

##### **Bronze (\$50,000)**

Tim Ambler  
David Baffsky AO  
Brendan Crotty  
Robert Whyte

##### **Other donations (\$5,000 and above)**

Luca Belgiorno-Netis  
Macquarie Bank Foundation  
Macquarie Private Bank  
Maple-Brown Family Charitable Foundation Ltd  
Geoff O'Connor  
John & Kay Valder

## **Staff list**

#### **Directorate**

Peter Watts, Director  
Jo Anne Pomfrett, Project Officer  
Dianne Russell-Smith, Personal Assistant

#### **Management Services Division**

Nicholas Malaxos,  
Assistant Director, Management Services

#### **Administration**

Michael McGrath, Administration Manager  
John Morgan, Legal Officer  
Michael Larkin, Stores Manager  
Merrin Marks, Assets & Procurement Officer

Colleen Kremer, Records Manager  
Robyn Quartullo, Administration Officer  
Brian Sear, Museum Assistant  
Bruce Crowther, Driver/General Assistant

#### **Finance & Systems**

Andrew Chalmers, Manager Finance & Systems  
Alan Sanderson, Senior Finance Officer  
Rita Foley, Accounts Supervisor  
Vimala Jayadevan, Accounts Clerk  
Kenneth Webb, Accounts Clerk  
Christopher Rea, Systems Manager  
Anthony Boros, IT Support Officer

#### **Human Resources**

Tony Katsigiannis, Manager, Human Resources  
Ashley Jacob, Personnel/Payroll Supervisor  
Denis Loos, Personnel/Payroll Officer  
Ruth Stig, Project Officer

#### **Marketing & Business Development Division**

Charmaine Moldrich, Assistant Director, Marketing & Business Development  
Clare Strong, Project Officer

#### **Design**

Tessa Scott, Senior Display Planner (Acting)  
Hana Rocak, Designer (Acting)  
DoDo Sin, Desktop Publisher

#### **Marketing**

Charlotte Grant, Marketing Manager  
Annie Page, Contract Publicist  
Melanie Flanigan, Tourism Coordinator  
Pascale Hastings, Marketing Coordinator (Acting)  
Katinka Kemp, Box Office Assistant (Acting)

#### **Retail**

Peter Barnes, Retail Manager  
Debbie Tanna, Merchandise Supervisor  
Sandra Christie, MOS Shop Manager

Rachel Burton, MOS Shop Assistant  
Jessica Cootes, MOS Shop Assistant  
Irene Karageorgiou, Merchandise Officer  
Charlotte Greene, Casual Stock  
& Sales Assistant

#### **Sponsorship**

Natasha Dochniak, Sponsorship Manager  
Matthew Jones, Administrative Assistant

#### **Venues**

Damian Poole, Venues Manager  
Tingan Emery, Sales & Marketing Coordinator  
Irene Toynbee, Events Coordinator  
Mason Dean, Audiovisual Coordinator  
Caroline Mackie, Reception Team Leader  
Gillian Redman-Lloyd, Receptionist  
Vicky Tycho, Receptionist  
Brendan O'Connell, Event Supervisor  
Daniel Threlfall, Event Coordinator

#### **Properties Division**

Helen Temple, Deputy Director  
Caroline Mackaness, Manager, Properties  
Operations (Acting)  
David Wilson, Building Trades  
& Maintenance Manager  
Caroline Butler-Bowdon, Project Curator  
Sally Webster, Project Curator  
John McPhee, Visiting Curator  
Jane Kelso, Project Officer – Research  
Louise Ruddock, Project Officer  
Virginia Eales, Clerical Officer

#### **Collections Management**

Tamara Lavrencic, Collections Manager  
Caroline Lorentz, Loans Manager  
Bronwyn McKenzie, Loans Officer  
Jennifer Olman, Database Manager  
Jennifer Exton, Collections Officer  
Kate Harris, Collections Officer  
Fiona Hercus, Clerical Officer  
Shana Satyanand, Project Officer

#### **Education**

Fabienne Virago, Senior  
Education Officer (Acting)  
Rebecca Guerrero, Education Officer  
Janet Rentz, Education Officer  
Diana Garder, Volunteer Coordinator  
Tabitha Charles, Clerical Officer

#### **Exhibitions & Publications**

Richard Taylor, Exhibitions Coordinator  
(Acting)  
Tim Girling-Butcher, Exhibitions Officer  
Beth Hise, Exhibitions Officer  
Peter Burne, Assistant Exhibitions Officer  
Joanna Gilmour, Assistant Exhibitions Officer  
Karen Young, Assistant Exhibitions Officer  
Margaret McAllister, Publications Officer  
Vani Sripathy, Publications Officer  
Kieran Larkin, Coordinator Exhibitions  
& Documentation  
Louise Cornwall, Senior Display Planner  
Trudi Fletcher, Display Planner  
Patrick Leong, Display Planner  
Cathy Osborne, Display Planner  
Bruce Smythe, Display Planner  
Beau Vandenberg, Contract Designer  
Michelle Andringa, Rights &  
Permissions Officer  
Justin Maynard, Multimedia Coordinator  
Gillian O'Reilly, Office Manager

#### **Caroline Simpson Library & Research Collection**

Megan Martin, Manager  
Joanna Nicholas, Curator  
Michael Lech, Assistant Curator  
Matthew Stephens, Reference Librarian  
Penelope Gill, Library Technician

#### **Public Programs**

Mark Viner, Manager  
Carmel Aiello, Cultural Programs Officer  
Ann Frederick, Cultural Programs Officer  
Mark Lillis, Cultural Programs Officer  
Deborah Ward, Administrative Assistant

#### **Elizabeth Bay House**

Suzanne Bravery, Curator/Manager  
Bella Binder, Office Manager  
Gordon Fehross, Guide  
Scott Hill, Guide  
Taline Kalaidjian, Guide  
Jennifer Christie, Casual Guide  
Sean Cordeiro, Casual Guide  
Stephen Gapps, Casual Guide  
Robin McHugh, Casual Guide  
Diana Noyce, Casual Guide  
Mary Stewart, Casual Guide

#### **Elizabeth Farm**

Gary Crockett, Curator/Manager  
Hannah Gordon, Chief Guide  
Renee Fryer, Assistant Manager  
Ann Steng, Gardener  
Vladimir Blagonic, Guide  
Jade Boys, Guide  
Melanie Eagleston, Guide  
Karina Hanemann, Guide  
Llynden Salt, Guide  
Robyn Whight, Guide  
Sally Biskupic, Casual Guide  
Elizabeth Black, Casual Guide  
Lisa-Maree Botticelli, Casual Guide  
Carolyn Croker, Casual Guide  
Jacqueline Dalton, Casual Guide

**Government House**

Ann Toy, Supervising Curator  
 Steve Dawkins, Manager  
 Scott Carlin, Curator  
 Peter Francis, Building Services Manager  
 Cornelia Gartner, Hospitality Coordinator  
 Georgina Brackstone, Administrative Assistant  
 Sharon Howe, Chief Guide  
 Linda Drew-Smith, Guide  
 Mark Hamilton, Guide  
 Paul Sabatier, Guide  
 Nicole Forsyth, Casual Guide  
 Sabina Kruzejilenan, Casual Guide  
 Gail Philpott, Casual Guide  
 Peter Campbell, Museum Assistant  
 Rick Santucci, Museum Assistant

**Hyde Park Barracks Museum**

Kieran Hosty, Supervising Curator  
 Dayn Cooper, Manager Hyde Park Barracks  
 Museum & The Mint  
 Bridget Berry, Assistant Curator  
 Leonie Smallwood, Chief Guide  
 Carole Best, Guide  
 Kathryn Brown, Guide  
 Kate Ermacora, Guide  
 Aimee Falzon, Guide  
 Michael Lozinski, Guide  
 Linda Shakiba, Guide  
 Tamara Wassner, Guide  
 Jennifer White, Guide  
 Tony Wilkinson, Guide  
 Coralie Augustesen, Casual Guide  
 Sacha Sata, Museum Assistant  
 Julius Medgyessy, General Assistant

**Justice & Police Museum**

Caleb Williams, Curator/Manager  
 Nerida Campbell, Assistant Curator  
 Megan Parnell, Assistant Curator  
 Antonio Valdes, Building Services Manager  
 Cassandra Morgan, Office Manager  
 David Openshaw, Chief Guide  
 Maureen Clack, Guide

Victor Johnson, Guide  
 Katherine Spinks, Guide  
 Mark Yabsley, Guide  
 Kylie Gillespie, Casual Guide  
 Margaret Shain, Casual Guide

**Meroogal**

Barbara Konkolowicz, Curator  
 Sandra Lee, Manager  
 Cheryl Scowen, Gardener  
 Jessica Bates, Casual Guide  
 Gwendolin Chappelow, Casual Guide  
 Sally Gjedsted, Casual Guide  
 Gabe Hart, Casual Guide  
 Alexandra Orr, Casual Guide  
 Martin Parkinson, Casual Guide  
 Jen Saunders, Casual Guide  
 Ruth Sykes, Casual Guide  
 Michael Webster, Casual Guide

**The Mint**

Robert Griffin, Supervising Curator  
 Barry McGregor, Project Coordinator

**Museum of Sydney**

Susan Hunt, Head Curator  
 John Hoey, Manager  
 Inara Walden, Curator  
 Lucy Prior, Assistant Manager  
 Annie Campbell, Assistant Curator  
 Matthew Holle, Building Manager  
 Jan Conti, Venues Manager  
 Erin Kuch, Receptionist  
 Mark Sanfilippo, Chief Guide  
 Scott Cumming, Guide  
 Ruth Hessey, Guide  
 Nicola Sinclair, Guide  
 Toshie Swift, Guide  
 Elizabeth Tyson, Guide  
 Jonathan Brown, Casual Guide  
 Russell Garbutt, Casual Guide  
 Richard Boxhall, Casual Audiovisual  
 Technician

Michael Hanlon, Casual Audiovisual  
 Technician

Rob Joyner, Casual Audiovisual Technician  
 Ian Shadwell, Casual Audiovisual Technician  
 Tewe Henare, Museum Assistant

**Rose Seidler House**

Andrew Mitchell, Manager

**Rouse Hill estate**

Fergus Clunie, Curator  
 Maria Martin, Assistant Curator  
 Monica Leach, Manager/Chief Guide  
 Fran Jackson, Farm Manager  
 Matthew Scott, Housekeeper  
 Helena Tshien, Receptionist  
 Karlene Dimbrowsky, Guide  
 Belinda Mitrovich, Guide  
 Rebecca Turnbull, Guide  
 Wendy Brady, Casual Guide  
 Angela Donald, Casual Guide  
 Jennifer Hill, Casual Guide  
 Pam Keirs, Casual Guide  
 Margaret Lewis, Casual Guide  
 Ngaire McCubben, Casual Guide  
 Isa Menzies, Casual Guide  
 Marianne Rhydderch, Casual Guide  
 Shirley Seale, Casual Guide  
 Katherine Porter, Casual General Assistant

**Susannah Place Museum**

Anna Cossu, Curator/Manager  
 Sara Lennon, Guide  
 Geoff Marsh, Guide  
 Alda Scofield, Guide  
 Vanessa Barratt, Guide  
 Wendy Friedman, Casual Guide  
 Luisa Vasile, Casual Guide

**Vaucluse House**

Lynn Collins, Curator/Manager

Mandy O'Bryan, Office Manager

Angela Sanfilippo, Chief Guide Vaucluse House & Elizabeth Bay House

Steven Collyer, Guide

Nicholas Hobbs, Guide

Karen Reiner, Guide

Philippa Reynolds, Guide

Shinae Stowe, Guide

Helen Richards, Guide

Melinda Kirwin, Casual Guide

Lynne Morgan, Casual Guide

Jemima Mowbray, Casual Guide

Catherine Reynolds, Casual Guide

Dave Gray, Head Gardener

Silas Clifford-Smith, Gardener

Naomi Jeffs, Gardener

Graeme Lloyd, Gardener

Shayne Roberts, Garden Labourer

**Foundation for the Historic Houses Trust**

Natalia Bradshaw, General Manager

David Hely, Events Coordinator

**Members of the Historic Houses Trust**

Judy Pittaway, General Manager

Casilde Blancodini, Administration & Membership Manager

Katerina Skoumbas, Events Coordinator