

APPENDIX II DATA TABLES

The data tables presented in this Appendix fall into two sections, as follows:

(i) Response tables

In these tables, numbered to match the survey question numbers, data has been drawn directly from the responses to each survey question.

(ii) Derived tables

In these tables, identified with a D (for Derived) in conjunction with the relevant survey question numbers, data has been derived from response information. Where two separate tables have been derived from the one question's data, the identifiers D1 and D2 are used.

Legend:

N Number of responses

C Count of organisations responding to the question. At a number of questions where C=N, only one value (N) is stated.

FTE full-time-equivalent

r Rounding of responses to give a whole number e.g. where the response derives from full-time-equivalent (FTE) breakdowns of positions

() Parentheses enclose a term added to a list which derived from survey responses. Such terms were not originally provided as choices in the survey.

(i) Response Tables

QUESTION 1 - Your organisation

Table 1.4 Which domain do you most identify with? (N=143)

Note: Question 1.4 asked respondents to select one or more from the first four options (Archive, Gallery, Library, Museum). The Hybrid domain in the table below represents those respondents who selected more than one of the four. Respondents in the 'Advisory' and 'Business' domains were identified through the organisational name supplied at Question 1.1 (see Appendix I).

Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
143	19	24	19	42	26	2	11

QUESTION 2 – Employed conservation and preservation workers

Table 2.1 Do you employ conservation or preservation workers? (N=143)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	63	10	6	8	17	11	1	10
No	80	9	18	11	25	15	1	1
Totals	143	19	24	19	42	26	2	11

Table 2.2 If yes, please provide details of number of positions (FTE). (N=623r, C=62)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Count	62	9	6	8	17	11	1	10
Median	3.0	4.0	8.0	21.0	3.0	1.0	2.0	2.8
Totals	623	190	64	125	90	76	2	77

Table 2.3 If yes, please provide details of number of positions by specialisation / skill (FTE). (N=770r, C= 64)

Specialisations and skills	Count	Totals
Overall	64	770
Antarctic heritage	1	0.3
Archaeological objects	5	6.5
Archival materials	21	52.2
Books	15	22.3
Buildings / Architecture incl interiors	7	11.1
Ceramics glass	3	0.9
Conservation framing	8	10.9
Conservation science	4	4.2
Electronic media	6	22.4
Ethnographic objects	4	3.5
Film	5	36.5
Furniture	5	4.2
Gilded objects	2	3.0
Management-administration	27	39.5
Metals	8	11.2
Musical instruments	1	0.2
Objects-general	23	57.2
Organic materials	6	2.0
Outdoor cultural materials	3	2.0
Paintings	18	35.1
Paper-nonarchival	23	58.3
Photographs	16	31.8
Preventive cons. incl collection management and IPM	32	49.6
Rock art	2	0.1
Sculpture	2	0.1
Stone	3	1.0
Synthetic materials	-	0.0
Technological collections	6	10.6
Textiles	14	58.1
Wet organic materials	1	1.0
Wooden objects	-	0.0
Contemporary art	2	0.5
Decorative art	-	0.0
Exhibitions / Loans	21	25.3
Management-business	12	14.1
Modern materials	0	0.0
Natural history	5	3.1
Collection maintenance	30	69.1
Education of colleagues and clients	13	6.0
Reformatting / Copying	13	110.6
(Audio visual)	2	5.6

Table 2.4 If yes, please provide details of number of positions by qualification. (N=380, C=56)

	Overall	PhD	Master	Grad. Dip.	Grad. Cert.	Bachelor	VET Dip.	VET Cert.	Traineeship	(Experience)
Count	56	3	20	16	5	46	6	5	9	6
Totals	380	4	62	28	5	189	13	8	40	31

Table 2.5a If yes, please provide details of number of positions by term of employment (FTE). (N=630, C=60)

	Overall	Permanent	Contract
Count	60	54	26
Totals	630	466	164

Table 2.5b Enter number of positions by contract period here if applicable. (N=183, C=29)

	Overall	<3 months	3 months	6 months	12 months	18 months	20 months	24 months	>24 months
Count	29	5	4	8	13	-	-	4	10
Totals	183	7	82	19	23	0	0	4	48

QUESTION 3

Table 3.1 How is the time of conservation / preservation workers apportioned between [major activities]? (median) (N=60)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Preventive Conservation	20%	18%	27%	10%	17%	25%	40%	20%
Exhibition planning and treatments	20%	8%	41%	14%	25%	25%	15%	20%
Non-exhibition planning and treatments	15%	18%	10%	35%	15%	10%	35%	25%
Original Research (eg Conservation Science)	2%	2%	5%	3%	2%	0%	0%	0%
Administration	17%	14%	20%	21%	17%	15%	10%	10%
Other	0%	3%	0%	5%	0%	0%	0%	0%
Count	60	8	6	8	17	11	1	9

Table 3.2 Would you like to change this apportioning? (N=61)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	37	5	5	4	13	7	0	3
No	24	4	1	4	4	4	1	6
Count	61	9	6	8	17	11	1	9

Table 3.3

If yes, how? (N=112, C=61)

	Overall	Preventive Conservation	Exhibition planning and treatments	Non-exhibition planning and treatments	Original research	Administration
Increase	76	24	5	22	25	0
Decrease	36	0	10	3	1	22
Totals	112	24	15	25	26	22

QUESTION 4

Table 4 What is the age profile of your conservation / preservation staff? (N=701, C=57)

Age bracket	Totals
15-19	1
20-24	21
25-29	56
30-34	123.2
35-39	135
40-44	129.5
45-49	127.4
50-54	63.7
55-59	25
60-64	17
65-69	1
70-74	1

QUESTION 5

Table 5. As a whole, are your conservation / preservation staff over, appropriately or under qualified for the work they do? (N=59)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Over	-	-	-	-	-	-	-	-
Appropriate	55	8	6	7	16	8	1	9
Under	4	-	-	1	1	2	-	-
Totals	59	8	6	8	17	10	1	9

QUESTION 6 The recruitment process

Table 6.1 Have you advertised for conservation or preservation workers in the last three years? (N=143)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	38	6	4	8	9	6	1	4
No	105	13	20	11	33	20	1	7
Totals	143	19	24	19	42	26	2	11

Table 6.2 If yes, please provide details of number of positions (FTE). (N=189r, C=35)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Count	35	6	4	7	9	5	-	4
Median positions / organisation	2.0	5.5	2.5	2.0	2.0	2.0	-	5.5
Totals	189	57	17	44	25	24	0	22

Table 6.3 If yes, please provide details of number of positions by specialisation / skill (FTE). (N=210r, C=35)

Specialisations and skills	Count of responding organisations	Total number of positions
Overall	35	210
Antarctic heritage	-	0.0
Archaeological objects	1	1.0
Archival materials	10	19.6
Books	4	4.1
Buildings / Architecture incl interiors	1	5.0
Ceramics glass	-	0.0
Conservation framing	1	3.0
Conservation science	2	2.0
Electronic media	2	6.8
Ethnographic objects	-	0.0
Film	1	4.0
Furniture	1	1.0
Gilded objects	-	0.0
Management-administration	9	9.6
Metals	3	3.0
Musical instruments	-	0.0
Objects-general	9	11.0
Organic materials	-	0.0
Outdoor cultural materials	-	0.0
Paintings	5	6.1
Paper-nonarchival	12	17.6
Photographs	3	2.1
Preventive cons. incl collection management	8	13.2
Rock art	-	0.0
Sculpture	1	1.0
Stone	-	0.0
Synthetic materials	-	0.0
Technological collections	1	4.0
Textiles	3	4.0
Wet organic materials	-	0.0
Wooden objects	-	0.0
Contemporary art	1	0.5
Decorative art	-	0.0
Exhibitions / Loans	6	5.0
Management-business	2	1.5
Modern materials	-	0.0
Natural history	-	0.0
Collection maintenance	8	42.8
Education of colleagues and clients	-	0.0
Reformatting / Copying	5	40.1
(Audio visual)	2	2.3

Table 6.4 If yes, please provide details of number of positions by qualification. (N=116, C=28)

	Overall	PhD	Master	Grad. Dip.	Grad. Cert.	Bachelor	VET Dip.	VET Cert.	Traineeship	(Experience)
Count	28	1	3	4	1	22	2	1	2	-
Totals	116	1	13	4	1	72	6	1	18	0

Table 6.5a If yes, please provide details of number of positions by terms of employment. (N=215, C=36)

	Overall	Permanent	Contract
Count	36	29	20
Totals	215	104	111

Table 6.5b Enter number of positions by contract period if applicable. (N=114, C=26)

	Overall	<3 months	3 months	6 months	12 months	18 months	20 months	24 months	>24 months
Count	26	2	2	5	8	-	-	3	6
Totals	114	4	14	31	18	-	-	3	44

Table 6.6 What proportion of positions was advertised both internally and externally?
(N=35)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
All	27	4	2	6	8	4	-	3
Most	6	2	1	1	-	2	-	-
Half	-	-	-	-	-	-	-	-
Some	1	-	-	1	-	-	-	-
None	1	-	-	-	1	-	-	-
Totals	35	6	3	8	9	6	0	3

QUESTION 7

This question invited respondents: 'Please answer questions 7.1, 7.2, 7.4 and 7.8 using information from up to 10 positions advertised in the last three years.'

Table 7.1a How many applications did you receive per advertised position?

Number of responding organisations	Number of positions advertised	Number who said 'Too many' applications	Number who said 'About right' number of applications	Number who said 'Not enough' applications
36	133	6	54	73

Table 7.1b

	Number of organisations responding	Number of positions advertised	Number of applications received	Median number of applications received per advertisement
When numbers are given	22	102	604	4.3

Table 7.1c

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Number of advertised positions	102	16	15	25	12	24	-	10
Total number of applications	604	129	54	182	60	163	0	16

Table 7.2 What proportion of applicants met the selection criteria? (N=136, C=35)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
All	40	3	3	14	2	10	-	8
Most	35	-	5	6	10	8	-	6
Half	21	-	4	6	6	2	-	3
Some	34	15	2	5	4	7	-	1
None	6	-	2	-	2	-	-	2
Totals	136	18	16	31	24	27	0	20

Table 7.3 Have you needed to readvertise positions? (N=40)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	9	1	1	2	2	1	-	2
No	31	7	3	6	7	6	-	2
Totals	40	8	4	8	9	7	0	4

Table 7.4a If yes, please estimate the number of times positions have been readvertised? (N=8, C=7)

	Count	Overall (no of positions)
Too many	2	3
A few	5	5
Totals	7	8

Table 7.4b (When numbers are given) (N=11, N=20, C=9)

	Positions re-advertised	Readvertisements
Totals	11	20

Table 7.5 If yes, is this rate of job readvertisement high, average or low for this organisation in the area of conservation / preservation? (N=10)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
High	3	-	1	1	1	1	-	-
Average	4	1	-	-	2	-	-	1
Low	3	0	1	1	-	-	-	1
Totals	10	1	1	2	3	1	0	2

Table 7.6 If yes, is this rate of job readvertisement high, average or low for this organisation across all employment areas e.g. compared to management, building maintenance, registration? (N=10)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
High	2	-	-	-	1	1	-	-
Average	3	1	-	-	1	-	-	1
Low	5	-	1	2	1	-	-	1
Totals	10	1	1	2	3	1	0	2

7.7 If applicable, please comment upon how you have revised the terms of offers by number of positions. (N=6)

Six respondents provided comments in response to this question.

Table 7.8a How long did it take to fill advertised positions? (N=140, C=36)

	Totals
Count	36
Fast	34
About right	68
Slow	38
Total Advertised Positions	140

Table 7.8b If you know actual periods, please enter these here. (N=18, C=10)

	Overall	<3 months	3 months	6 months	9 months	18 months	20 months	>20 months
Count	10	-	-	6	2	1	-	1
Totals	18	0	0	13	3	1	0	1

Table 7.9 Is this rate of job filling in the area of conservation / preservation fast, about right or slow for your organisation? (N=36)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Fast	2	-	-	-	1	1	-	-
About right	30	6	4	6	7	5	-	2
Slow	4	1	-	2	-	-	-	1
Totals	36	7	4	8	8	6	0	3

Table 7.10 Is this rate of job filling fast, about right or slow for your organisation across all employment areas e.g. compared to management, building maintenance, registration? (N=36)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Fast	4	-	1	-	2	1	-	-
About right	29	6	2	7	7	5	-	2
Slow	3	2	-	1	-	-	-	-
Totals	36	8	3	8	9	6	0	2

Table 7.11 What proportion of positions was filled from internal applicants? (N=34)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
All	3	-	-	2	1	-	-	-
Most	4	-	1	2	-	1	-	-
Half	2	-	1	-	1	-	-	-
Some	13	3	1	3	3	1	-	2
None	12	4	-	1	4	2	-	1
Totals	34	7	3	8	9	4	0	3

Table 7.12 What proportion of positions was filled from external applicants? (N=35)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
All	14	5	-	1	4	3	-	1
Most	7	1	1	3	1	1	-	-
Half	3	1	1	-	1	-	-	-
Some	8	-	1	2	2	1	-	2
None	3	-	-	2	1	-	-	-
Totals	35	7	3	8	9	5	0	3

7.13 Do you have any comments on the ease or difficulty with which you have recruited conservation or preservation workers in the last three years? (N=33)

Thirty-three respondents provided comments in response to this question.

QUESTION 8 – Paid conservation / preservation interns

Table 8.1 Do you pay conservation / preservation interns? (N=60)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	8	1	2	1	3	-	-	1
No	52	8	5	6	13	11	1	8
Count	60	9	7	7	16	11	1	9

Table 8.2 If yes, how many per year? (N=11.7, C=10)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Count	10	1	2	2	3	-	-	2
Median	1.0	4.0	0.4	1.2	1.0	-	-	1.3
Totals	11.7	4.0	0.7	2.4	2.1	0.0	0.0	2.5

Table 8.3 What periods do you engage paid interns for? (N=9)

	Overall	2 weeks	4 weeks	6 weeks	3 months	6 months	9 months	12 months	15 months	18 months	24 months	>24 months
Count	9	1	1	1	1	1	-	3	-	-	-	1

Table 8.4 What do paid conservation / preservation interns work on? (N=18, C=10)

	Overall	Discrete projects	Conduct own research	Assist with ongoing projects
Count	10	-	-	-
Totals	18	7	8	3

Table 8.5

What are the typical tasks undertaken by paid interns? (N=46, C=10)

Paid interns		Total
Count	10	46
Administration		4
Advanced conservation		6
Basic conservation		9
Condition reporting		6
Consumable generation		-
Environmental monitoring		4
Exhibition installation		5
Grant writing		1
Laboratory design		-
Laboratory maintenance		2
Manual writing		-
Materials ordering		1
Messenger		-
Pest monitoring		3
Policy writing		1
Public relations		1
Science		2
Stock checks		1
(Archival work)		-
(Collection management)		-
(Education- colleagues/clients)		-
(General help)		-
(Historical research)		-
(Infrastructure improvement)		-
(Retail)		-
(Specialist workshops)		-

QUESTION 9 – Private / Freelance / Independent conservation and preservation workers

Table 9.1 Do you engage private conservation / preservation workers? (N=143)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	98	8	22	16	24	19	2	7
No	45	11	2	3	18	8	-	3
Totals	143	19	24	19	42	27	2	10

Table 9.2 If yes, please specify the characteristics of projects that are sent to private conservation / preservation workers. (N=134, C=95)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Specialisation	79	6	17	12	20	17	2	5
Timetabling	15	-	1	4	2	3	3	2
Bulk	10	-	1	1	2	2	4	-
Complexity	16	1	4	3	3	5	-	-
Other	14	2	5	1	3	2	-	1
Totals	134	9	28	21	30	29	9	8

Table 9.3 What proportion of your conservation / preservation work is completed by private conservation / preservation workers? (N=113)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
All	29	1	13	3	5	4	1	2
Most	13	1	4	2	3	3	-	-
Half	4	-	-	1	3	-	-	-
Some	52	6	6	10	14	11	1	4
None	15	3	-	1	6	3	-	2
Totals	113	11	23	17	31	21	2	8

Table 9.4 For every hour of outsourced conservation / preservation work, please estimate the number of hours spent in planning, processing and monitoring e.g. 10 hours of planning / monitoring / processing for 50 hours of outsourced work gives a rate of 0.2 hours(N=103)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Percent of time	0.20	0.20	0.20	0.20	0.25	0.20	1.00	0.00
Count	82	7	17	9	20	16	2	11

QUESTION 10 – Unpaid conservation and preservation workers

Table 10.1 Is your conservation / preservation work provided by the outreach service of a larger organisation? (N=143)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	21	3	4	-	7	7	-	-
No	122	16	20	19	35	19	2	11
Totals	143	19	24	19	42	26	2	11

Table 10.2 If yes, please indicate the nature of that organisation. (N=22)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Collecting organisation	14	3	1	-	5	5	-	-
Funding body	1	-	1	-	-	-	-	-
Govt / Univ agency	7	-	3	-	2	2	-	-
Totals	22	3	5	0	7	7	0	0

Table 10.3 Does the larger organisation provide the work gratis, is it subsidised or do you pay market rates? (N=26)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Gratis	5	1	-	-	3	1	-	-
Subsidisation	9	1	-	1	2	5	-	-
Market rates	12	1	5	1	3	2	-	-
Totals	26	3	5	2	8	8	0	0

Table 10.4 Is this arrangement satisfactory? (N=26)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	18	3	2	1	5	6	-	1
No	8	-	3	1	2	2	-	-
Totals	26	3	5	2	7	8	0	1

10.5 If no, please explain. (N=13)

Thirteen respondents provided comments in response to this question.

Table 10.6 Does your conservation / preservation programme make use of volunteers and unpaid interns? (N=143)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	70	8	10	8	29	11	-	4
No	73	11	14	11	13	15	2	7
Totals	143	19	24	19	42	26	2	11

Table 10.7 If yes, how many volunteers do you engage? (N=515r, C=61)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Count	61	7	9	8	26	10	-	1
Median	3	2	2	2	4	2	-	2
Totals	515	75	67	48	242	82	0	2

Table 10.8 If yes, how many unpaid interns do you engage? (N=30r)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Count	30	1	6	3	14	3	-	3
Median	1	-	1	1	-	1	-	1
Totals	30	0	7	4	10	3	0	6

Table 10.9 What activities are typically undertaken by volunteers? (N=252, C=69); AND

Volunteers	Total
Count 69	252
Advanced conservation	5
Administration	30
Basic conservation	55
Consumable generation	2
Condition reporting	26
Exhibition installation	26
Environmental monitoring	14
Grant writing	12
Laboratory design	-
Laboratory maintenance	5
Materials ordering	7
Messenger	6
Manual writing	6
Pest monitoring	15
Public relations	12
Policy writing	6
Stock checks	13
Science	1
(Archival work)	-
(Collection management)	4
(Education- colleagues/clients)	1
(General help)	-
(Historical research)	2
(Infrastructure improvement)	1
(Retail)	2
(Specialist workshops)	1

Table 10.10 What activities are typically undertaken by unpaid interns? (N=85, C=22)

Unpaid interns	Total
Count 22	85
Advanced conservation	6
Administration	7
Basic conservation	13
Consumable generation	-
Condition reporting	11
Exhibition installation	11
Environmental monitoring	8
Grant writing	1
Laboratory design	-
Laboratory maintenance	5
Materials ordering	1
Messenger	3
Manual writing	1
Pest monitoring	1
Public relations	4
Policy writing	1
Stock checks	2
Science	5
(Archival work)	1
(Collection management)	-
(Education- colleagues/clients)	1
(General help)	2
(Historical research)	1
(Infrastructure improvement)	-
(Retail)	-
(Specialist workshops)	-

QUESTION 11 – Conservation and preservation financial resources

Table 11.1 How do you currently apportion your budget with regard to conservation / preservation services? (N=114)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Personnel	49%	45%	49%	44%	54%	40%	80%	67%
Materials	27%	33%	26%	28%	22%	36%	20%	17%
Capital works	9%	6%	7%	6%	9%	16%	0%	9%
Other	13%	16%	19%	15%	8%	15%	0%	11%
Count	114	15	21	14	32	21	1	10

Table 11.2 What are your plans for apportioning conservation / preservation expenditure over the next three years? (N=110 / 113 / 106 / 103)

	Personnel	Materials	Capital work	Other
Count	110	113	106	103
Increase	13	20	10	13
No change	79	82	81	82
Decrease	18	11	15	8

QUESTION 12 – Conservation and preservation human resources in your organisation over the next three years

Table 12.1 Do you expect the number of employed conservation / preservation workers to increase, remain unchanged or decrease? (N=137)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Increase	17	2	3	3	5	2	-	2
No change	109	15	18	13	32	22	2	7
Decrease	5	--	1	2	1	-	-	1
Totals	137	17	22	18	38	24	2	10

Table 12.2 Do you anticipate changing the mix of conservation / preservation specialisations or skills? (N=116)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	21	1	2	5	7	2	-	4
No	95	15	17	9	27	18	2	7
Totals	116	16	19	14	34	20	2	11

Table 12.3 If yes, please specify anticipated changes (Numbers N=21.6, C=12 / Comments N=106, C=30)

Specialisations and skills	Count of responding organisations (# or Comments)	Count of enumerating organisations (#)	Total number of positions in enumerated responses
Overall	30	12	21.6
Antarctic heritage	-	-	0.0
Archaeological objects	-	-	0.0
Archival materials	5	1	1.0
Books	4	-	0.0
Buildings / Architecture incl interiors	3	1	2.0
Ceramics glass	2	-	0.0
Conservation framing	5	1	0.0
Conservation science	1	-	0.0
Electronic media	5	2	2.0
Ethnographic objects	1	-	0.0
Film	-	-	0.0
Furniture	3	1	1.0
Gilded objects	-	-	0.0
Management-administration	-	-	0.0
Metals	-	-	0.0
Musical instruments	1	-	0.0
Organic materials	6	3	5.0
Objects-general	-	-	0.0
Outdoor cultural materials	2	-	0.0
Paintings	8	-	0.0
Paper-nonarchival	9	1	0.0
Photographs	6	-	0.0
Preventive cons. incl collection management and IPM	9	2	3.0
Rock art	-	-	0.0
Sculpture	-	-	0.0
Stone	-	-	0.0
Synthetic materials	-	-	0.0
Technological collections	1	-	0.0
Textiles	1	-	0.0
Wet organic materials	-	-	0.0
Wooden objects	1	-	0.0
Contemporary art	1	-	0.0
Decorative art	1	-	0.0
Exhibitions / Loans	6	-	0.0
Management-business	2	-	0.0
Modern materials	1	-	0.0
Natural history	1	1	1.0
Collection maintenance	6	3	-0.6 *
Education of colleagues and clients	6	1	1.0
Reformatting / Copying	8	5	7.2
(Audio visual)	1	1	-1.0 *

* Organisations anticipating losing positions in this specialisation / skill

Table 12.4 What qualifications will you seek in conservation / preservation workers?
(N=108, C=63)

	Overall	PhD	Master	Grad. Dip.	Grad. Cert.	Bachelor	VET Dip.	VET Cert.	Traineeship	(Experience)
Count	63	-	-	-	-	-	-	-	-	-
Totals	108	2	16	18	7	38	9	8	5	5

Table 12.5 Do you anticipate changing the nature or duration of employment arrangements? (N=90)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	16	2	3	2	4	3	-	2
No	74	9	13	10	22	12	1	7
Totals	90	11	16	12	26	15	1	9

12.5a Please explain your choice if you wish. (N=21)

Twenty-one respondents provided explanatory comments.

Table 12.6 Do you expect the number of paid conservation / preservation interns to increase, remain unchanged or decrease? (N=114)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Increase	9	-	2	2	2	-	-	3
No change	104	11	19	14	30	22	2	6
Decrease	1	1	-	-	-	-	-	-
Totals	114	12	21	16	32	22	2	9

Table 12.7 Do you expect the number of unpaid conservation / preservation interns and volunteers to increase, remain unchanged or decrease? (N=122)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Increase	24	3	6	3	6	5	-	1
No change	93	12	15	11	25	19	2	9
Decrease	5	1	-	1	3	-	-	-
Totals	122	16	21	15	34	24	2	10

Table 12.8 Do you expect your usage of private conservation / preservation services to increase, remain unchanged or decrease? (N=130)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Increase	29	4	2	7	8	6	-	2
No change	97	13	19	11	28	18	2	6
Decrease	4	-	1	-	2	1	-	-
Totals	130	17	22	18	38	25	2	8

QUESTION 13 – Concluding comments

Table 13.1 Does your plan for financial and human resources fully address the conservation / preservation needs of your organisation for the next three years? (N=143)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	50	3	6	11	13	7	1	9
No	93	16	18	8	29	19	1	2
Count	143	19	24	19	42	26	2	11

13.2 If no, what would you like to achieve? (N=91)

Ninety-one respondents provided comments in response to this question.

Table 13.3 What is the main obstacle to achieving your conservation / preservation goals? (N=137, C= 110)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Funding	99	13	20	11	34	20	1	-
Workers	30	4	1	3	12	6	1	3
Other	8	1	1	1	2	1	-	2
Totals	137	18	22	15	48	27	2	5
Count	110	14	20	12	35	23	1	5

Table 13.4 Do you perceive a major strength in Australian conservation / preservation? (N=115).

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	59	9	8	7	19	10	-	6
No	56	8	10	6	16	10	2	4
Count	115	17	18	13	35	20	2	10

13.5 If yes, please tell us. (N=60)

Sixty of the 115 respondents to Question 13.4 provided further explanatory comments.

Table 13.6 Do you perceive a major weakness in Australian conservation / preservation? (N=115).

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Yes	77	9	10	9	27	12	1	9
No	38	6	9	3	9	9	1	1
Count	115	15	19	12	36	21	2	10

13.7 If yes, please tell us. (N=82)

Eighty-two of the 115 respondents to Question 13.6 provided further explanatory comments.

QUESTION 14 – Any other comments

Table 14.1 Is there anything you would like to add that isn't covered in earlier responses? (N=125)

	Overall
Yes	55
No	70
Total	125

14.2 If yes, please tell us. (N=62)

Sixty-two of the 125 respondents to Question 14.1 provided further explanatory comments.

(ii) Derived Tables

QUESTION 3

Table 3.3-D1 Median percentages of support for increasing the proportion of a staff activity 2006-2008 (N=76)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Preventive Conservation								
Median	38%	44%	17%	25%	65%	45%	0%	0%
Count	61	9	6	8	17	11	1	9
Exhibition planning and treatments								
Median	7%	11%	0%	13%	6%	9%	0%	0%
Count	61	9	6	8	17	11	1	9
Non-exhibition planning and treatments								
Median	36%	22%	50%	38%	35%	64%	0%	11%
Count	61	9	6	8	17	11	1	9
Original Research (eg Conservation Science)								
Median	39%	33%	67%	38%	47%	36%	0%	22%
Count	61	9	6	8	17	11	1	9
Administration								
Median	0%	0%	0%	0%	0%	0%	0%	0%
Count	61	9	6	8	17	11	1	9

Table 3.3-D2 Median percentages of support for decreasing the proportion of a staff activity 2006-2008, (N=36)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Preventive Conservation								
Median	0%	0%	0%	0%	0%	0%	0%	0%
Count	61	9	6	8	17	11	1	9
Exhibition planning and treatments								
Median	16%	22%	17%	13%	24%	18%	0%	0%
Count	61	9	6	8	17	11	1	9
Non-exhibition planning and treatments								
Median	5%	11%	0%	0%	12%	0%	0%	0%
Count	61	9	6	8	17	11	1	9
Original Research (eg Conservation Science)								
Median	2%	11%	0%	0%	0%	0%	0%	0%
Count	61	9	6	8	17	11	1	9
Administration								
Median	34%	44%	50%	38%	41%	27%	0%	11%
Count	61	9	6	8	17	11	1	9

QUESTION 4

Table 4-D Weighted average ages of workers in organisations (N=701, C=57)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Number of staff reported on per organisation (median)	3.0	3.5	4.0	21.0	2.5	2.0	2.0	4.0
Number of staff reported on (total)	701	194	45	138	85	73	2	164
Weighted average age of staff in organisations (median)	40	39	40	44	39	39	38	34

QUESTION 6

Table 6.5-D Median percentages of permanent conservation / preservation positions 2003-2005 (N=215, C=36)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Median Perm / Total positions	89%	20%	100%	77%	100%	35%	-	100%
Count	36	6	4	8	9	6	0	3

QUESTION 7

Table 7.1-D Numbers of applications per advertised position 2003-2005 (when numbers are given) (N=604, C=22)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Median number of applications per advertised position	12	39	10	12	6	35	-	8
Median number of advertised positions per organisation	3.0	5.0	3.0	4.0	1.0	6.5	-	5.0

Table 7.2-D Median proportion of applicants meeting the selection criteria by domain 2003-2005 (N=136, C=35)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Percent Suitability of Applicants	63%	25%	56%	70%	58%	70%	-	68%
Total Advertised Positions	136	18	16	31	24	27	0	20

Table 7.8-D Median time to fill advertised staff positions 2003-2005 (N=36)
(Rated months: Fast=3, About right=6, Slow=9)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Rated months (medians)	6	6	6	7	6	6	-	6
Totals	36	7	4	8	8	6	0	3

Table 7.11-D Weighted proportion of positions filled from internal applicants 2003-2005 (N=34)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Fractions (as rated)	30%	11%	50%	53%	25%	25%	-	17%
Totals	34	7	3	8	9	4	0	3

Table 7.12-D Weighted proportion of positions filled from external applicants 2003-2005 (N=35)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Fractions (as rated)	63%	89%	50%	47%	64%	80%	-	50%
Totals	35	7	3	8	9	5	0	3

QUESTION 9

Table 9.2-D Characteristics of projects sent to private workers, by domain (complex)
(N=147, C=95)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Bulk only	2	0	0	2	0	0	0	0
Other only	8	1	2	1	2	1	0	1
Specialisation only	50	4	13	7	14	8	0	4
Specialisation & bulk	2	0	0	1	0	1	0	0
Specialisation & complexity	7	0	0	2	2	3	0	0
Specialisation, complexity & bulk	4	1	0	0	1	2	0	0
Specialisation, complexity, bulk & other	2	0	1	0	1	0	0	0
Specialisation, complexity & other	1	0	1	0	0	0	0	0
Specialisation & other	3	1	1	0	0	1	0	0
Specialisation & timetabling	8	0	1	1	2	1	2	1
Specialisation, timetabling & complexity	5	1	3	0	0	1	0	0
Specialisation, timetabling, complexity & bulk	2	0	0	1	0	1	0	0
Timetabling	1	0	0	0	1	0	0	0
Count	95	8	22	15	23	19	2	6

Table 9.3-D Median proportion of organisational work completed by private conservation / preservation workers, by domain (N=113)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Percent of private work	20%	25%	100%	25%	25%	25%	63%	25%
Count	113	11	23	17	31	21	2	8

QUESTION 11

Table 11.2-D1 Proportions of organisations planning to increase budget for category of expenditure 2006-2008 (N=110 / 113 / 106 / 103)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Personnel								
Proportion	12%	13%	0%	14%	17%	19%	0%	0%
Count	110	15	19	14	30	21	1	10
Materials								
Proportion	18%	20%	21%	27%	6%	32%	0%	0%
Count	113	15	19	15	31	22	1	10
Capital works								
Proportion	9%	21%	21%	0%	6%	5%	0%	0%
Count	106	14	19	13	31	21	1	7
Other								
Proportion	13%	0%	29%	8%	10%	17%	0%	11%
Count	103	14	17	13	31	18	1	9

Table 11.2-D2 Proportions of organisations planning to decrease budget for category of expenditure 2006-2008 (N=110 / 113 / 106 / 103)

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Personnel								
Proportion	16%	7%	42%	0%	13%	19%	0%	10%
Count	110	15	19	14	30	21	1	10
Materials								
Proportion	10%	0%	21%	7%	19%	0%	0%	0%
Count	113	15	19	15	31	22	1	10
Capital works								
Proportion	14%	7%	11%	23%	16%	19%	0%	0%
Count	106	14	19	13	31	21	1	7
Other								
Proportion	8%	14%	12%	0%	3%	17%	0%	0%
Count	103	14	17	13	31	18	1	9

QUESTION 13

Table 13.3-D Obstacles to achieving organisational plan 2006-2008 (N=110, C=110)

Count is of all combined answers, wherever at least one obstacle is identified

	Overall	Archive	Gallery	Library	Museum	Hybrid	Advisory	Business
Funding only	73	9	18	8	22	16	0	0
Funding and workers	22	4	1	2	11	3	1	0
Funding and other	3	0	1	1	0	1	0	0
Workers only	7	0	0	1	0	3	0	3
Workers and other	0	0	0	0	0	0	0	0
Other only	4	1	0	0	1	0	0	2
Funding, workers and other	1	0	0	0	1	0	0	0
Count	110	14	20	12	35	23	1	5