

7. The Heritage Office

OBJECTIVE:

The Heritage Office will have a diverse staff with the skills and resources needed to carry out its functions.

Aboriginal Employment

The Heritage Office employed two staff of Aboriginal or Torres Strait Islander background during the year. With the integration of Aboriginal and European heritage the Heritage Office created a position of Aboriginal Officer in 1998. The position has been occupied by a suitably qualified Aboriginal Officer since that date.

Development of Staff

The work of the Heritage Office staff is managed through the Heritage Office Performance Planning System (HOPPS). Opportunities for training and development are identified under this system. In late 2002–2003 an independent review of the system was initiated which will be completed in early 2003–2004.

The Heritage Office assisted staff to attend external courses presented by agencies such as the Institute of Public Administration Australia, as well as arranging targeted group training sessions for all staff which included occupational health and safety, ergonomics and personnel safety awareness training and negotiation skills. Other training included writing skills, speech writing and computer skills. Some staff also attended training sessions organised for the Heritage Network and by professional associations such as Australia ICOMOS, the Royal Australian Institute of Architects, the Public Relations Institute of Australia and the Royal Australian Planning Institute.

In December 2002 Natalie Vinton completed the research undertaken in accordance with the Travelling Fellowship in Public Sector Management, an award sponsored by the State Government Employees Credit Union and administered by the Premier's Department of New South Wales. Her project, entitled *Interpretation of Public Archaeology – The Home of Archaeology Lies in the Heart of Modern Communities* is a study of the USA's best-practice in public archaeology. Her research has been made available for the public to download on the Heritage Office website: http://www.heritage.nsw.gov.au/03_index.htm

Overseas Visits by Staff

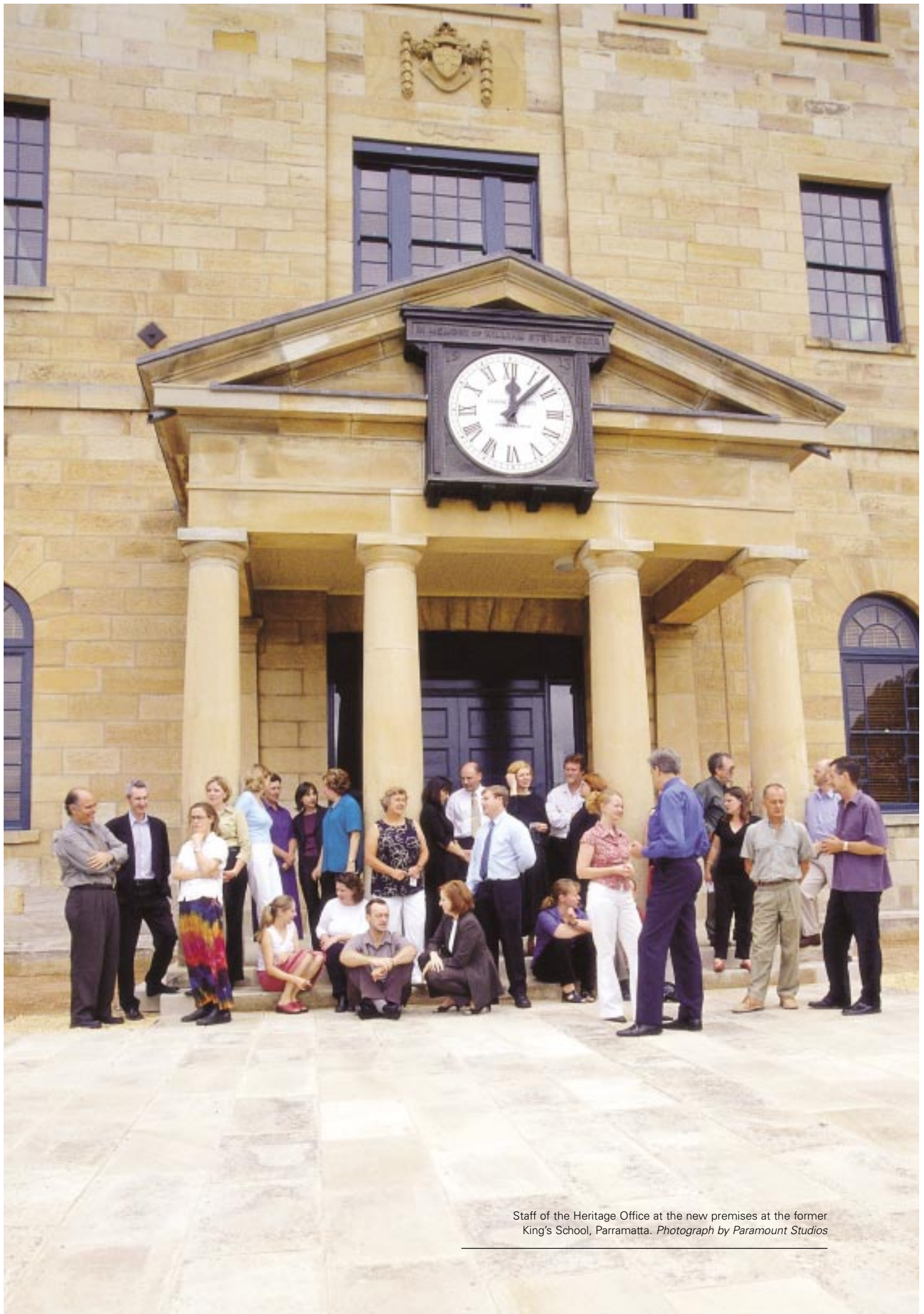
- Natalie Vinton was granted one week's training time to attend the World Archaeology Congress in Washington, USA which was presented in partnership with the Smithsonian Institute's National Museum of Natural History, the National Museum of the American Indian and the Getty Conservation Institute. The congress meets every five years and in 2003 more than 800 international archaeologists attended. Natalie co-presented a paper titled "Smart Planning and Innovative Public Outreach: The Quintessential Mix for the Future of Archaeology" with Pamela Cressey of Alexandria Archaeology. The paper showcased and compared a sample of Sydney's best practice archaeological projects with those of Alexandria, Virginia, USA.
- David Nutley attended the annual meeting of the International Committee for Underwater Cultural Heritage (ICUCH), a committee of ICOMOS (International), as an elected member on the 30 November – 1 December 2002 in Madrid. Discussion focused on various issues including the increasing disturbance, dispersal and poor conservation of shipwreck material from historic shipwrecks in a number of regions. This highlighted the need for progress on ratification of the UNESCO Convention on the Protection of Underwater Cultural Heritage.

Staff Participation in Conferences

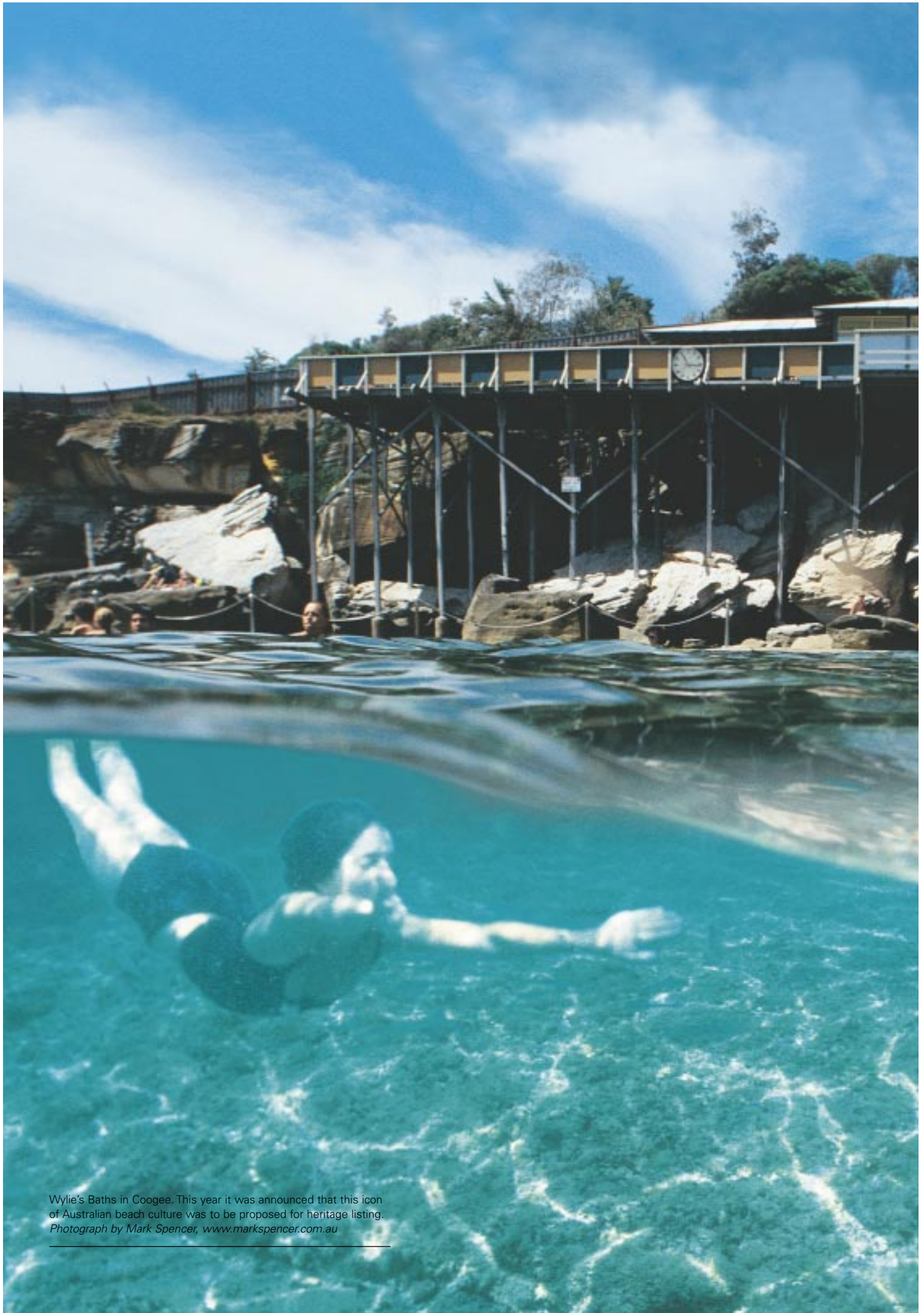
- Environmental Planners and Lawyers Association Conference, 2002: Susan Macdonald presented a talk entitled, "Conserving the Heritage of New South Wales; Roles and Responsibilities of the Three Tiers of Government".
- Land and Sea, Townsville, November 2002, the first combined conference for the Australasian Institute for Maritime Archaeology (AIMA), the Australian Archaeology Society (AAA) and the Australasian Society for Historical Archaeology (ASHA):
 1. David Nutley presented a paper titled, "Partnerships: Benefits of a Formalised Understanding between the New South Wales Marine Parks Authority and the Heritage Office";
 2. Tim Smith and David Nutley presented a joint paper titled, "Lord Howe Island; Shipwrecks and Sea Adventures";
 3. Natalie Vinton presented a paper titled, "Interpreting Archaeology: The Home of Archaeology Lies in the Hearts of Modern Communities". Natalie was awarded the Best Paper prize for this paper.

Staff in Key Positions on External and Professional Bodies

- Murray Brown is a member of the Rockdale City Council Heritage Committee;
- Yvonne-Kaiser Glass represented the Heritage Office on the Wingecarribee Swamp Steering Committee;
- Susan Macdonald was on the judging panel for the Royal Australian Institute of Architects Awards, 2003;
- Susan Macdonald is on the International Specialist Committee of DOCOMOMO International. She is also a member of the editorial board of the Journal of Architectural Conservation, (UK);
- Reece McDougall is a member of the Sutherland Shire Council's Heritage Committee;
- David Nutley is senior vice president of AIMA, The Australasian Institute for Maritime Archaeology;
- David Nutley is the Australian representative on ICOMOS's International Committee on Underwater Cultural Heritage (ICUCH);
- Gary Pringle represents the Heritage Office on the Newcastle Strategic Heritage Committee;
- Natalie Vinton is a member of the Management Committee of the History Council of New South Wales;
- Natalie Vinton is a member of the Australian Archaeological Association's newly formed Teaching and Learning Sub-Committee;
- Stuart Read is on the National Management Committee of the Australian Garden History Society;
- Tim Smith is secretary of AIMA, The Australasian Institute for Maritime Archaeology.



Staff of the Heritage Office at the new premises at the former King's School, Parramatta. *Photograph by Paramount Studios*



Wylie's Baths in Coogee. This year it was announced that this icon of Australian beach culture was to be proposed for heritage listing.
Photograph by Mark Spencer, www.markspencer.com.au