

BOTANIC GARDENS TRUST

ANNUAL REPORT

2003 – 2004



Botanic Gardens Trust  
SYDNEY

## LETTER TO THE MINISTER

The Hon. Bob Debus MP  
Minister for the Environment  
Parliament House, Sydney 2000

Dear Minister

I have great pleasure in presenting the 2003–04 Annual Report of the Royal Botanic Gardens and Domain Trust for presentation to Parliament.

This Report covers in full the Trust's activities and Statement of Accounts in accordance with the *Royal Botanic Gardens and Domain Trust Act 1980*, the *Annual Reports (Statutory Bodies) Act* and the *Annual Reports (Statutory Bodies) Regulations*.

Yours sincerely



Greg Martin  
Chairperson, Royal Botanic Gardens and Domain Trust

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Trust website  
[www.rbgsyd.nsw.gov.au](http://www.rbgsyd.nsw.gov.au)

## DIRECTOR GENERAL'S FOREWORD



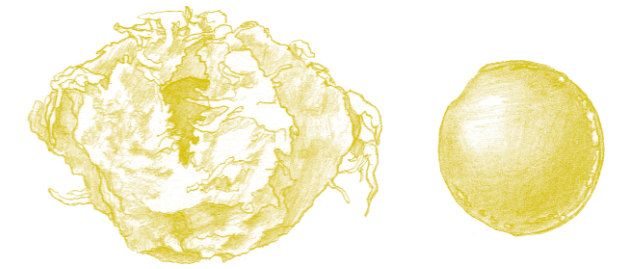
I am very pleased to provide this year's Foreword to the Botanic Gardens Trust Annual Report. The year saw the establishment of the new Department of Environment and Conservation (DEC), a Department which includes the former Environmental Protection Agency, New South Wales National Parks and Wildlife Service, Resources NSW and the Botanic Gardens Trust.

The new Department has benefited significantly through its association with both the people and the work of the Trust. Collaboration encouraged within the Department has already led to better outcomes for the environment and conservation. There are many examples, ranging from better linking the scientific work of the former separate agencies, to working together on sustainable programs to reduce pesticide use and conserve water. The skills and knowledge of staff across the whole Department have been tapped to help us solve some longstanding threatened species issues. Other benefits to the Trust have come from sharing corporate and other services available through the larger Department.

This has been a year of significant change but, importantly, it has also been a year of building new linkages and collaboration within the portfolio of the Minister for the Environment and thereby strengthening the Government's commitment to environmental sustainability. I would like to thank the Trustees and the staff of the Botanic Gardens Trust for their positive approach toward the Department.

Lisa Corbyn  
Director General  
Department of Environment and Conservation (NSW)

## THE YEAR IN REVIEW



Greg Martin

### Chairperson and Executive Director's Report

This was a year marked by several notable events. The Botanic Gardens Trust was incorporated into the new Department of Environment and Conservation, which was created in September 2003. The Trust's Director of seven years, Frank Howarth, left to take up a position in the new Department, and then later the Directorship of the Australian Museum. And a tree replacement program in the Domain brought into sharp focus the complexities of managing a nineteenth century living landscape.

Yet even as we approached the end of this year of great change, and challenge, the Trust was looking ahead to its bicentenary in 2016. We began the search for legacy and celebratory projects that would suitably mark this grand occasion, projects that looked forward as much as back. It was a reminder that an organisation such as the Botanic Gardens Trust has a time frame measured in centuries, and its achievements are judged as much by future generations as by those of today.



Dr Tim Entwisle

### Trust Leadership

First, the Trust wishes to record its appreciation to the outgoing Chairperson, Dr Ian Blackburne, and Director and Chief Executive, Frank Howarth, for their considerable contributions to the Trust over many years. Both have helped shape the organisation during their tenures and placed the Trust in good stead for the new millennium. In January, Mr Greg Martin, Managing Director of AGL, was appointed by the Minister for the Environment to replace Dr Blackburne as Trust Chairperson.

With the restructure of the Environment Portfolio, staff of the Trust became part of the Department of Environment and Conservation. The Director became an Executive Director in the new Department, reporting to both the Chairperson of the Trust and the Director General of the Department, both of whom report to the Minister for the Environment. Dr Tim Entwisle was appointed as Executive Director in April, following a seven month period acting in that capacity.

### Water-wise

The drought continues to have an impact on our gardens and lawns. Although the Trust has some exemptions to the Sydney-wide water restrictions due to the importance of its plant collections, watering has concentrated on heritage trees, conservation and research collections, and other plants of particular importance. Except for new turf and high-use areas, most lawns were not watered throughout the year. Water-wise horticultural practices, such as mulching and appropriate plant selection, also contributed to water conservation on all sites.

The Trust continued to work with Clean-Up Australia to develop alternative water sources for irrigating the Domain and Royal Botanic Gardens. It is hoped that sustainable solutions will be found in the next financial year. Mount Tomah Botanic Garden relies on dam water and may have to tank in extra water if the drought continues. Mount Annan uses unfiltered water from a canal that passes through the site, supplemented when necessary from restricted access to the potable water supply.

### Building a Legacy

Two other legacy projects were initiated during the year. A \$7 million redevelopment of the Central Depot area in the Royal Botanic Gardens was announced in the NSW State Government budget. This significant capital works project not only addresses a range of health and safety concerns in staff areas, but will rejuvenate heritage glasshouses and other buildings.

The Federal Government foreshadowed a grant of \$2 million from its Sustainable Regions Programme to fund a Centre for Sustainable Living at Mount Annan Botanic Garden. This project is a partnership between the Trust, Camden and Campbelltown Councils, and community group CERES Macarthur Inc. The centre will feature display gardens, an education centre, alternative water and energy exhibits, and recycling demonstrations. It will also become a local hub for other environmentally responsible activities and displays.

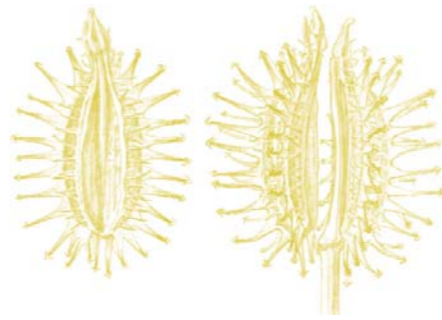
### Greening the Community

The Trust's highly successful, and award winning, partnership with the NSW Department of Housing now reaches 14 schools, 40 public housing areas and 18 disadvantaged community groups. This year several new gardens were established and the Cabramatta Public School garden was chosen for the Trust's 2004 Arbor Day celebrations. An independent evaluation found that the Community Greening program was helping social integration of disadvantaged groups as well as promoting sustainable horticulture and creating new 'urban green spaces', encouraging the Trust to seek further financial support beyond the NSW Premier's Department Community Solutions Funding which ends in March 2005.

The Trust secured funds from the Environment Trust to expand its leadership role in public debate. The 'Big Answers to Big Questions' project will tackle the tough issues, like genetically modified organisms and managing living heritage landscapes. The goal is to provide people with a range of information and viewpoints, so they can make sensible and responsible decisions.

The Trust is also exploring partnerships with nurseries to expand education programs about sustainable gardening to the wider community. The generous sponsorship by HSBC of the Towards Sustainable Horticulture program within the Trust's gardens, has allowed the Trust to showcase its move to more environmentally friendly gardening.

SeedQuest NSW was launched in November by the Minister for the Environment, the Hon. Bob Debus MP, and the Director of Royal Botanic Gardens Kew, Professor Peter Crane. A partnership with Royal Botanic Gardens Kew, and funded primarily through their Millennium Seedbank, this project will collect and store 250 species from New South Wales each year for three years (with a possible extension of the project to 2010). The NSW Seedbank, at Mount Annan Botanic Garden, will eventually hold seed of a large proportion of the State's plant species, particularly those that are threatened, for use in conservation, restoration, horticulture and research. SeedQuest NSW is part of a worldwide seed conservation effort to store 10% of the world's dryland species by 2010. As part of a risk management strategy, seeds will be stored both at the NSW Seedbank and the Millennium Seedbank in the United Kingdom.



### Bridge Across Bells Line of Road

In yet another example of the strong partnership between the Friends of The Gardens and the Trust, a pedestrian bridge across Bells Line of Road linking the botanic gardens of the Mount Tomah Botanic Garden to its 186 ha natural conservation area was fully funded by the Friends. Mount Tomah also completed a thematic plan for the site, setting clear directions for landscaping and interpretation over the next decade or so.

### Caring for Our Heritage, Caring for the Future

Following the completion of the Domain Masterplan, a three-year process that brought together expert and community perspectives on the future of Sydney's Domain, the Trust announced the replacement of remnant trees from the second avenue planted along Hospital Road (the first was a row of oaks which Charles Moore replaced in the mid-nineteenth century). This decision attracted public comment, and the City of Sydney Council had the decision litigated in the Land and Environment Court. The Court upheld the Trust's original decision, finding that the Trust had taken into account all relevant cultural, heritage and landscape considerations. Soon after the end of the financial year, the Trust planted 30 new trees, a mix of White Figs, Hoop Pines and Cotton Palms. These selections are from the planting palette of Charles Moore and are all widely grown in the Domain.

The thematic plan for the Royal Botanic Gardens, finalised this year, will guide further development of garden beds and future tree plantings. The care and display of living plants is a core function for the Trust, and this plan sets a firm agenda for getting the Trust's messages about conservation, science, horticulture and landscape beauty more broadly heard.

### Science Reviewed

A mid-term review of the Trust's science programs (five years since the last full review) by the Scientific Committee of the Trust and Professor Andrew Beattie as representative of the previous review team, found that the Trust 'has a contemporary and relevant scientific research program, providing the fundamental knowledge base for conservation and plant diversity'. The review report highlighted the high profile of the science programs locally and internationally, and the increased focus on research student supervision. The review team commended the Trust's strong commitment to Australia's Virtual Herbarium (the national program to database the preserved plant collections in all major Australian herbaria), noting the extra demand the project places on resources and personnel.

Grant funding has allowed the science programs to continue to expand in scope and influence, including an internationally funded program to develop an internet-accessible database for the Papua New Guinea National Herbarium in Lae.

### Conservation Messages

The Trust's Centre for Plant Conservation coordinated a range of communication, partnership and funding initiatives, including taking a lead role in the revitalisation of the Australian Network for Plant Conservation. A co-hosted workshop on translocation techniques for threatened species held in June was an example of a cooperative project by the Centre and the Network.

The Trust's education programs reached 70,000 people, including more than 21,000 students from 400 schools, and 10,000 participants of interpretive walks led by our knowledgeable volunteer guides. A highlight for the year was the appointment of Clarence Slockee, a Saltwater man from the Mindijingbal clan of the Bundjalung people, as Aboriginal Education Officer.

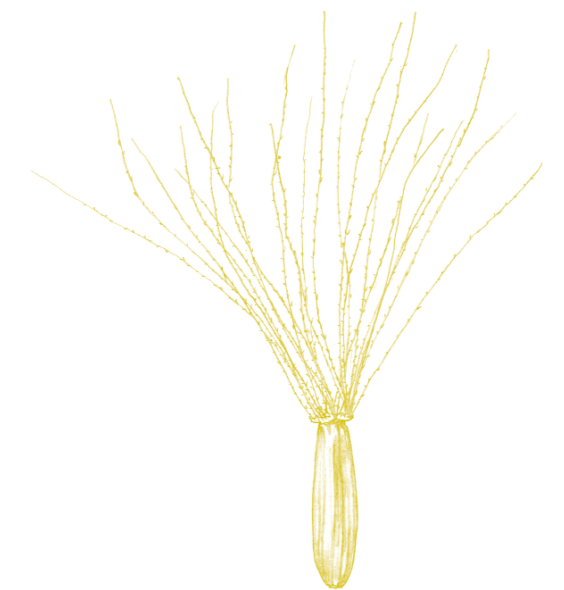
PlantNET, the Trust's web-based plant information system, continued to expand and now includes a pilot Flora of New South Wales module. An Australian Freshwater Algae module, which includes illustrations and interactive keys, has been added to the Trust website. The Trust's science journal for plant systematics, *Telopea*, is now fully accessible on-line with *Cunninghamia* following shortly. PlantNET also forms part of an interagency site for biodiversity information called BioNET.

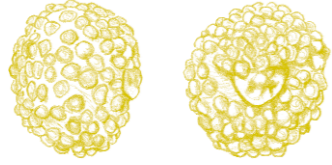
The Trust's third Eureka Prize for Biodiversity Research was awarded to Professor Henry Nix, on behalf of Birds Australia, for the highly acclaimed *Atlas of Australian Birds*.

### A Place to Celebrate

The Sydney Festival, Biennale, Homebake, Opera in the Domain, Tropfest, Sydney in Bloom, the Friends' Botanica — these are just a few of the iconic events held on Trust lands during the year that together attracted well over half a million people. The Trust is also the place of choice for 400 weddings, dozens of indoor venue bookings and a dozen commercial film shoots, not to mention triathlons, fun-runs, dance parties and marathons. All these events allow people to enjoy our sites, as well as contribute to our conservation, horticultural and education programs.

Finding out what Gardens' visitors want, whether they be tourists, office workers, scientists or sportspeople, is always a challenge for the Trust. Working with groups such as the Sydney Urban Parks Education and Research Group, and through customer satisfaction surveys, the Trust has improved directional signage and interpretation in the Gardens, identified facilities needing improvement and been able to redirect some resources to high-use areas.





### Health and Safety

The Trust now has an comprehensive process in place to deal with identifying risks and responding to incidents. It starts with risk assessments of all activities, leading to the preparation of Safe Work Method Statements for all tasks (starting with those that pose the highest risk). These statements are reviewed regularly in Toolbox Talks (and Toolbox Reports), a key part of accident prevention. If an accident does occur, the Trust has accident reports to capture all the information needed to report to management and Trustees, to help track risks, and to assist with the accident investigation. The accident investigation identifies what led to the accident and what we can do to make sure it doesn't happen again.

Our goal continues to be no accidents — ever. Since 1997, we've gone from 70 lost-time injuries (i.e. injuries that have resulted in at least a full day's work lost) to 23 this year. This achievement is due to the personal commitment of everyone on staff, and the systems we have had over that time.

### Looking Ahead

The Board of Trustees met in May to initiate a six-month process in preparation of a 'Towards 2016 Blueprint' that will guide the Trust in the years leading up to the Trust's bicentenary. A series of staff and external workshops is helping generate ideas and possibilities for celebrating the Trust's bicentenary, as well as crystallising views on what sort of organisation the Trust should aspire to be by 2016. Some of these initiatives will start immediately, while others will depend upon additional resources or partnerships.

Already plans are well advanced for a children's garden in the Royal Botanic Gardens, a reliable supply of recycled water for the whole Sydney site, exciting new gardens and a stone education classroom at Mount Annan, as well as a revamped entrance to Mount Tomah. All of this is in addition to the new depot in Sydney and the Centre for Sustainable Living at Mount Annan. With so much going on, the Trust ends the year with much anticipation and promise for the future.

Greg Martin  
Chairperson of the Trust

Dr Tim Entwisle  
Executive Director

## OUR ORGANISATION

The Royal Botanic Gardens and Domain Trust (Botanic Gardens Trust) is part of the NSW Department of Environment and Conservation, formed in September 2003.

### Our Vision

The Botanic Gardens Trust strives to be recognised as a centre of excellence in:

- management of public open space of high cultural, heritage and aesthetic significance
- plant biodiversity and conservation programs and research
- horticultural research
- education, information and outreach programs for the wider community in botany and horticulture
- horticultural practice, display and training.

### Our Business

The Trust is responsible for a multifaceted organisation situated on four separate estates: the Royal Botanic Gardens, the Domain, Mount Tomah Botanic Garden and Mount Annan Botanic Garden. Our estates are places of natural beauty where people can come for peace, relaxation, entertainment, recreation, education — and to discover more about plants and horticulture. The Plant Sciences Branch, including the National Herbarium of New South Wales, is a centre of excellence in plant science — with cutting edge research programs in botany, ecology and horticulture of plants, especially those of New South Wales and Australia.

### Our Values

We are committed to:

- botanical learning and knowledge
- plant conservation
- heritage conservation
- horticultural excellence
- environmental responsibility
- community and visitor satisfaction
- staff skill, satisfaction and safety
- ethical management
- cost effectiveness
- land custodianship
- being fair — fun, accessible, inspired and relevant.

### Our Goals

To be relevant and successful we need to:

- influence science and plant conservation nationally and internationally
- have distinctive roles and themes for our three botanic gardens and the Domain
- have an evolving beautiful landscape in the Royal Botanic Gardens and the Domain that balances contemporary needs and uses with heritage values
- influence the quality of home gardening and urban horticulture
- inspire new generations about plants
- recognise and celebrate that plants are part of a bio-complex world.

### Trust Objectives

The Botanic Gardens Trust is a State Government organisation within the Environment portfolio. The Trust's objectives are:

- to maintain and improve Trust lands, the National Herbarium of New South Wales and the collections of living and preserved plant life owned by the Trust
- to increase and disseminate knowledge about the plant life of Australia, and of New South Wales in particular
- to encourage the public use and enjoyment of Trust lands by promoting and increasing the educational, historical, cultural and recreational value of these lands.

When acting in pursuance of its Objects, the Trust is required to give particular emphasis to encouraging and advancing the study of systematic botany, and to plant conservation.



## CORPORATE GOVERNANCE



### Our Estates

The Royal Botanic Gardens is an oasis in the heart of the city of Sydney, comprising 30 hectares of magnificent landscape adjacent to the Harbour, the Opera House and the central business district.

The Domain is a 28-hectare urban park situated on the eastern edge of the Sydney central business district. Its spectacular geographical setting offers extensive harbour and city views as well as recreation opportunities. The park is heavily used for leisure, sport, recreation and tourism as well as special events, and is endowed with significant natural and cultural heritage values.

Mount Annan Botanic Garden displays the enormous diversity of our Australian flora. Covering over 400 hectares on the south-western outskirts of Sydney between Camden and Campbelltown, it is Australia's largest botanic garden.

Mount Tomah Botanic Garden, in the beautiful Blue Mountains west of Sydney, displays one of the world's finest collections of cool-climate plants.

### Corporate Information

**Minister for the Environment**  
The Hon. Bob Debus MP

**Royal Botanic Gardens & Domain Trustees**  
Ms Roslyn Andrews, Mr Reg Bryson, Mr Greg Martin (Chairperson), Mr Robert McCotter, Mr Michael Samaras, Professor Sue Serjeantson

**Executive Director**  
Dr Tim Entwisle

### The Royal Botanic Gardens and Domain Trust

The Royal Botanic Gardens and Domain Trust is a statutory body established by the *Royal Botanic Gardens and Domain Trust Act 1980*. The legislation defines the objectives, powers and functions of the Trust and vests certain land and property in the Trust. It also governs the Regulations relating to all three botanic gardens and the Domain. The Trust is formally accountable to the Minister for the Environment for fulfilling the statutory requirements.

The non-executive Trust members are appointed by the Governor of NSW on the recommendation of the Minister for the Environment for a term of up to four years. The Trust membership represents a diversity of expertise and experience in horticulture, plant sciences, business, industrial relations, education, and cultural and community affairs.

### Remuneration

Remuneration of Trustees is determined by the Premier under the guidelines for the Remuneration and Categorisation of Boards. The Trust is classified as an Advisory Committee which, under the terms of the Act, is '... subject to the control and direction of the Minister ...'. The Chairperson receives an annual fee of \$7,350 and the other Trustees each receive \$3,675 per annum.

### Trust Meetings Attendance Summary

The Executive Officer is Secretary to the Trust, records the minutes and keeps the common seal. The Trust met seven times.

Trustee	Meetings Attended
Ms Ros Andrews	6
Dr Ian Blackburne (Chairperson)	6
Mr Reg Bryson	4
Mr Greg Martin	6
Mr Robert McCotter	6
Mr Michael Samaras	6
Prof. Sue Serjeantson	6

Dr Blackburne resigned as Chairperson of the Trust and as a Trustee effective from 28 May 2004. Mr Greg Martin was appointed as a Trustee effective from 1 July 2003. Mr Martin commenced as Chairperson of the Trust from 1 December 2003.

### Trust Liability

Trustees and employees of the Trust are covered by the Treasury Managed Fund for any legal liability, as long as the action is not illegal or criminal and outside the scope of their duties.

### Best Practice

In meeting the Trust objectives and setting a clear strategic direction for the organisation, the Trustees are committed to the values articulated in the current Corporate Plan and to best practice in corporate governance. In 2003–2004, the Trustees conducted their activities with reference to the *Premier's Conduct Guidelines for Members of Boards and Committees*.

### Legislative Changes

The *Royal Botanic Gardens and Domain Trust Act 1980* and the *Royal Botanic Gardens and Domain Trust Regulation 2002* were amended by Statute Law (Miscellaneous Provisions) Bill (No. 2) 2003 to include 'Executive' before 'Director' wherever it appears in the Act and Regulation and a definition of 'Executive Director' was included. The amendments commenced on 27 November 2003.

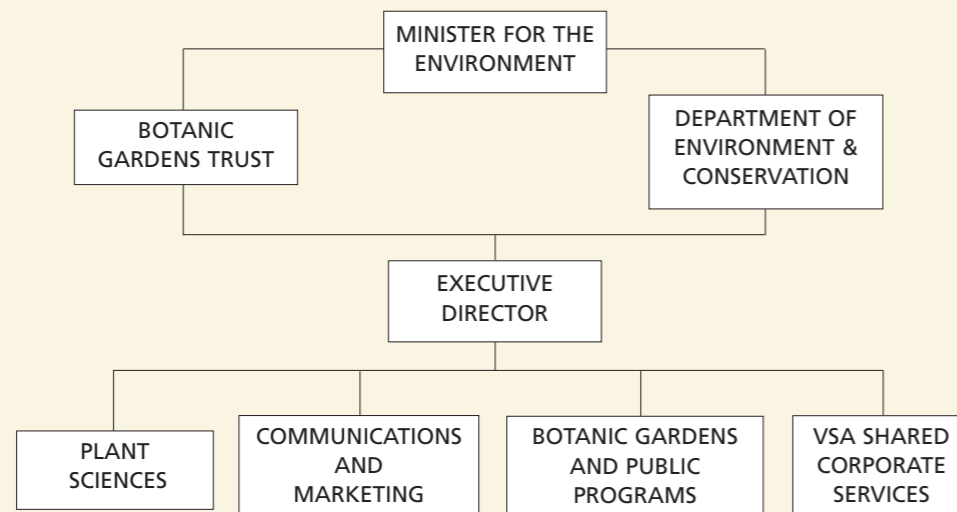
The *Statute Law (Miscellaneous Provisions) Act 2004* [s22(4) of the Act] was amended to increase the maximum penalty that may be imposed for offences against regulations under the Act from 5 penalty units (\$550) to 10 penalty units (\$1,100). This amendment commenced on 6 July 2004.

### Risk Management

The Trust reviewed the 13 areas of high to moderate risk identified last year and added one new area for attention: Undertaking Developments and Major Projects. In line with current best practice, a Risk Register Form has been prepared for each of the 14 risks. The risk register is monitored by the Executive, and reported six-monthly to the Trust Finance and Audit Committee.

Safety remains a key focus for the Trust, and Safe Work Method Statements for all work activities will be completed by October 2004. Our incident reporting and investigation procedures were reviewed, resulting in new easy-to-use forms and clearly articulated processes. The focus on reducing lost-time injuries continued throughout the year, with our goal remaining unchanged at zero injuries to our people.

### Botanic Gardens Trust Organisation Structure



Structure at June 2004



### Trust Committees

**Finance and Audit Committee** Ensures the sound financial position of the Trust through regular reviews of financial position, budget, finance and business decisions, and policies which have an effect on these areas. This Committee also has an important role in risk management and audit through endorsement of internal and external audit plans, review of audit reports and the review of risk assessment and management.

**Scientific Committee** Oversees the scientific programs of the Trust and reviews and advises the Trust on research, scientific policy and the operations of the National Herbarium of New South Wales. The focus, directions and performance of the Plant Sciences Branch and of individual programs are monitored through regular reporting.

In 2003–04 the Scientific Committee conducted a major review of the activities of the Plant Sciences Branch.

**Botanic Gardens Committee** Advises the Trust on the operations, requirements and priorities of the Botanic Gardens Branch programs and reviews the objectives, progress and achievements of the Branch's goals. It also advises the Trust on risk management and ethics in collections curation and promotes interaction between the Trust and other collection-based cultural institutions in the areas of education, interpretation and exhibition design.

The Botanic Gardens Committee reviewed the thematic plan for Mount Tomah Botanic Garden, a proposed framework for a tree management plan for the Royal Botanic Gardens and Domain, and a strategic plan for turf culture in the Royal Botanic Gardens and Domain. The Committee also provided the Trust with advice on iterations of the Hospital Road Tree Replacement Program.

Professor Peter Martin (University of Sydney) joined the Committee in June, bringing with him high level expertise in turf culture and tree and landscape management.

### Trust Committees

#### Finance and Audit Committee

Dr Ian Blackburne (Chair and member until 28 May 2004), Dr Tim Entwisle (from September 2003), Mr Frank Howarth (until September 2003), Mr Greg Martin (Chair), Mr Robert McCotter

#### Scientific Committee

Assoc Prof. Jeremy Bruhl, Dr Tim Entwisle, Dr Dan Faith, Mr Frank Howarth (until September 2003), Ms Fleur Kreeel, Prof. Sue Serjeantson (Chair), Dr Brett Summerell (from September 2003), Dr Jane Tarran, Mr Michael Wright

#### Botanic Gardens Committee

Ms Ros Andrews (Chair), Prof. Richard Clough, Dr Tim Entwisle (from September 2003), Ms Judy Fakes, Ms Janelle Hatherly, Dr Alistair Hay, Mr Frank Howarth (until September 2003), Mr Simon Leake, Professor Peter Martin, Mr Michael Samaras, Mr Wayne Tunnicliffe, Mr Jeremy Winer

### Statement of Responsibility

The Trust's Board, Executive Director, senior management and other employees have effected a risk management and internal control process designed to provide reasonable assurance regarding the achievement of the agency's objectives. The internal audit function conducts a program of review to assess these controls.

To the best of our knowledge, this system of risk management and internal control operated satisfactorily during the year.

Significant improvements in risk management and internal control effected during the year, as well as those planned for the future, are included in this report.

Greg Martin  
Chairperson, Royal Botanic Gardens and Domain Trust

Tim Entwisle  
Executive Director

## OUR TRUSTEES



Ms ROSLYN ANDREWS  
BA DipEd., Assoc. Dip. Hort.  
(Re-appointed 28 May 2001; present term expires 27 May 2005)

Roslyn Andrews was the NSW President of the Australian Institute of Horticulture from

1995 to 1998 and first President of the Australian Horticulture and Landscape Council for four years. Recently she was the national events coordinator and conference organiser for the National Executive Council of the Australian Institute of Horticulture, organising a national conference 'Pleasure, Plants and Place' — an Australian identity for the Institute in September 2002. Roslyn formerly had her own 'Interior' plantscaping business 'Accent on Plants', taught evening classes in plant identification, materials and culture and home gardening at Ryde School of Horticulture. Roslyn has been employed as designer, client liaison and salesperson for Bonds Nursery Prestige Plant Hire, as well as being employed as on-site trainer and coordinator of vocational training schemes for long-term unemployed (LEAP scheme). Currently she is completing her Diploma of Herbal Medicine with a view to becoming a practising Herbalist.



Mr REG BRYSON  
AMP  
(Appointed 16 May 2001; present term expires 15 May 2005)

Reg Bryson is CEO of the start-up corporate services company, Brand Architecture International,

with offices in New York, London and Dublin. BAI focuses on helping companies add value to their corporate brand.

Prior to joining BAI, Reg was CEO of The Campaign Palace, an acknowledged and awarded creative agency. He was one of the founding members of the Sydney Palace in 1982, and was the first to set up strategic planning as a discipline in agencies in Australia. Landmark campaigns he has been involved in include Meat and Livestock Australia's 'Trim Lamb', 'Iron' and 'Red Meat Feel Good' campaigns and the repositioning of Hamilton Island and Target.

Reg is past chairman of the Australian Institute of Management Marketing Group, past chairman of Award, Australian Writers, Art Directors Association, past director of the Advertising Federation of Australia, and is currently serving on the boards of the Children's Cancer Organisation, Camp Quality.



Mr ROBERT McCOTTER  
B Eng, DipBuildingScience  
(Re-appointed 28 May 2002; present term expires 27 May 2005)

Robert McCotter was founding Partner and Director of ERM Australia Pty Ltd, the Australian

arm of the global Environmental Resources Management group. In this role, he was responsible for project management and the direction of environmental assessment commissions carried out by the firm. Robert is a Fellow of the Institution of Engineers, Australia, a Fellow of the Australian Institute of Company Directors and numerous technical societies. He has 35 years experience in the consulting and development industries in Australia, England and South East Asia, with particular experience in water pollution control and administration of multidisciplinary environmental teams.

Robert has served either as chairperson or non-executive director of companies throughout Asia, including Hong Kong, India, Indonesia, Malaysia and Thailand. He has also been a guest lecturer in environmental engineering at four Sydney universities and has been a non-executive director of architectural practices for the past 10 years.



Mr GREG MARTIN  
BEC, LLB  
(Appointed Chair 1 December 2003; appointed to Trust 1 July 2003; present term expires 30 June 2007)

Greg Martin is CEO and Managing Director of the

Australian Gaslight Company. In the 23 years Greg has worked at AGL, he has held a wide range of strategic, corporate and operational roles from regional manager in Wollongong and Newcastle to General Manager AGL New Zealand, Group General Manager Energy Utilities, Chief Executive Agility and was seconded for one year to BC Gas Inc. in British Columbia, Canada.

He is a Fellow of the Australian Institute of Management, a member of the Australian Institute of Company Directors and the Institute of Directors in New Zealand, and is Chairman of NGC Holdings Ltd (NZ). He is also Chairman of the Energy Supply Association of Australia, a Trustee of the Committee of Economic Development of Australia and a member of the Business Council of Australia.



**Mr MICHAEL SAMARAS**  
 BA (Hons) MBA  
 (Appointed 26 June 2002; present term expires 26 June 2006)  
 Michael Samaras designs and implements strategic communications programs.

His public affairs experience covers the fields of media, community and government relations. A former Wollongong City Councillor, Michael chaired the Council's Finance and Corporate Services Committee. He helped establish the Council's Bushcare program and was a member of the Council's Executive Committee, responsible for capital works at Puckeys Estate, an annex of the Wollongong Botanic Gardens. Michael also has a detailed understanding of public policy development and worked on several National Competition Policy legislation reviews for the NSW Department of Fair Trading. He has worked as an advisor to the NSW Government in the Energy and Environment Portfolios.



**PROFESSOR SUSAN SERJEANTSON**  
 BSc, PhD  
 (Appointed 20 December 2000; present term expires 19 December 2004)  
 Sue Serjeantson is the Executive Secretary of the Australian

Academy of Science. Her research interests have focused on human genetics, at the University of Hawaii, where she obtained her PhD, and then at the Papua New Guinea Institute of Medical Research. Sue joined the John Curtin School of Medical Research at the Australian National University in Canberra in 1976. Her research in molecular genetics and in improving the outcome of organ transplantation, have been recognised by the National Clunies-Ross Award for Science and Technology, the Ruth Sanger Medal and, more recently, by the Order of Australia. From 1994-97 Sue was Director of the Institute of Advanced Studies and Deputy Vice-Chancellor, Australian National University.

## OUR EXECUTIVE



**Dr Tim Entwisle**  
 BSc, PhD  
 Executive Director  
 Accountable to the Royal Botanic Gardens and Domain Trust, Director General Department of Environment and Conservation,

and the Minister for the Environment, for the efficient and effective management of the organisation, including its horticultural, scientific, educational, marketing, commercial and corporate support functions.



**Dr Brett Summerell**  
 BScAgr, PhD  
 A/Director, Plant Sciences  
 Responsible for the leadership and management of the Plant Sciences Branch, including systematics, ecological and

horticultural research, as well as the National Herbarium of NSW, library and laboratories.



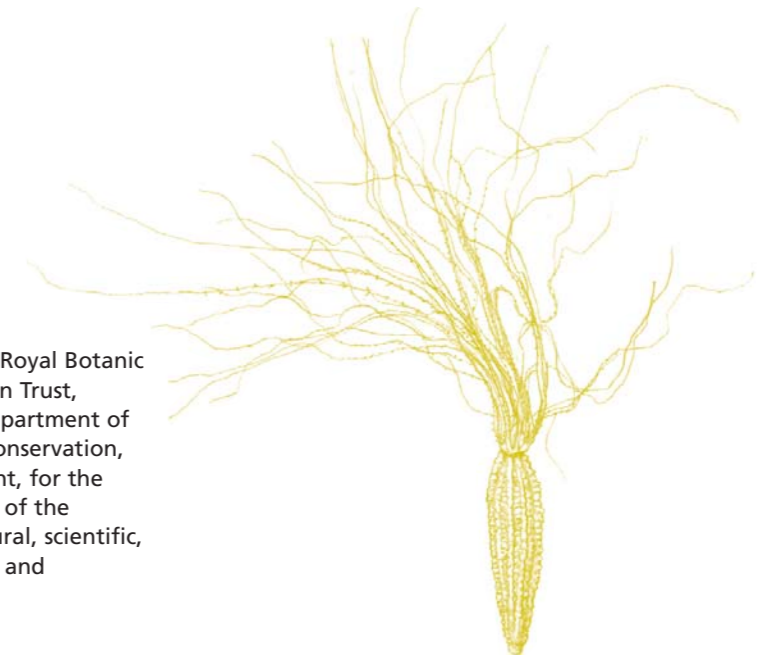
**Dr Alistair Hay**  
 MA, DPhil  
 Director, Botanic Gardens and Public Programs  
 Responsible for the leadership and management of the three botanic gardens at Sydney,

Mount Annan and Mount Tomah, for the Sydney Domain, and for the community education program.



**Pauline Markwell**  
 BA  
 Director, Communications and Marketing  
 Responsible for the leadership and management of the

Communications and Marketing Branch including retail businesses, sponsorship and fundraising, website, corporate identity, publications and signage, event and bookings management, public relations and advertising.



**Emma Wallhead**  
 LLB, GradCertMgt  
 Executive Officer  
 Secretary to the Trust.

Responsible for policy development, oversight of corporate governance reporting and corporate planning, legislative matters and Ministerial liaison.



**Ralph Williams**  
 GradDipMgt  
 Manager, Business Services  
 Responsible for all leases,

licensees, ranger services, records and fleet management, general insurance, legal and reception.



**Caz McCallum**  
 MAg (Turf Mgt), BA, DipEd  
 A/General Manager, Mount Annan Botanic Garden  
 Responsible for the management of all services and operations at

Mount Annan Botanic Garden.



**Rob Smith**  
 BA, NatHortCert, FRIH  
 Managing Curator, Mount Tomah Botanic Garden  
 Responsible for the management of all services and operations at

Mount Tomah Botanic Garden.

## DELIVERING OUR SERVICES

### VSA Shared Services

The Trust was a partner in the Visitor Service Agencies (VSA) Shared Services arrangement with Tourism New South Wales and Centennial Parklands and Moore Park Trust till until 30 June 2004. From 1 July 2004 Corporate Services support to the Trust is provided by the Department of Environment and Conservation, of which the Trust is now a part. Staff of VSA to 30 June are:

**Sheri Norton**  
BEcon, MLS (Comm Law)  
Director, VSA Shared Services

Responsible for the leadership of VSA Shared Services and the provision of strategic advice, services and support within the Finance, Human Resource Services and Information Technology functions, to all agencies in the VSA arrangement.

**Bill Versluis**  
BBus  
Manager, VSA Information Technology Services  
Responsible for the provision and efficient running of all Information Technology services including central, desktop and laptop computers, data communication and network infrastructure.

**Helen Potapof**  
MM (HR Mgmt)  
Manager, VSA Human Resource Services  
Responsible for the provision of the strategic direction and operations for the VSA Human Resources so that best-practice human resource systems, practices and processes contribute to the achievement of corporate objectives.

**Kim Smith**  
BEc, CPA  
Manager, VSA Finance Services  
Responsible for the management of VSA Finance and the provision of financial advice and support to the three VSA agencies.



The Trust Corporate Strategic Plan (2003–05) identifies five broad areas under which the Botanic Gardens Trust delivers its programs. See Appendix G for Trust programs and services performance.

### Botanic Gardens and Parks Programs

- maintaining and developing the Domain for recreation, relaxation and celebrations.
- maintaining and improving significant living collections in the three botanic gardens.
- interpreting the living collections in the three botanic gardens for visitors.
- looking after the heritage items on each of the sites.
- maintaining the facilities and open space of the three botanic gardens to accommodate a wide range of recreational and educational uses.

### Public Programs

- facilitating community and other events and activities on Trust lands.
- coordinating, facilitating and promoting plant conservation programs within and outside the Trust through the Centre for Plant Conservation.
- providing valuable scientific, Indigenous and environmental educational resources for individuals, other learning institutions and key communities.
- providing visitors with meaningful learning experiences as well as enjoyable outings, together with a statewide service of learning opportunities for those who don't or can't visit our sites.
- maintaining a program of activities and events for tourists to NSW.

### Research

- investigating the systematics, ecology, horticulture and pathology of plants and related organisms and disseminating the results.
- contributing to the development and implementation of State, national and international policies.
- maintaining and enhancing the collection of preserved plants in the National Herbarium of NSW, and making the information held in the collection readily accessible.
- providing botanical information and identifications.
- supporting science and related programs through provision of library, scientific illustration, research facilities and vehicles.

### Commercial Services

- enabling commercial operators to establish services and businesses for the public.
- maintaining pay parking operations to assist in revenue generation.
- maintaining retail outlets to support the Trust objectives and generate income.
- operating a quality commercial horticultural service.
- administering a system of licences and leases that balance the interests of all current and future users of Trust lands.

### Management of Resources

- complying with applicable legislation including the *State Records Act 1998*, the *Privacy and Personal Information Act 1998* and the *Freedom of Information Act 1989*.
- implementing Government policy initiatives such as EEO, EAPS and the Disability Policy Framework to ensure that discrimination in access to employment, services and facilities is eradicated.
- taking a strategic approach to ensure the we provide clear and relevant information to the public about the activities and objectives of the Trust.
- developing sponsorship and other support for the activities of the Trust.

# MEETING THE CHALLENGES

Major challenges facing the Trust in fulfilling these program areas are to:

- influence science and plant conservation nationally and internationally
- have distinctive roles and themes for our three botanic gardens
- have an evolving beautiful landscape in the Royal Botanic Gardens and Domain that balances contemporary needs and uses with heritage values
- improve the quality of home gardening and urban horticulture
- inspire new generations about plants
- recognise and celebrate that plants are part of a bio-complex world.

## 1

### CHALLENGE ONE

#### To influence science and plant conservation nationally and internationally

##### Review our science programs for excellence and relevance

Plant Sciences Branch research programs were reviewed by the Scientific Committee of the Trust and Professor Andrew Beattie of Macquarie University. Presentations were made by the management team from Plant Sciences and the Coordinator, Centre for Plant Conservation. The review team also had the opportunity to interview representatives from technical officers, scientists, students and honorary associates and presented their findings to the Trust. The review highlighted the increased effectiveness of the Branch in attracting external funding and postgraduate students, wider collaborative networks and the relevance of research projects to the conservation of the flora of New South Wales.

##### Provide input to and comment on national and international plant conservation policy making

Trust staff continued to make significant contributions to plant conservation policy at local, State, national and international levels. The Centre for Plant Conservation has been very active over the last year in revitalisation of the Australian Network for Plant Conservation

(ANPC) Inc. ANPC, founded in 1991, is a national non government organisation specialising in linkages between science, community, government and some sections of industry. With input from Trust scientists it has produced key national-standard guidelines on threatened plant translocation and germplasm conservation, as well as being a significant training provider. Trust staff provided input into determinations of threatened species at State and national levels and botanist Karen Wilson served as the Australian representative on a number of international biodiversity committees including Species 2000 and the Global Biodiversity Information Facility.

##### Create a cost-effective (virtual) Plant Sciences learning unit to run our tertiary education and training programs

Trust scientists contribute to many of the tertiary programs offered by universities in plant sciences through lecturing and student supervision. A record number of 57 post-graduate students were co-supervised by Trust staff this year, of which 18 were based full-time with the Trust. The joint biosystematics course offered by the University of New England, the Trust and the Australian Museum was again successful and invitations were received from the University of Sydney for a number of Trust scientists to contribute to teaching programs in biological sciences and plant pathology, strengthening our role in teaching at an undergraduate level at this university.

##### Deliver school curriculum-based education programs and fun learning activities for the whole family

Community Education staff delivered tailor-made educational programs to a wide range of stakeholders. Lessons were conducted for over 400 class groups at all three botanic gardens and a new teaching record was set at the Royal Botanic Gardens for school programs with 114 lessons involving 2,915 students. Professional development days were designed and conducted for teachers from various schools and 45 History teachers attended a Trust workshop on how to use the Royal Botanic Gardens 'Cadi Jam Ora – First Encounters' display for junior secondary excursions. Mount Tomah hosted the Hawkesbury Waratah Festival School Art Competition and Mount Annan held the Scarecrow Festival.

Regular guided walks and on-site interpretation were provided by our dedicated team of about 150 volunteer guides as well as special themed walks on birds, Japanese gardens, early governors and one for 'slow food' with an Indigenous theme and tastings.

With the appointment of Clarence Slockee as the Trust's Aboriginal Education Officer, Indigenous lessons and tours continue to be developed and delivered by Indigenous interpreters.

Community education programs such as botanical illustration workshops and plant fibre basketry continue to be in high demand as do school holiday activities. The Easter school holiday activity was a travelling musical for families called 'Singing in the Rainforest'. It featured well-known Adelaide performer Michael Mills and attracted over 800 participants in 10 days. Written evaluations indicated that the underlying conservation message was appropriately conveyed.

##### Improve access to our scientific and horticultural information

PlantNET version 2, including Flora of NSW On-Line, was launched. This includes plant descriptions, identification keys and images, as well as an advanced search option facility. A State Government 'Community Access to Natural Resource Information' grant facilitated the redesign of the infrastructure of PlantNET, which enabled a more robust IT infrastructure and an improvement in the reliability of service to PlantNET users. Trust staff are continuing to add more data to PlantNET, including a wider range of images and keys to allow users to determine the identification of their own specimens over the internet.

##### Build stronger institutional links with State and Federal biological science and conservation agencies

The Trust continued to build stronger links with other government agencies and with a range of non-government conservation agencies and community groups. Links with conservation agencies have been strengthened, following the creation of the Department of Environment and Conservation, which provided an enhanced opportunity for Trust scientists to contribute to policies relating to natural resource management and threatened species, amongst others.

The Trust is a partner in the newly-formed Blue Mountains World Heritage Institute, a collaborative venture with a range of Federal, State and local government agencies. The institute will seek innovative and well-researched solutions to the problems associated with managing a world heritage area close to an urban centre.

Trust Executive Director was a guest speaker at a Plant Science Showcase held by the University of Sydney, where he spoke on the importance of plant science (particularly systematics — the discovery, identification and classification of plants) for conservation, and took part in a panel discussion to consider the future of plant science at the university.

The Australian Virtual Herbarium (AVH) project continued in its third year with databasing of 72,000 herbarium specimens. The Trust has continued to be a major contributor in this collaborative national project that provides plant information to environmental management agencies and community groups. Trust scientists spoke at the National Australia's Virtual Herbarium project at the 'Celebrating 150 years of Plant Research in Australia' conference at the University of Melbourne. The AVH Coordinator led a national workshop on data processing and record management in the project. This skills-sharing workshop discussed general management issues, work-flow processes, data quality and quantity, and risk management.

Plant pathology staff of the Trust worked with NSW National Parks and Wildlife Service (now Department of Environment and Conservation), a range of Sydney-area local governments, and some other organisations, towards the development of management protocols for Die-Back Disease (*Phytophthora*) applicable for NSW. This disease has been shown by Trust scientists to be a significant cause of vegetation death in Sydney Harbour foreshore areas as well as in other parts of the State. Management of this disease is complex and involves cooperation from land managers and community users of bushland in order to minimise the spread of the disease.

## 2

### CHALLENGE TWO

To have distinctive roles and themes for our three botanic gardens

#### **Identify visitor needs, interests and expectations and change our culture to focus on these in our presentation of the Gardens**

The horticultural thematic plan developed for the Royal Botanic Gardens foreshadows research into visitor needs, interests and expectations. Visitor expectations on the quality of horticultural displays were surveyed on some estates. Responses on the standard of horticulture displays after a year of reduced pesticide use showed that most visitors remained happy with the standard of presentation.

#### **Develop clear thematic plans for each botanic garden that show how we will inspire, challenge, soothe, excite and inform visitors**

The preparation and review of thematic plans for all three estates continued. At the Royal Botanic Gardens, the implementation of the redeveloped thematic plan and map focussed on the Spring Walk. All the *Phytophthora*-infected soil of this popular feature was replaced and the garden beds were replanted for a spring display featuring ornamental cherries bulbs and colourful shrubs. These redevelopments are part of the implementation plan and provide a focus for curation staff to plan displays for future years.

At Mount Tomah Botanic Garden the thematic plan developed in 1987 was reviewed through a process of staff input and public and stakeholder consultation. The resulting blueprint will ensure a contemporary botanic garden promoting a sustainable environment. A plan to provide priorities and focus for the curation staff to manage their displays was also developed. Display development continued with the construction of a 'bog garden' to deliver the message that wetlands are an integral part of a sustainable environment.

#### **Have a staged implementation program for the Mount Annan Masterplan, with a series of partners identified and engaged for key parts of the program**

The Connections Garden (formerly Terrace Garden) was reviewed by Clouston Associates in preparation for Stage 1 of a capital works program next year. Clouston Associates are also preparing a presentation package to accompany a proposal to StoraEnso in September 2004 for sponsorship of Wollemi Pine planting and associated future landscape works in the Connections Garden. A Grevillea Garden development will involve a partnership with the Illawarra Grevillea Study Group.

Recognition of the traditional custodians of the land at Mount Annan continued with its Stolen Generations Memorial project. Design of the memorial was completed and a team of trainees completed Stage 1 of the development.

The Trust formed a collaborative partnership with CERES Macarthur Inc. to establish the Centre for Sustainable Living. A Memorandum of Understanding is being developed to allow the development of the Centre on four hectares of Trust land on the corner of Narellan Road and Mount Annan Drives in Camden. The Centre will demonstrate best practice in home gardening, energy-efficient housing and sustainable living practices.

#### **Identify, quantify and communicate the positive community benefits provided by the three botanic gardens**

A consultant completed a project titled 'Considerations for determining tourism contributions and responsibilities of the Royal Botanic Gardens and Domain Trust' to identify what research would assist the Trust to determine its contribution to tourism. A preliminary report on this project has been received and is currently under review.

The Trust is working within the Sydney Urban Parks Education and Research Group (SUPER) to be part of a proposed study on mental health benefits of parks and gardens. Another project will attempt to quantify the economic value of the Royal Botanic Gardens and Mount Annan Botanic Garden to their surrounding business or residential communities.

## 3

### CHALLENGE THREE

To have an evolving beautiful landscape in the Royal Botanic Gardens and the Domain that balances contemporary needs and uses with heritage values

#### **Develop, implement and communicate a tree management and replacement program that balances landscape design, horticulture, site use, heritage and risk**

The Hospital Road Tree Replacement Program, an outcome of the Domain Masterplan, was based on current heritage, horticulture and landscape principles. A budget of \$250,000 was estimated and funded by the RTA. Works include relocation of services, tree removal, tree planting, irrigation, turf and the installation of individual tree guards. The Friends of The Gardens have committed \$100,000 to fund a full tree management plan for the Royal Botanic Gardens and Domain.

#### **Implement the Domain Masterplan according to an agreed timetable based on priorities and available resources**

The Hospital Road Tree Replacement Program was delayed due to a City of Sydney legal challenge, but all designated trees have been removed. Planting was completed early in the new financial year.

As documented in the Masterplan, the Domain and Royal Botanic Gardens have been separated by the Cahill Expressway since 1959. As the traffic volumes using the Expressway have increased, the noise levels created by the traffic have reached intrusive levels for many people in the Domain and Gardens. With the expected further increase in traffic from the Cross City Tunnel, it was agreed to include some measures to reduce the visual and noise impact of traffic by constructing noise reduction barriers which maintain visual linkages between the Domain Phillip Precinct and Botanic Gardens while significantly reducing the traffic sound levels by up to 60 per cent. Community consultation about proposed noise walls will commence in October 2004.

#### **Devise a long-term program of rejuvenation of the Royal Botanic Gardens guided by thematic and conservation management plans**

A conservation management plan was completed and the thematic plan for the Royal Botanic Gardens was presented to the Gardens Curation Committee and to all Sydney horticultural staff. Projects were broadly prioritised in terms of currently available resources, future capital investment required, and degree of complexity, as some will take several years to implement. Major new plantings throughout the Royal Botanic Gardens have been postponed due to the effects of drought and watering restrictions.

#### **Improve physical linkages between the Domain and the Royal Botanic Gardens**

Concept designs for pedestrian bridges were presented by a consultant to the RTA. Currently the design is constrained by elevations and the large number of steps required. Two bridges have been proposed, one in line with Central Avenue, the other leading into the Tropical Centre.

# 4

## CHALLENGE FOUR

To improve the quality of home gardening and urban horticulture

### **Establish a (virtual) Centre for Urban Horticulture that will brand and promote our services to the gardening community**

Camden-Campbelltown Sustainable Regions Committee, on behalf of the Federal Department of Transport and Regional Services, approved a grant of \$2 million to establish a partnership on Trust land at Mount Annan Botanic Garden. The funding will establish a community partnership called the Centre for Sustainable Living Inc. This partnership between the Trust and CERES Macarthur is building a four-hectare display centre to demonstrate to the people of Western Sydney, best practice in home gardening, recycling, and home construction. Construction is due to commence in 2005.

### **Deliver enrichment programs and accredited courses in horticulture for the general and professional communities through a collaborative partnership(s) with the horticulture and associated industries**

The Trust is exploring a pilot alliance with Eden Gardens, a new garden centre and display garden to be opened in North Ryde later in 2004. Eden Gardens is also assisting our Community Greening program by providing surplus plant material from their suppliers.

### **Deliver on-site demonstrations of sustainable horticulture through collaborative partnerships with the horticulture industry**

The Trust is represented on the Outdoor Water Conservation Reference Group which will be making recommendations for strategies to further introduce sustainability into horticulture at producer/manufacturer, retail and consumer levels. The group includes senior representatives of the Irrigation Association of Australia, Landscape Contractors Association, NSW Turf Growers, Nursery and Garden Industry Association (NSW & ACT), Australian Institute of Horticulture, Sydney Water, and the Department of Energy, Utilities and Sustainability. The group's recommendations will include a significant education component, and that this will provide the Trust with an important role in public endorsement of sustainability strategies and opportunities for on-site demonstrations.

### **Provide clear, easily understood interpretation of horticultural practices in the three botanic gardens**

The theme of best practice in horticulture was continued by the Trust through its garden displays. HSBC supported the Trust's messages about the use of humus and composting to improve water-holding capacity in garden soils (an important conservation message for the NSW home gardener) by funding signage and materials for this program.

Pesticide reduction continued as the Trust ran a pesticide-free year trial on all three estates, resulting in a 95% reduction in the use Schedule 7 Register chemicals.

### **Engage with the Department of Housing and other government agencies, industry and the community to engage disadvantaged people in gardening, and promote community renewal**

Community Greening, the joint project of the Trust and the Department of Housing, has not only created highly-acclaimed communal gardens in schools and communities across NSW, but also contributes to community health and safety. This year, as part of Arbor Week and National Tree Day celebrations, Community Education staff and horticultural apprentices established a native garden with the whole community (including nearby Department of Housing tenants) at Maroubra Public School.

Urbis Keys Young evaluated Community Greening, identifying and analysing the benefits of the program, especially with respect to the objectives outlined in the Premier's Department 'Community Solutions and Crime Preventions Strategy' and the stated objectives in the Community Greening Partnership agreement.

The evaluation showed that this award-winning program is meeting its goals of social integration of disadvantaged groups. However, the program's funding ceases in March 2005 and, as the discontinuation of this program will dramatically impact on the Trust's ability to bring gardening and plants to the lives of schools and other communities, particularly disadvantaged groups, the Trust is now seeking further government funding.

# 5

## CHALLENGE FIVE

To inspire new generations about plants

### **Research and understand the interests and passions of younger generations**

Imagine a future when suburban kids demand to go to the Children's Garden at Mount Annan Botanic Garden because 'it's a really cool place to hang around and have fun' (Trust Corporate Plan 2003-05). The Trust wants to inspire younger generations about the importance of plants in the natural and built environment, and will survey key stakeholders to better identify their interests and passions about plant life.

### **Develop, implement and/or enhance garden themes and public programs that include strategies for engaging children and youth at our three botanic gardens**

The Trust was successful in securing a \$50,000 Environmental Trust grant to develop and deliver a pilot public program called 'Big Answers to Big Questions' to raise awareness and understanding of complex environmental issues. This program will be implemented in the next financial year and will engage youth through a public forum and internet resources.

A Children's Garden concept was proposed within the Royal Botanic Gardens Thematic Plan and a Trust horticulturist was awarded a Friends' horticultural scholarship to research children's gardens in the USA. A new playground with more of a horticultural focus is being designed for Mount Annan Botanic Garden.

Holiday programs for children at all three botanic gardens now include self-guiding treasure trails with prizes. For example, at Mount Tomah Botanic Garden, a kids' trail called 'Freddy Fungus' Food Finding Frenzy' used the Garden as a resource to pose questions on plants which are used for food, and helped children develop an understanding of the importance of plants in our lives. Also at Mount Tomah, 'Bugs Beasties and Beetles' linked with the school holiday program of Jane Davenport's 'Ladybird Chronicles'. It highlighted the beneficial insects found in a pesticide-free botanic garden.

### **Continue and enhance our school education programs**

Community Education staff delivered lessons to 21,245 students from 404 schools. Our partnership programs with other organisations have been particularly successful, especially Year 11 Australian Biota Study Days offered jointly with Taronga Zoo and the Australian Museum. These sessions are now delivered at our three botanic gardens, Dubbo Plains Zoos and the Edge, Blue Mountains. Indigenous programs with the Museum of Sydney and an environment primary school program with Mount Annan Botanic Garden, State Forests and Wollongong Botanic Garden are also operating. Professional development partnerships for teachers, such as the History Teachers Professional Development Program with NSW Parliament House, are also provided.

### **Enhance our presence on television programs and other media aimed at younger people**

The Trust continued to use a range of media to promote an awareness and appreciation of plants and the critical role they play sustaining life on earth. Children and youth were targeted through television programs such as Channel 10's 'Totally Wild' and a new Channel 7 program 'Girl TV'.

### **Strengthen our role as the first port of call for information and stories about plants**

Trust plant scientists and horticulturist experts were in demand for trade magazine and radio appearances. Interviews were provided to *Australian Horticulture* magazine about the plant fungus *Phytophthora*, the Trust's Sustainable Horticulture Program was promoted on radio and television.

Trust scientists were interviewed regularly, from explaining the presence of kelp on Sydney beaches after storms, to telling the story of the Vietnamese purple camellias. The Trust Executive Director's 'Talking Plants' session with ABC Radio's Angela Catterns breakfast program gained in popularity. The topics covered in the sessions are published on the Trust's website.

Trust staff contributed articles about plants as food in the series 'Over the Garden Wall', a peek into the life of Mount Annan Botanic Garden, published fortnightly in the local newspaper.

### Participate in programs with high community awareness and/or involvement

Mount Tomah staff organised the Hawkesbury Waratah and Jazz Festival in the Garden visitor centre. Community involvement included artworks from 12 schools, displays from NSW National Parks Division of the Department of Environment and Conservation, and other environmental agencies.

The Trust's third Eureka Prize for Biodiversity Research was presented to Professor Henry Nix, president of Birds of Australia, for the development of the *Atlas of Australian Birds*. The record audience of 800 included leading scientists, journalists and State and Federal politicians. More information on the Eureka award can be found on the Australian Museum's website.

The Trust played a pivotal role in the delivery of the annual Sydney Festival program in the Domain — Carols in the Domain, OpenAir Cinema, Tropfest and other large public events. The Trust also participated in the successful seasonal community events Homebake and Field Day. A new event, 'Spiegeltent', received much media attention. Trust sites for New Years Eve filled to capacity and had to be closed, for the first time since 2000.

Carols in the Gardens at Mount Annan Botanic Garden had huge community support and a new sponsor, but was cancelled due to rain. The first season of outdoor cinema (Horizon Cinema) commenced at Mount Annan in December. The cinema received local media attention and penetrated a new target market for the Garden.

At Mount Tomah, the 'Faeries by Erin' exhibition was well promoted west of the Garden as well as around the Hawkesbury area by Prime TV, leading to good attendance and a profitable result for the exhibition. Other major community events included the BRW Triathlon, Autumn Plant Sale at Mount Annan Botanic Garden, Mothers Day Classic at the Royal Botanic Gardens, Mothers Day at Mount Annan Botanic Garden, Sydney Morning Herald Half Marathon and Biennale and MS Walk and Run at the Royal Botanic Gardens.

### Present inspiring public exhibitions about contemporary environmental issues

Plant conservation is a central role for botanic gardens and the development of the Centre for Plant Conservation has allowed the Trust to promote and focus its conservation activities. A number of seminars and workshops were held including a series of three public seminars on Die-Back Disease (*Phytophthora*). These workshops, held in conjunction with the Australian Network for Plant Conservation, the Australian Association of Bush Regenerators and the Sydney Harbour Federation Trust, were well attended by bushland managers from local government and some State agencies, and from bush regeneration groups around Sydney and beyond. The Trust, through the Centre for Plant Conservation, hosted an art show for Threatened Species Day. Held over a full week in the Tropical Centre, the show was organised by the Threatened Species Network (TSN), a program of the World Wide Fund for Nature (WWF). It included sculptural, fabric and visual artworks. It is anticipated that a similar event will be held next year, and other forms of closer cooperation with TSN are likely.

Following a generous bequest from the estate of the late Nell Mackie, the Red Box Gallery exhibition space in the Herbarium was opened. This gallery provides an exhibition space to stage relevant, challenging and inspiring exhibitions that cover a broad range of topical environmental and scientific issues. Two exhibitions were held in the gallery during the year. The first, 'Four Centuries, Five Artists' exhibition, featuring the work of past and current botanical illustrators, opened in November and attracted approximately 150 visitors per month. The second, the 'Margaret Flockton Award' exhibition, highlighting the work of botanical illustrators from around the country, was sponsored by the Friends of The Gardens who provided the funding for the prizes.

## 6

### CHALLENGE SIX

To recognise and celebrate that plants are part of a bio-complex world

#### Develop interpretation and research programs around the concept of bio-complexity

The Thematic Plan for the Royal Botanic Gardens emphasises ecological connections in horticulture and in nature. For example, Eastern Water Dragons, released within the Gardens at the launch of the 'Towards Sustainable Horticulture' program, demonstrate the interrelationship between plants and animals. The dragons eat the insects which attack plants. Signage to communicate this relationship is to be prepared.

#### Survey the range of wildlife on Trust estates, and work with zoos and museums to understand and interpret that wildlife

Involvement with the National Parks Division within the Department of Environment and Conservation continued in recovery actions at Mount Annan Botanic Garden for *Pimelea spicata* and for the listed endangered ecological communities on that site. There has been continued consultation with National Parks and the Australian Museum on the management of flying foxes in the Royal Botanic Gardens. Work recommenced in collaboration with the Australian Museum to interpret plant-insect interactions in the Royal Botanic Gardens.

A fauna survey was conducted by LESRYK Environmental Consultants as part of the research for the Royal Botanic Gardens Conservation Management Plan. Research into possum territoriality and feeding habits within the Gardens is currently being conducted by a PhD student.

#### Raise the profile and appreciation of undervalued or neglected areas of scientific discovering including cryptogams through community, research and Herbarium initiatives

Trust scientists work not only on conventional plants but several focus on the discovery of the so-called cryptogams, including algae (freshwater and marine), liverworts, mosses, and fungi. Although these organisms are not as obvious, they play critical roles in stabilising ecosystems, in water health and quality or as disease-causing organisms. These organisms are also the least well understood and documented component of our biodiversity and consequently the Trust has for several years committed to increasing knowledge and raising the awareness of the community about these organisms.

The Australian Freshwater Algal module of PlantNET was fully implemented on the Trust website and made accessible for all users. As well as specialized scientific data, this module provides introductory information for users who are not familiar with these important organisms. Trust scientists are currently developing a similar internet module for Liverworts of Australia. This will be implemented by June 2005. A national list of names of liverworts that are known to occur in Australia has been included in the new version of PlantNET released in March. The list, of more than 1000 species, also includes some information about their distribution.

A manual on curation techniques was produced for the bryophytes (mosses and liverworts) and lichens and to train Trust volunteers working in the Herbarium on how to handle this group of organisms. The project included teaching volunteers a little about how these organisms differ from flowering plants, and introducing them to the different techniques required to curate the specimens. Walks around the Gardens introduced volunteers to living specimens, where they grow and what they look like before they become dried specimens mounted on acid-free card.



## COMMUNITY SUPPORT

The commitment of so many volunteers to the work of the Trust and The Friends of the Gardens reflects the high regard the community places on its botanic gardens. The Trust, too, values this relationship with the community it serves.

Professional development for volunteers and their wellbeing and safety were top priority this year. In addition to on-the-job training in specific program areas, the Trust coordinated an enrichment program for the enjoyment and professional development of Trust and Friends' volunteers. Information sessions on classification and the role of the Herbarium (at the Royal Botanic Gardens), and the significance of World Heritage Listing of the Greater Blue Mountains Area (at Mount Tomah Botanic Garden) were well attended. Two more sessions are scheduled.

This year the volunteer working party, now called the Volunteer Program Committee, met quarterly. All volunteer programs underwent an annual review and the volunteer policy and reference manual were updated. The committee also facilitated the implementation of two new program initiatives: a new volunteer program of Library volunteers and three short-term volunteering opportunities in the Communications and Marketing Branch.

Requests to the Trust for company employee volunteerism opportunities are on the increase. The Trust reserves these privileges for its major donors and as a benefit for corporate sponsorship agreements. Consequently, this year, employees of HSBC took part in dry stone walling workshops and bush regeneration activities at Mount Annan Botanic Garden.

Well over 200 volunteers attended the Executive Director's 'Thankyou to Volunteers' morning tea held at Rathborne Lodge in November. As is the tradition, those volunteers who have given 20, 15 and 10 years service were individually acknowledged for their contribution.

### Friends of The Gardens

The Friends of the Royal Botanic Gardens Sydney Inc., which was formed to promote and support the Royal Botanic Gardens and Domain Trust, celebrated its 21st birthday in October 2003. This has been a great achievement, involving an enormous number of dedicated volunteers and staff. The Friends support the Botanic Gardens Trust in many ways, including financial and practical support and communicating the

scientific, educational, historical, cultural and recreational importance of the Trust to the community.

The Friends continues to publish its quarterly magazine *The Gardens* under the guidance of an editor and a volunteer sub-committee. The magazine includes information about Friends' events, as well as articles of interest.

This year the Friends raised revenue of \$583,000, an increase of 6.5%. After expenses the net surplus was \$264,000. In addition the Friends' Trust Fund accepted donations of \$87,000, an increase of 14% from last year.

During the year to 30 June 2004, the Friends (including the Friends' Trust Fund) made the following donations to the Royal Botanic Gardens and Domain Trust:

Mount Tomah pedestrian bridge	\$105,841
Annual Horticulture Scholarship 2002	\$10,000
BGT Web site	\$11,446
Margaret Flockton Award prizes	\$7,000
Herbarium Library from 2003 book sales	\$5,000
BGT Visitor brochures	\$5,390
Support for BGT staff to attend BGANZ	\$4,000
Function at BGANZ	\$2,000
Publication of 'Herbarium'	\$15,000
2 data projectors	\$9,000
Friends' Terrace	\$5,578
Defibrillator at Mt Tomah	\$2,250
Sundry	\$1,266
<b>Total</b>	<b>\$186,021</b>

The Friends committed to fund projects to the value of \$693,804 in 2004–05.

### Friends Volunteers

Volunteer activity for the year fell into the following categories.

**Information Booth Volunteers** — provided a welcoming presence for the Gardens by greeting visitors at the Woolloomooloo Gate and by offering assistance, directions and information. They also encouraged Friends' membership.

**Growing Friends** — a team of specially trained volunteers who propagate and sell plants from cuttings and seeds.

**Catering Volunteers** — a team who prepared delicious homemade refreshments for fundraising activities and other functions. Their skills made Friends' functions memorable and greatly assisted fundraising.

**Exhibition Volunteers** — a team who organised and ran the 'Botanica' and 'Artisans in the Gardens' exhibitions.

**Office Volunteers** — the Friends' office could not function without the assistance of 15 volunteers who gave whole or half days each week. This ensured a considerable reduction in staffing costs.

**Helping Hands** — a team of member volunteers who help Royal Botanic Gardens' horticultural staff with quarterly garden maintenance.

Friends' volunteers continue to undertake more activities. Some serve on committees or subcommittees which oversee the many interests of the Friends and some coordinate and work at the events. Volunteers plan and present activities at the three botanic gardens. Our Information Booth volunteers continue to welcome visitors at the Woolloomooloo Gate of the Royal Botanic Gardens. Catering volunteers provide refreshments not only for Friends' activities in Sydney, Mount Annan and Mount Tomah, but often to outside organisations. Growing Friends groups are increasing their work, with teams at all three botanic gardens. Propagated plants are sold to raise funds, donated to the Trust's Community Greening program and donated for use in the three gardens. At the Royal Botanic Gardens, volunteers have assisted horticultural staff with watering of the gardens all year. The major exhibitions held by the Friends are organised and run by Friends' volunteers, as is the annual second-hand Book Sale. Volunteers represent the Friends of The Gardens at outside events and support Botanic Gardens Trust events. They also promote membership of the Friends and give presentations to other organisations. A volunteer sub-committee plans local and overseas tours. The office staff are assisted by even more volunteers on a regular basis and there is now a works team assisting with moving and setting up equipment.

## Volunteers

### Herbarium

Mike Atkinson, Eleanor Bailey, Lydia Bell, Chris Belshaw, Carol Bentley, Margaret Bell, Pamela Bell, Rosemary Blakeny, Patricia Bradney, Sunday Brent, Harry Brian, Louise Broadhead, Dawn Bunce, Diane Burgess, Lynette Burns, Diane Calder, Margaret Carrigg, Kathryn Chapman, Margot Child, Dianne Colder, Kristin Connell,

Alicia Do, David Drage, Eleanor Eakins, Malle Eden, Gwen Elliott, Rosemary Farley, Helen Flinn, Gladys Foster, Estelle Geering, Mien de Haas, Margaret Hafey, Pat Harris, Jane Helsham, Janet Heywood, Rachel Hill, Alick Hobbs, Beverley Honey, William Isbell, Louise Kelly, Fred Langshaw, Gwenda Levy, Tod Trenery, Marie Lovett, Ann McCallum, Malcolm McDonald, Olga Meltser, Ena Middleton, Joseph Minitier, Joan Moore, Peter Mylrea, Jimmy Nichols, Jill Pain, Edwin Pearson, Aileen Phips, Syd Pinner, Dorothy Pye, Elizabeth Radford, Carolina Ramos-Olea, John Richards, Rod Roberts, Betty Ruthven, Ingrid Sands, Evelyn Shervington, Graham Shields, Kimberly Star, Juliet Taylor, Betty Thurley, Ruth Toop, Kym Tremaina, Shelagh Trengove, Michael Turley, Sybil Unsworth, Rosemary Varley, Daniela Wagner, Ann Wilcher, Lisa Woods.

### Mount Annan Botanic Garden

Peter Andrews, Robin Davies, Denis Astill, Pat Collins, Verlie Fowler, Phyllis Jupe, Niki Oram, Mary Raftery, Joan Scott, Ken Tough.

### Mount Tomah Botanic Garden

Frank Allatt, Ros Allatt, Bill Avery, Suzanne Bassett, Tina Boyd, Barry Bradley, Annette Bryant, Sandra Curry, Dawne Dunlop, Margaret Esson, Isabel Johnston, Les Love, Airdrie Martin, Pirjo Palmer, Ailsa Thompson, Tony Tree, Shirlee Tree, Jackie Wall, Heather Weir, Carol Whyte

### Royal Botanic Gardens

Adrienne Alexander, Denise Allan, Elizabeth Anderson, Maria Arimon, Phillip Armstrong, Carole Beales, Janet Bennett, Rosemary Blakeney, Dominic Brady, Heather Branch, Caroline Bray, Joan Bryant, Marie Caldecott, Joy Cambage, David Chandler, Lesley Clarke, Julie Collins, Trevor Collins, Leonie Cooper, Allan Correy, Margaret (Peta) Coyle, Lynne Cusack, Emma Daniell, Eric Darley, Gillian Davies, Elizabeth Davis OAM, Flora Deverall, Barbara Dunne, Noel Elliot, Hemila Enriquez, Beryl Ferguson, Christine Floyd, Sue Gazal, Jan Gibson, Rosemary Gleeson, Jan Gluskie, Helen Gray, Thelma Griffiths, Barbara Harmer, Olivia Harris, Anne Heasman, Helen Hemphill, Jean Hobbs, Dorothy Holland, Daphne Howie, Anne Inall, Glenn Johnson, Sally Kallina, Agnessa Kelly, Nadia Lalak, Marion Lean, Graeme Lees, Gabrielle Loneragan, John Mathews, Audrey McCann, Belinda McNeill, Judith Maynard, Judit Mitro, Sandeep Mittal, Jann Mulholland, Rebecca Nash, Lynda Newnam, Jim Nicol, Susan North Ash, Jenny Pattison, Roger Pittaway, Marian Plaude, Rowan Poten, Sandy

Pratten, Wendy Pratten, Helen Rann, Yvonne Roberts, Sally Rutherford, Ginny Sadubin, Brian Sewell, Frank Sharples, Christina Simpson, Harry Smith, Margaret Ann Smith, Mavis Sourry, Carol Style, Kate Symons, Mary Threlfall, Hilary Vallance, Berenice Walker, Ethel Walmsley, Sally Anne Warnecke, Fay Warren, Helen Williams, Philip Williams

#### **Bush Regeneration (Bushcare) Volunteers**

Fran Anderson, Richard Austin, Pam Browne, Jim Coumo, Robyn Davies, Ron Davies, David Eden, Kathy Giunta, Peter Griffen, Shirley Henderson, Lesley Hook, Phyllis Jupe, Leonie Kelly, Bronwyn Kery, Jamie McMahon, Nikki Oram, Susan Roberts, Alex Stengl, Kris Stolzenhein

#### **Financial Support**

The Botanic Gardens Trust depends on support from generous individuals and corporations to help maintain its programs of excellence in horticultural practice, scientific research, community education and custodianship of some of the most historically significant and culturally important sites in New South Wales.

The Trust would like to thank the following individuals and organisations for their generous support. The Trust extends a special thankyou to the Friends of The Gardens for their ongoing support.

#### **Major Supporters**

Mr Bruce Arnott  
The Australia & Pacific Science Foundation  
Australia Flora Foundation  
Australian Biological Resources Study  
Community Access to Natural Resources Information (CANRI)  
Department of Infrastructure, Planning and Natural Resources (DIPNR)  
Department of Environment and Heritage  
Environmental Protection Agency (Department of Environment and Conservation)  
Global Biodiversity Information Facility  
Mr David & Mrs Kathryn Groves  
Hermon Slade Foundation  
Hermon Slade Orchid Fund  
Mr Paul & Mrs Louise Herzberg  
The Honan Family  
HSBC Bank Australia Limited  
Interlink Roads – M5  
Janet Cosh Fund  
Mr Ali Moussa & Ms Alizah Maryanka  
Dr William & Mrs Sarah Nelson  
NSW Biodiversity Strategy

NSW State Government Enhancement  
Mr Geoffrey & Mrs Rachel O'Connor  
Orlando Wyndham Group Pty Ltd  
The Australian Women's Weekly  
Premier's Community Solution Fund  
Mrs Susan Rothwell  
Friends of the Royal Botanic Gardens Sydney  
Royal Botanic Gardens Foundation  
Mr John Valder AO OBE & Mrs Kay Valder OAM  
Ms Patricia Wason

#### **Bequests**

Estate of the late Miss Nellie Mackie  
Estate of the late Mrs Clifflina Rathborne, in memory of her late husband Mr John Rathborne.  
Estate of the Late Elsie May Webster

#### **Foundation Donors**

Mr Mark Burrows  
Mrs Mary Rose McDonald  
Crown Advisory Pty Ltd  
Mr John Fairfax AM  
Mr Ian Conley  
Mr Reg Bryson  
The Patrick Brennan Trust  
Ms Lee Anne Reid

#### **Supporters**

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Hawkesbury Excavations  
Mr David Heinzen  
Mr Carlos Hsu  
Mr John Irvine  
Mr John King  
Mrs Joan Ludowici  
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Ms Toni Munos  
Oasis Horticulture Pty Ltd  
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Mrs Sandra Robberds  
Mr Alain Rondot  
The Stirling Family  
Mr Bruce Taffe  
Mr Chris Tovey  
Valley Electrical Services

Volkswagen Group Australia  
Mrs Margaret Turner  
Wentworth Garden Club  
Mrs Mary Whitton  
Mr Edwin Wilson

#### **Friends' Waratah Members**

##### **Gold Waratahs**

Dr Charles S. Barnes  
Mr Warren & Mrs Nancy Boyd  
Ms Mary Casey  
Dr Ian & Mrs Diana Daly  
Dr Ian F.X. Davies  
Mr Bruce & Mrs Zeny Edwards  
Lady (Vincent) Fairfax OBE  
Mr John Flint & Mrs Nora Hinchin  
Mr Graham & Mrs Virginia Froebel  
Mr Neville Grace  
Dr Max & Mrs Tess Hooper  
Mr Andrew Lishmund  
Mrs Judith MacIntyre  
Mrs Susan Maple-Brown  
Dr William & Mrs Sarah Nelson  
Mr Geoff & Mrs Rachel O'Connor  
Mr David & Mrs Patricia Pulsford  
Dr Alex & Mrs Dorothy Robertson  
Mrs Susan Rothwell  
Mr Mark & Mrs Ruth Sampson  
Mr Hendrik Vandepol

##### **Silver Waratahs**

Mrs Nancy Anderson  
Mr Henry & Mrs Peta Badgery  
Dr Michele Cotton  
Mrs Elizabeth Davis OAM  
Dr Roderick & Mrs Gillian Deane  
Ms Elizabeth Feeney  
Mr Bruce Flood & Ms Kathy Olsen  
Mrs Susan Gazal  
Mrs Annemarie Geckeler  
Dr Catherine & Mr Desmond Guy  
Mr Gilles & Mrs Susan Kryger  
Mrs Mary Rose & Dr Colin McDonald  
Mrs L. Robin McIntyre  
Dr David & Mrs Barbara Millons  
Mr Colin Simson  
Mrs Prue Socha  
Mr John C. Southwell  
Mr E.R. & Mrs M.E. Vellacott  
Ms Robyn Winton  
Mrs Jill Wran

##### **Bronze Waratahs**

Mr Geoffrey Ainsworth & Ms Laura Olsson  
Mrs Chris Armour  
Mrs Jessie Bartos  
Ms Vanessa Berensen  
Ms Linda Bergin  
Mr Josh Boerma

Mr Donald & Mrs Sally Bradford  
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Mrs Patricia & Mr Timothy Copes  
Ms Anne De Salis and Mr Peter Field  
Mrs Suzanne Entwistle  
Ms Annie Fergusson  
Ms Nancy Fox & Mr Bruce Arnold  
Mr David Fuller  
Mr John Gale  
Mr William Garrett AM,  
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Mr Allan Gilden & Mr Tony Barnett  
Mrs Dallas & Mr Brian Griffin  
Mr Alan & Mrs Marion Grundy  
Mr Jim & Mrs Ruth Hallmark  
Mr Owen Haviland & Ms Susan Hope  
Mr John Hinson  
Mr William Hodgson  
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Mr Frank Howarth & Mr Peter McCarthy  
Mrs Sheila & Mr Philip Jacobson  
Mrs Joan Johnson  
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Ms Iphygenia Kallinikos  
Mrs Christina Kennedy  
Mr Wal & Mrs Denise King  
Hon. Justice Mary J.M. Lawrie  
Ms Julie Lee, Mrs Valerie Little  
Mrs Nina Loder  
Ms Robin Low  
Mrs Judith & Mr John McKernan  
Mr Andrew Mitchell & Mr Brendan Hartnett  
Mr Kenneth & Mrs Helen Neale  
Mr Warren Norman & Mr Richard Smith  
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Paraclete Building Consultants Pty Ltd  
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Mrs Brinnie Snow  
Mr Graham & Mrs Beverley Thompson  
Mr Richard & Mrs Anna Walker  
Mrs Francis Walsh  
Dr John & Mrs Gail Ward  
Dr John & Mrs Beverley Warneford  
Mr John & Mrs Irene Willimott  
Mrs J.O. & Dr W.H. Wolfenden  
Dr Derrick & Mrs Jocelyn Woodhouse

# APPENDICES

## Appendix A

### Human Resources Information

Chief and Senior Executive Officers				
Level	Total CES/SES 2000-01	Total CES/SES 2001-02	Total CES/SES 2002-03	Total CES/SES 2003-04
6				
5				
4	1	1	1	1
3				
2	1	1	1	
1	1	1	1	1
<b>Total</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>2</b>

Staff Numbers				
Job Classification	2000-01	2001-02	2002-03	2003-04
Clerical/Administrative				
Grade 10 +	7	10	8	10
Grade 3 to 9	32	44	43	37
Less than Grade 3	25	23	24	19
Specialist professional (science based)	20	24	24	23
Professional other	14	15	18	19
Professional support	41	54	50	56
Horticulturists and other trades	158	162	148	137
Service etc	4	4	4	2
All other staff	0	0	0	0
<b>Total</b>	<b>301</b>	<b>336</b>	<b>319</b>	<b>303</b>

Trends in the Distribution of EEO Groups					
EEO Group	Benchmark or Target	2001	2002	2003	2004
Women	100	106	104	105	101
Aboriginal and Torres Strait Islanders	100	NC	NC	NC	NC
People whose first language is not English	100	98	102	101	106
People with a disability	100	102	102	105	102
People with a disability requiring work-related adjustment	100	NC	NC	NC	NC

Notes 1. Staff numbers are as at 30 June. 2. Excludes casual staff. 3. A Distribution Index of 100 indicates that the centre of the EEO distribution 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 the EEO group is less concentrated at lower salary levels. The Distribution Index is automatically calculated by ODEOPE software. 4. NC = Not Calculated. The Distribution Index is not calculated where the estimated number of staff in an EEO group is less than 20.

Number of Female Officers in SES Positions			
2000-01	2001-02	2002-03	2003-04
Nil	Nil	Nil	Nil

EEO Statistical Information*					
Trends in the Representation of EEO Groups					
EEO Group	Benchmark or Target	2001	2002	2003	2004
Women	50%	36%	38%	41%	43%
Aboriginal and Torres Strait Islanders	2%	1.4%	1.3%	0.5%	0.6%
People whose first language is not English	19%	8%	8%	8%	6%
People with a disability	12%	10%	9%	9%	7%
People with a disability requiring work-related adjustment	7%	2.2%	2.1%	2.2%	1.6%
<b>Total Staff</b>		<b>301</b>	<b>336</b>	<b>319</b>	<b>303</b>
<b>Response rate</b>		<b>81%</b>	<b>77%</b>	<b>77%</b>	<b>73%</b>
* Excludes casual staff					

#### Equal Employment Opportunity

We actively support EEO principles as shown by the following:

- Employment policies and procedures are continually reviewed to ensure they comply with EEO standards
  - We have a well patronised Spokeswomen's Program
  - Flexible working arrangements are available to all staff
  - Our recruitment strategy includes employing EEO group members in the apprenticeship program.
- An Equity and Diversity strategy has been developed and includes the following goals and strategies:
- Review and update policies and procedures for workplace harassment and grievance resolution
  - Conduct Selection Committee training including EEO principles and merit based selection
  - Review separation and exit procedures
  - Design and conduct a staff survey on discrimination, grievances and harassment in the workplace
  - Review recruitment and selection processes to maximise opportunities for applicants from EEO groups
  - Recruiting from EEO groups for apprenticeship program

- Pilot a new communication and planning system
- Ensure measurable EEO accountabilities are included in the performance agreements of all managers, senior executives and Executive Director.

#### Disability Access

The Trust is committed to taking positive action to facilitate access to all of its sites and services for people with a disability. Recent progress has included:

- identification of the Trust's commitment to disability access in the Corporate Strategic Plan 2003-2005
- commencement of a review of the Trust's Disability Action Plan in accordance with the New South Wales Government's Disability Policy Framework
- identification of wheelchair access points in publications, on signage and on the website
- provision of support and adjustments where necessary for staff with a disability
- participation in the NSW Apprenticeship Program for People with Disabilities
- attendance at the City of Sydney Access Forums
- review of parking available for people with a disability.

**Ethnic Affairs Priorities Statement**

Over the last 12 months, the Trust has continued its commitment to the Principles of Cultural Diversity. Five initiatives were adopted:

- providing services that are accessible to a culturally diverse community
- promoting the involvement and inclusion of all racial, cultural, religious and linguistic groups in the activities of the Trust
- developing equitable policy and planning that considers the needs and wants of a culturally diverse community
- ensuring Trust correspondence and publications reflect more accurately the Trust's client groups
- ensuring a work place that values diversity.

We demonstrated a commitment to carry out those initiatives by:

- enhancing visitor access to services and facilities on the Trust's website, through brochures and via staff training
- displaying information on the website about the Trust's Ethnic Affairs Priorities Statement
- providing front-line reception staff with access to interpreter services
- including community members with a diverse range of cultural backgrounds in the establishment and maintenance of community gardens in housing estates across Sydney, through the Community Greening Program
- featuring people from a range of cultural backgrounds in images of Trust activities

- giving all staff access to information about culturally appropriate language and terminology on the Trust's intranet
- considering cultural diversity in the development of specific proposals for plant displays as part of thematic plans
- supervising international students on research projects
- providing work experience for TAFE students reflecting the diversity of Sydney's cultural mix
- employing people from a range of ethnic backgrounds.

**Occupational Health and Safety**

The Botanic Gardens Trust is committed to providing a safe workplace for its staff and visitors.

A risk management approach was implemented during the year, with a framework drawn up to provide guidance to both employees and management. Several workshops were conducted at Mount Annan, Mount Tomah and the Royal Botanic Gardens. Activities undertaken by all employees were identified and broken down into steps which were given a hazard rating. Control statements were applied to minimise the risks/hazards and develop Safe Work Method Statements (SWMS). Using SWMS, supervisors and managers conduct regular five-minute safety talks (or Toolbox Talks as they are commonly referred).

A new Accident/Injury Reporting and Accident Investigation process was implemented using input from Workplace Health and Safety Committees and management. A series of accident investigation

workshops were conducted to ensure that persons investigating accidents were up to date with the latest investigation techniques.

**Safety Statistics**

Although some safety statistics have shown a slight increase over the previous year, there has been continued improvement against key performance indicators, as shown in the Treasury Managed Fund figures on page 32.

**Monetary Amount of Recreation Leave and Long Service Entitlements**

As at 30 June 2004  
 Recreation Leave \$1,222,328  
 Long Service Leave \$3,040,205

**Exceptional Movements in Wages, Salaries and Allowances**

There were no exceptional movements during the year.

Year	1999-00	2000-01	2001-02	2002-03	2003-04
Number of Workers Compensation Claims	58	46	38	17	25
Cost per claim per employee	\$1460	\$660	\$399	\$228	\$550
Ranking of organisation against all government agencies	111/122	102/118	79/111	81/111	93/110

The Lost Time Injury Frequency Rate has continued to decrease.

Year	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04
LTIFR	69.5	56.6	65.7	41.8	26.9	28.01	25.04	22.88

This monthly average of the hours lost from work through injury shows a significant improvement over the past 12 months.

Year	1999-00	2000-01	2001-02	2002-03	2003-04
Hours lost per month	67.09	97.32	62.18	29.77	22.88



## Appendix B Other Statutory Information

### Provision of Information Services

#### Gardens Shops and Visitor Centres

The Trust operates four combined visitor centre bookshops at Mount Annan, Mount Tomah, the Royal Botanic Gardens and the Sydney Tropical Centre. These provide information about activities and facilities, and sell a comprehensive range of botanical and horticultural books, souvenirs and gifts.

#### Botanical Information Service

Inquiry statistics	2002–03	2003–04
Inquiries in person	531	299
Inquiries by mail	1198	1683
Inquiries by telephone	1487	289*
Inquiries by internet	635	686
Requests for e-data	26	50
Specimens identified	5246	5919**
Revenue	\$9,729	\$24,158 <small>(exc. GST)</small>

\* Direct telephone service to BIS ceased in October 2003. All inquiries are now via mail, in-person or email.

\*\*Including specimens identified as part of the NSW Vegetation Mapping Program with Department of Infrastructure, Planning and Natural Resources.

#### Consumer Response

Throughout the year, feedback from visitors to all three estates was received via feedback forms, correspondence, email, website 'Contact Us' and comment books.

**Royal Botanic Gardens and Domain** Feedback from visitors totalled 50 items. Subjects of visitor concern included litter, graffiti, homeless people, leaking taps, road repairs, noisy events, fencing of events cyclists, personal trainers and disability access. The Domain Tree Replacement Program also generated community comment. Action to remove litter and graffiti and to repair taps and potholes was taken immediately. Noise levels were checked in response to complaints and the need for safety fencing around event sites explained. Ranger patrols sought to minimise the impact of activities by cyclists and personal trainers on other visitors.

**Mount Tomah Botanic Garden** Last year saw several complaints regarding the expense and service of the leased Botanic Garden Restaurant. During the last 12 months, the rate of complaint has dropped dramatically with the introduction of a light lunch

menu and a reduction in the a la Carte meal prices. A new floor manager has been appointed to oversee service. Complaints elsewhere in the Garden included poor weeding of garden beds, inadequate interpretation and unclean toilet facilities. However, complaints were low, and most visitors were very satisfied with the Garden and its facilities.

**Mount Annan Botanic Garden** Feedback was received on 11 occasions and included: poor quality photocopied brochures, no plant labels in some areas, a men's toilet door unable to lock, noise pollution from the Challenge Walk, the state of the Terrace Garden and the lack of seating in this area; and entry fee charges being applied to visitors going only to the Garden's shop and restaurant. On all occasions written correspondence resolved issues.

#### Freedom of Information

The Royal Botanic Gardens and Domain Trust is committed to the principle of transparency of decision making and public access to its documents. Key documents are available to the public through the Trust's website. The Royal Botanic Gardens and Domain Trust received four FO1 requests for documents during the year. Two requests were granted in full and two requests granted in part.

The annual Statement of Affairs was published on 1 July 2003, and Summaries of Affairs were gazetted on 31 December 2002 and 30 June 2004.

#### Consultants

##### Consultancies equal to or more than \$30,000

Category	Plant Sciences
Consultant	CSIRO
Title/Nature	Mapping validation
Cost	\$112,000

##### Consultancies less than \$30,000

Consultancies for environmental and management support totalled \$153,000.

#### Corporate credit cards

Use of corporate credit cards was in accordance with Treasury Directions.

## Appendix C

### Publications

Most publications listed are available from the Gardens Shops.

#### Science

*Telopea* (a journal of systematic research) and *Cunninghamia* (a journal of plant ecology for eastern Australia) are published by the Trust in March and September (*Telopea*) and July and December (*Cunninghamia*). They are available from the Gardens Shops or by subscription, or on exchange to other organisations. Copies of most back issues are still available for sale from the Gardens Shop in Sydney.

*Setting the Scene: the Native Vegetation of NSW* (1999) by J.S. Benson, published by the Native Vegetation Advisory Council. \$8.75

*The nature of pre-European native vegetation in south-eastern Australia: a critique of Ryan, D.G., J.R. and Starr, B.J. (1995) The Australian Landscape — Observations of Explorers and Early Settlers* (1997) by J.S. Benson & P.A. Redpath, offprint from *Cunninghamia* 5(2): 285–329, \$5.50

*Flora of New South Wales*: supplement to vol. 1 (2000), vol. 1 (2000 revised edition with supplement), vol. 2 (2002 second edition), vol. 3 (1992), vol. 4 (1993), edited by Gwen Harden (NSW University Press)

*Collection, Preparation and Preservation of Plant Specimens* (Royal Botanic Gardens Sydney 2nd edition, 1995) \$6.85

*Riverside Plants of the Hawkesbury–Nepean* by J. Howell, L. McDougall & D. Benson (Royal Botanic Gardens Sydney, 1995) \$10.95

*Rare Bushland Plants of Western Sydney* (1999) Revised edition, by Teresa James, Lyn McDougall and Doug Benson (Royal Botanic Gardens Sydney) \$13.15

*Sydney's Bushland: More than meets the eye* by J. Howell & D. Benson (Royal Botanic Gardens Sydney, 2000) \$27.95

*Mountain Devil to Mangrove: a Guide to Natural Vegetation of the Hawkesbury/Nepean Catchment* by D. Benson, J. Howell and L. McDougall (Royal Botanic Gardens Sydney, 1996) \$21.95

*Plants of Pooncarie and the Willandra Lakes* by M. Porteners and L. Ashby. A guide to the plant species native to Pooncarie and the Willandra Lakes region in south-western New South Wales (Royal Botanic Gardens Sydney, 1996) \$8.75

*Hispid 3* (1996) by Dr B. Conn. Herbarium Information Standards and Protocols for Interchange of Data, Version Three

*Missing Jigsaw Pieces: the Bushland Plants of the Cooks River Valley* by D. Benson, D. Ondinea & V. Bear (Royal Botanic Gardens Sydney, 1999) \$13.15

#### Education

*Bush Foods of New South Wales* by Kathy Stewart and Bob Percival. Aboriginal use of plants (Royal Botanic Gardens Sydney, 1996) \$10.95

#### General

*Mount Annan Botanic Garden* (1998) A souvenir guide (Friends of the Royal Botanic Gardens) \$5.95

*Mount Tomah Botanic Garden* (1997) A souvenir guide (Friends of the Royal Botanic Gardens) \$7.95

*Mount Annan Botanic Garden Visitor Guide* (given on entry to Garden)

*Mount Tomah Botanic Garden Visitor Guide* (given on entry to Garden)

Plant Disease Diagnostic Unit Fact Sheets: Fire Blight, *Armillaria* Root Rot, *Fusarium* Wilt of Palms, Fig Psyllids, *Phytophthora*, Thrips, Azalea Lace Bug, Scale Insects, Rose Aphids, Azaleas

## Appendix D

### Grant Funding to the Trust

#### Research Grants

##### The Australia & Pacific Science Foundation

Dr Adam Marchant and Dr George Orel — Genetic and horticultural assessment of the Australian native 'bush potato' (*Ipomoea costata*). \$14,000 (1st year of a 3-year \$42,000 grant)

##### Australia Flora Foundation

Dr Adam Marchant, Dr George Orel, Gillian Towler, Andrew Perkins — Exploring the horticultural potential of native Australian flowering shrubs in the *Solanum brownii* Group \$3,500 (1st year of a 3-year \$11,000 grant)

##### Australian Biological Resources Study

Dr Darren Crayn & Dr Maurizio Rossetto — A revision of *Tetradlea* & *Tremandra* and assessment of the phylogeny and biogeography of Tremandraceae & Elaeocarpaceae \$25,000

Dr Tim Entwisle and Dr Stephen Skinner — Taxonomic revision of *Oedogonium* (Chlorophyta) \$30,000 (3rd year of 3-year \$75,000 grant)

Dr Tim Entwisle and Dr Stephen Skinner — *Bulbochaete* C. Agardh and *Oedogonium* Shahl (Oedogoniales, Chlorophyta) in Australia \$15,000

Dr Surrey Jacobs — Provision of Flora of Australia manuscript for the Stipeae \$6,000 (2nd year of a 2-year \$12,000 grant)

Dr Brett Summerell and Dr Lester Burgess — Taxonomy of *Fusarium* in Australia \$32,100

Dr Peter Wilson — Defining generic limits within the *Chamelaucium* alliance (Myrtaceae) \$40,000 (2nd year of 3-year \$118,000 grant)

#### **Community Access to Natural Resources Information (CANRI)**

Dr Tim Entwisle and Nick Yee — ALGKEY — Interactive key to the genera of freshwater algae in NSW \$50,000

Louisa Murray — HerbiLink project: Electronically scanning herbarium collections from NSW \$57,000

Ken Hill & Dr Barry Conn — PlantNET infrastructure — Integration with the State Government's BioNet and Community Access to Natural Resources Information systems \$52,000

#### **Department of Infrastructure, Planning and Natural Resources (DIPNR)**

Dr Barry Conn and Barbara Wiecek — Plant Identification for native vegetation mapping \$50,000

Dr Brett Summerell — Mapping validation \$112,000 (3rd year of 3-year \$336,000 grant; delayed start)

#### **Environment Australia (Department of Environment and Heritage)**

John Benson — Vegetation Classification Project \$70,000

#### **Environmental Protection Agency (now part of Department of Environment and Planning)**

Janelle Hatherly & Bob Makinson — Big Answers to Big Questions — public forums and Internet resources \$50,000

#### **Global Biodiversity Information Facility**

Dr Barry Conn — Repatriation of electronic data to the Papua New Guinea National Herbarium (LAE) USD\$49,000

#### **Hermon Slade Foundation**

Dr Elizabeth Brown — Relationships of the Austral family Lepidoziaceae \$18,500 (delayed start — 1st year of 3-year \$56,000 grant)

Edwin Wilson and Phil Spence — Establishment of a breeding and propagation program of *Latouria* type high-altitude hybrids of New Guinea dendrobiums \$20,500 (2nd year of 3-year \$61,550 grant)

Dr Darren Crayn & Dr Maurizio Rossetto — Evolution and conservation genetics of Australasian Eleocarpaceae \$29,490 (2nd year of 3-year \$90,000 grant)

Dr Cathy Offord — Seed development of the Wollemi Pine \$12,000 (2nd year of a 2-year \$24,556 grant)

Dr Alan Millar — Marine Benthic Algae and Invertebrates of Southern NSW \$11,000 (2nd year of 2-year \$23,000 grant)

Dr Cathy Offord — Storage of NSW rare and threatened NSW orchid species and their associated mycorrhizae \$32,000 (1st year of a 3 year \$97,000 grant)

Dr Tim Entwisle & Dr Stephen Skinner — Survey of Macroalgae in the Gwydir and Border Rivers Catchments \$15, 600

#### **Hermon Slade Orchid Fund**

Lotte von Richter, Dr Cathy Offord and John Siemon — Improved orchid seed storage techniques \$8,000

#### **Janet Cosh Fund**

Dr Elizabeth Brown & Will Cuddy — Bryophyte and Lichen Mounting \$8,422

Ken Hill & Leonie Stanberg — Imaging of drawings for online Flora of New South Wales \$9,894

#### **NSW Biodiversity Strategy**

John Benson — Plant Community Classification Project \$29,700 (2nd year of 2-year \$67,320 grant)

Dr Tim Entwisle, Dr Stephen Skinner with David Eldridge (DIPNR) — Guidelines for monitoring non-vascular (non-marine) plants \$64,000

Dr Cathy Offord — Testing and viability assessment of NSW threatened species; seed bank collection \$27,000 (2nd year of a 2 year \$54,000 grant)

#### **NSW State Government Enhancement**

Dr Tim Entwisle — Australia's Virtual Herbarium \$400,000 (2nd year of 2-year \$800,000 grant; next 2 years to be funded by the Commonwealth and private sector)

#### **Pacific Biological Foundation**

Dr Barry Conn — Interactive identification keys to the common trees of PNG \$15,000 (2nd year of 3-year \$45,000 grant)

#### **UK Millennium Commission**

Seed Quest NSW partnership to supply 250 seedbank collections per year of threatened species of NSW \$240,000 (1st year of 3-year \$730,000 grant)

#### **Funding to partner organisations**

##### **Australian Biological Resources Study**

A/Prof Paul Gadek, Dr Chris Quinn & Dr Judy West — Evolution and radiation of Australian hobbushes and allied genera. (1st year of a 3-year grant to James Cook University).

##### **Australian Centre for International Agricultural Research**

Dr Brett Summerell (with the University of Sydney) — Diagnosis and control of soil-borne diseases in Indonesia \$133,333 (3rd year of 3-year \$400,000 grant to the University of Sydney)

#### **Australian Research Council**

Dr Peter Weston (with the University of Western Australia, AGWEST, National Parks and Wildlife Service, Australian Museum, Botanic Gardens & Parks Authority) — A biological basis for efficient breeding of native plants for exports: Australian Goodeniaceae \$57,231 (2nd year of 3-year \$158,000 grant to the University of Western Australia)

#### **Grains Research & Development Corporation**

Dr Brett Summerell (with the Department of Primary Industries, Qld); University of Sydney and EnTox — Managing Mycotoxin Contamination of Maize (2nd year of a 3-year \$226,000 grant to the Department of Primary Industries, Qld)

#### **National Science Foundation**

Dr Tim Entwisle (with Morgan Vis, Ohio University, Orlando Necchi, John Boulton) — A robust phylogeny of the Batrachospermales (Rhodophyta) (2nd year of a 2-year \$226,000 grant to Ohio University)

#### **Other Grants**

NSW Premiers Department Community Solutions Fund. Community Greening \$180,000 (second stage of two-year funding of \$345,000) to Trust Community Education unit

## Appendix E

### Environmental Management Report

#### **Statement of Environmental Commitment**

The Trust has developed a Statement of Environmental Commitment underpinned with a philosophy which will ensure that our organisation:

- displays a clear commitment to environmental best practice
- applies environmental guidelines to all decision making
- establishes environmental best practice criteria and benchmarking when negotiating partnerships and contracts
- is as environmentally sustainable as possible in all our operations.

The Trust's Statement of Environmental Commitment and Triple Bottom Line (TBL) reporting — the environmental, economic and social impacts of our operations — provided the foundations for the 'Towards Sustainable Horticulture' program developed this year. Concentration on the economic and social aspects of TBL will ensure that we:

- display a clear commitment to sustainable best practice
- apply TBL guidelines in all decision making

- establish TBL criteria and benchmarking with our partners and contractors
- become sustainable in all our operations.

#### **Towards Sustainable Horticulture**

The Towards Sustainable Horticulture (TSH) plan was prepared in 2002 and endorsed by the Trust in September of that year.

The plan provides an environmental policy and action plan for the physical botanic gardens, encourages and challenges staff to trial new ideas, monitor the trials with ongoing visual and science-based testing of standards; and to inform and monitor our customer/visitors feedback for the standard of horticulture being presented.

A central aspect of the plan is to, as far as possible, eliminate the use of pesticides with a toxicity rating of S6 and above. A 12-month trial of the application of lower scheduled herbicides and pesticides conducted at our estates has been conducted.

Last year the Trust received sponsorship to the value of \$100,000 over three years from HSBC to support the 'Towards Sustainable Horticulture' program.

#### **Energy Management**

The Trust is now in its third year of Phase 1 of an Energy performance Contract (EPC) with Total Energy Solutions (TES), covering a range of energy-saving measures in the Brown Building at the Royal Botanic Gardens, Sydney. The electricity savings for the year amounted to 339,799 kWh. This resulted in savings of \$22,197, equivalent to over 300 tonnes of CO<sub>2</sub> emission per year.

The Trust is currently negotiating Phase 2 of the EPC with TES which will provide additional electricity savings in excess of 150,000 kWh per year, saving 160 tonnes of CO<sub>2</sub> emission. The Phase 2 EPC will involve improved lighting and air conditioning controls in the Administration Complex at the Sydney Gardens and power factor correction for the Sydney site.

#### **Fauna Management**

The Trust continues to support fauna research that will assist in fauna management, as well as provide study opportunities. The information gathered is also of value to NSW National Parks and Wildlife Service and other agencies. In this reporting period, there has been postgraduate level research undertaken on the Brush-tail Possum population in the Royal Botanic Gardens.

Grey-headed Flying Fox numbers continue to increase in the Royal Botanic Gardens and significant damage to the living collections has taken place. The flying fox population exceeded 9000 in the summer of 2003–2004.

Australian White Ibis numbers are continuing to escalate in the Royal Botanic Gardens, as with the broader metropolitan area. Considerable tree damage has occurred as a result of their nesting. The Trust is managing the Ibis population so that the Ibis do not impact on the amenity and public safety in the Royal Botanic Gardens.

In September 2003, under NPWS permit, the Trust released 12 Eastern Water Dragons into the Royal Botanic Gardens around the Sydney Tropical Centre. These lizards are now a very popular attraction and an important element in the diversity of this area. There is significant educational value in having a native reptile in an area recreated to reflect an Australian ecological community. Further, this reptile assists the Trust in conveying messages of the interrelationship between fauna and flora.

#### Water Management

Capital works completed in the Royal Botanic Gardens and the Domain in 2003–04 included the installation of a central ring-main through the Middle and Lower Gardens. This project was the final element of the strategy to separate potable from non-potable (i.e. irrigation) water supplies across the entire site. While the new ring main will initially be connected to the potable water supplies, it is intended over the next few years to tap into an alternative water source via the Busby's Bore project. This will enable the Trust to use treated water for irrigation and other uses, thereby obviating the need to take potable water from the existing mains supply.

#### Waste Reduction and Purchasing Policy

The Royal Botanic Gardens and Domain Trust has undertaken significant steps in waste reduction and procurement over recent years. During the current financial year these processes have continued to provide benefits and energy saving to the Trust.

Additional funding has been sought to enhance the functional ability of the Vertical Composting Unit to enable it to handle waste from a number of leased outlets. All green waste at Mount Annan is recycled and composted on site. Annually, large branches and waste are machine-ground and used as secondary grade mulch which is used as weed suppressant across the site, resulting in Mount Annan neither wasting or exporting any green waste from the site.

Through the amalgamation of the Trust within the Department of Environment and Conservation, a new procurement plan is being developed using a 'whole of agency' approach to identify areas where savings can be achieved by procuring goods and services at an agency level.

The Trust continues to manage its vehicle fleet in a manner which keeps costs at a level where the most practical and economic replacement is made.

During the current financial year the Trust entered into a new three-year agreement with Toshiba Australia for the replacement and lease of facsimiles and photocopiers. This arrangement applies to the replacement of equipment only.

## Appendix F Overseas Travel

Name and Position	Countries/Cities Visited	Purpose of Visit	Duration	Total Cost	Cost to Trust	Source of Funds	
Dr Alan Millar, Senior Research Scientist	Belfast, Northern Ireland	Participate in European Phycological Congress	19–28 July 2003	\$5,500	No cost	Grant funding for algal research	
Dr Tim Entwisle	New Caledonia	Collect and preserve for microscopic and molecular study a range of freshwater algae	6–16 July 2003	\$5,826	No cost	Predominantly grant funding for algal research	
Dr Darren Crayn, Botanist (Tropical Systematics)	Papua New Guinea; Lae, regional centres within the Morobe province, Mt Hagen	To conduct field research and assist in development of framework for the 'Electronic Interactive Key to Common Trees of Papua New Guinea' project	12 July–12 Aug 2003	\$4,500	No cost	Hermon Slade Foundation	
Mr Scott Charlton, Horticulturist	USA; Denver, Estes Park, St Louis & Brooklyn	Research the management and interpretation of cultivated gardens and natural areas at 1) Denver BG, Rocky Mountains NP, Missouri BG and Brooklyn BG and	4 Aug–22 Sept 2003	\$7,000	No cost	The Friends of The Gardens	
			2) Paris BG, Jardin de Citron and Lautaret Alpine BG	23 Sept–20 Oct 2003	\$6,000		S.E. Charlton
			3) Kirstenbosch NBG, Harold Porter NBG and Karoo Desert NBG	21 Oct–3 Nov 2003	\$3,000		The Friends of The Gardens
Mrs Karen Wilson, Special Botanist	Tsukuba, Japan	Participate in Joint International Forum on Biodiversity Information	4–10 Oct 2003	\$4,000	\$1,200	Japanese National Institute for Environmental Studies	
	Taipei, Taiwan	Participate in Species 2000 Team meeting	12 Oct 2003	\$300	No cost	Academy of Science in Taipei	
	Taipei, Taiwan	Participate in workshop and associated field excursion	13–16 Oct 2003	\$2,500	No cost	Academy of Science in Taipei	
Dr Darren Crayn, Botanist (Tropical Systematics)	New Caledonia	Conduct field research	29 Oct–14 Nov 2003	\$2,480	No cost	Hermon Slade Foundation; personal funds	
Dr Elizabeth Brown, Systematic Bryologist							

Name and Position	Countries/ Cities Visited	Purpose of Visit	Duration	Total Cost	Cost to Trust	Source of Funds
Mr Peter Cuneo, Manager, Natural Heritage	United Kingdom Ardingly, West Sussex	Complete negotiations, project documentation and legal agreement for the RBG&DT/Millennium seedbank partnership.	18 Oct– 4 Nov 2003	\$9,516	\$5,916 — meal allowance and incidentals	Royal Botanic Gardens, Kew and personal funds
Dr Cathy Offord, Conservation & Horticulture Research Scientist		Conduct seed technology/technical training review and develop collaborative seed research program at the Millennium Seedbank	21 Oct– 4 Nov 2003			
Dr Alan Millar, Senior Research Scientist	Cape Town & Johannesburg, South Africa	Participate in Southern Connections & Phycological Society of South Africa Congresses	18–31 Jan 2004	\$5,350	No cost	Southern Connections secretariat and Phycological Society of South Africa
Mrs Karen Wilson, Special Botanist	Reading, UK	Participate in Species 2000 meeting	4 – 16 Nov 2003	\$2,100	\$300	Species 2000 Europa and Trust
	Reading, UK	Meeting with CODATA Executive Director to discuss plans for Australian CODATA activities	17 Nov 2003	\$400	No cost	CODATA
	Kew, UK	Meeting at Royal Botanic Gardens Kew with other members of IOPI Global Plant Checklist project	18 Nov 2003	\$100	\$100	Trust
Ms Hannah McPherson, Scientific Technical Officer	New Zealand	Collect and preserve for microscopic and molecular study a range of freshwater algae	30 Nov– 9 Dec 2003	US\$6,000	No cost	National Science Foundation grant administered by Ohio State University
Dr Tim Entwisle, Executive Director	China — Xishuanganna (Yunnan Province)	Participate in international conference on botanic gardens, and tour of parks and gardens in Yunnan	28 Feb–9 March 2004	\$6,343	\$2,343	Xishuangbanna and Tropical Botanical Garden
Dr Surrey Jacobs, Principal Research Scientist	The Philippines (Manilla; Los Banos)	Review project on bamboo for Australian Centre for International Agricultural Research	15–20 March 2004	\$4,500	No cost	Australian Centre for International Agricultural Research
Mr Geoff Duggan	Manchester, England	Undertake dry stone walling Mastercraftsman course	25 April–4 June 2004	\$12,718.68	No cost	Mr Geoff Duggan
Mrs Karen Wilson, Special Botanist	Oaxaca, Mexico	Participate in GBIF governing board meeting, in symposium, and in meetings of GBIF Node 1 Managers Committee and ECAT Subcommittee	25–30 April 2004	\$4,300	\$100	Global Biodiversity Information Facility (GBIF)

Name and Position	Countries/ Cities Visited	Purpose of Visit	Duration	Total Cost	Cost to Trust	Source of Funds
Mrs Karen Wilson	Washington DC, USA	Participate in Species 2000 meetings	May 2004	\$2,200	\$500	CODATA
	Aarhus, Denmark	Review Danish Biodiversity Information Facility with Prof. Loeschcke at Aarhus	10–12 May 2004	\$2,500	No cost	Danish Natural Science Research Council
Ms Janelle Hatherly, Manager, Community Education	Barcelona, Spain	Participate in 2nd World Botanic Gardens Congress. Represent Trust at inaugural meeting of BGCI Advisory Council	15–27 April; 19 April– 4 May 2004	\$6,800	\$6,800	Trust
Dr Barry Conn, Manager Plant Diversity Section, Senior Research Scientist	Papua New Guinea / Lae	Interactive Identification Tools for common trees of Papau New Guinea Repatriation of biodiversity data to the Papua New Guinea National Herbarium	19 April– May 2004	\$5,200	No cost	Pacific Biological Foundation and Global Biodiversity Information Facility
Ms Linn Linn Lee, Technical Officer	Papua New Guinea / Lae	Interactive Identification Tools for common trees of Papau New Guinea Repatriation of biodiversity data to the Papua New Guinea National Herbarium	17–18 June 2004	\$3,000	No cost	Global Biodiversity Information Facility
Mrs Karen Wilson, Special Botanist	Natural History Museum, London, UK	Participate in GBIF's ECAT Sub-committee meeting	28–30 June 2004	\$500	No cost	Global Biodiversity Information Facility
	Royal Botanic Gardens Kew,	Participate in Global Strategy for Plant Conservation global plant checklist meeting	1–2 July 2004	\$600	No cost	Species 2000
	University of Reading, UK	Participate in Species 2000 meeting	14–16 July 2004	\$500	\$500	Species 2000
	Panama City, Panama	Participate in Species Plantarum meeting		\$700		

Appendix G

Botanic Gardens Trust Programs & Services

Our Objectives	Whole of Government Outcomes		How we Deliver the Services	Our Customers	Performance Measures	Our Performance
<p>Advancing and communicating knowledge about plant biodiversity and horticulture</p> <p>Promoting sustainability, conservation and appreciation of the environment</p> <p>Encouraging use and enjoyment of plants and plant displays</p>	<ul style="list-style-type: none"> <li>Deliver NSW Biodiversity Strategy objectives</li> <li>Deliver NSW Ecologically Sustainable Development Strategy objectives</li> <li>Increase knowledge about plant life in NSW, Australia and neighbouring regions</li> <li>Make high quality open space and facilities accessible to the community</li> <li>Conserve the State's built and cultural heritage</li> </ul>	<p><b>Plant Sciences Programs</b></p>	<ul style="list-style-type: none"> <li>Initiate, conduct and publish scientific research</li> <li>Provide botanical information and identifications</li> <li>Manage and develop the State's reference collection of preserved plants</li> <li>Contribute to the development and implementation of state, national and international policies</li> </ul>	<p>Visitors, education users, science professionals, commercial users, staff, government agencies, universities and other researchers, media</p>	<ul style="list-style-type: none"> <li>number of publications</li> <li>number of plant and disease identifications</li> <li>percentage of herbarium vouchers databased</li> <li>curation evaluation</li> <li>percentage of State-funded NSW Biodiversity Strategy actions completed</li> </ul>	<ul style="list-style-type: none"> <li>Over 3000 enquiries serviced and almost 6000 specimens identified</li> <li>Herbarium specimen curation standards improving towards national benchmark</li> <li>Record number of 57 postgraduate students co-supervised by Trust scientists in a diverse range of Australian and international universities</li> <li>Number of scientific publications increased, whilst number of publications and presentations to a general audience maintained</li> <li>Increase in the high level of grant funding for science with \$1,712,000 directly to Trust and an additional \$381,564 in collaborative programs to our partner organisations</li> <li>Over 71,000 herbarium specimens databased with an average accuracy of 97% as part of Australia's Virtual Herbarium project</li> <li>Increase in number of specimens submitted to Plant Disease Diagnostic Unit for disease analysis from the horticultural industry, government agencies and the general community</li> <li>Positive review of Trust science programs over the last five years by Scientific Committee of the Trust</li> <li>Launch of 'Flora of NSW on-line' as the latest addition to the Trust's internet plant information portal, PlantNET</li> </ul>
	<ul style="list-style-type: none"> <li>Provide facilities and services for the people of Western Sydney</li> <li>Inform the community about the importance of plants in a sustainable environment</li> <li>Recognise Aboriginal links to our sites to support reconciliation</li> <li>Promote health and wellbeing of the people of NSW</li> <li>Provide quality NSW tourist attractions and experiences</li> </ul>	<p><b>Botanic Gardens Programs</b></p>	<ul style="list-style-type: none"> <li>Manage and develop horticultural displays and living collection of plants at Sydney, Mount Annan, Mount Tomah and the Domain</li> <li>Manage ex-situ collections of the State's threatened plant species</li> <li>Maintain heritage landscapes and structures</li> <li>Provide displays and information about Aboriginal use of sites and plants</li> <li>Maintain and develop the Domain, Sydney, Mount Annan and Mount Tomah Botanic Gardens for recreation and events</li> <li>Provide tourist and visitor facilities and services</li> </ul>	<p>Visitors, education users, horticultural and scientific professionals, government agencies, commercial users, staff, media, events organisers, venue hirers, sporting bodies, tourist operators, tourists</p>	<ul style="list-style-type: none"> <li>visitor numbers</li> <li>horticultural standards</li> <li>percentage heritage items with conservation plans</li> <li>living collections reviewed</li> <li>maintenance of assets</li> </ul>	<ul style="list-style-type: none"> <li>3.5 million visitors to the Royal Botanic Gardens (up 14%), 80,594 to Mount Annan Botanic Garden (down 1%), and 85,120 to Mount Tomah Botanic Garden (up 14%). Visitation to the Tropical Centre was about the same as last year, 38,038 (up 0.03%)</li> <li>\$7million redevelopment of Central Depot in the Royal Botanic Gardens approved and funded by the State Government</li> <li>\$2 million Commonwealth Government funding for Centre for Sustainable Living at Mount Annan Botanic Garden foreshadowed</li> <li>Launch of SeedQuest NSW, a partnership with the Millennium Seedbank at Royal Botanic Gardens Kew (United Kingdom) to collect and store seed of NSW plants</li> <li>Royal Botanic Gardens Thematic Plan finalised</li> <li>Domain (Hospital Road) Tree Replacement Program commenced</li> <li>Trust estates continued to be venues of choice for a wide range of community and commercial events</li> <li>Horticultural display performance system introduced, to assess aspects like weediness, design and labels (reporting against targets will commence next year)</li> </ul>
	<ul style="list-style-type: none"> <li>Support the NSW State education curriculum</li> <li>Reduce cost to government of providing services</li> </ul>	<p><b>Public Programs</b></p>	<ul style="list-style-type: none"> <li>Deliver interactive educational programs and on-site interpretation</li> <li>Develop and implement educational outreach programs</li> </ul>	<p>Visitors, primary and secondary students, teachers, community groups, general public, government agencies</p>	<ul style="list-style-type: none"> <li>number of successful programs</li> <li>numbers of participants</li> </ul>	<ul style="list-style-type: none"> <li>21,245 students participated in school education programs offered by the Trust (up 7%), 36,152 attended community talks, workshops, tours and other activities (up 24%)</li> <li>Community Greening reached 6,909 people in 14 schools, 40 public housing areas and 18 disadvantaged community groups. This included 11 new community groups and an increase of 4,690 people compared to last year. An independent evaluation found that the program was meeting its social and environmental objectives.</li> </ul>

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