

Melbourne Recital Centre

Annual Report 2011–2012

Part One



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Our largest audience yet.



2009-10
96,828 people



2010-11
133,891 people



2011-12
158,339 people

2011-12
436 events

2010-11
320 events

2009-10
188 events

Another year of steady growth.

Value of tickets sold

2009-10

\$2,161,491

2010-11

\$3,780,273

2011-12

\$4,619,074

% of sales made online

39

2009-10

50

2010-11

54

2011-12

Key Achievements

Melbourne Recital Centre holds in trust one of the world's best spaces for the enjoyment of live music, and celebrates that role with a distinctive program of concerts, events and activities in many forms and genres. We envisage a future where music is central to all our lives, with the Centre the preferred place for sharing these enriching experiences.

	2009-10	2010-11	2011-12
Number of events ¹	188	320	436
Access – visitors / users	96,828	133,891	158,339
Number of ticketed attendances	88,755	122,975	118,085
Value of tickets sold	\$2,161,491	\$3,780,273	\$4,619,074
Access – online visitors to website (user sessions) – using browser-based web analytics tool	315,679	394,451	614,974
Members and Subscribers	464	530	816 ²
Volunteer hours	N/A	N/A	489
Education and outreach program participation	N/A	N/A	11,890
Visitors satisfied with visit overall	N/A	98%	98%

1. Includes: ticketed public performances, free public performances, free foyer events, meetings and functions.

2. Includes 2012 subscribers for Great Performers, Mostly Mozart and Local Heroes series and current Melbourne Recital Centre members.

Chair's Message

I am delighted to present Melbourne Recital Centre's 2011–12 Annual Report.

Participating in the arts gives life richness and meaning, and plays a vital role in community wellbeing. This engagement can be seen almost every day at Melbourne Recital Centre as Victorians of all ages and backgrounds gather to be moved and delighted by music. Performances are shared experiences of the wonder of artistic creation which may resonate for many years afterwards. Melbourne Recital Centre works to create such experiences more than 400 times a year.

In its third full year of operation, Melbourne Recital Centre continues to build on its position as Melbourne's dynamic home for music, nurturing musicians and audiences in one of the world's great music venues.

As a community, we can take enormous pride in the Centre as the best place to hear everything from classical repertoire to contemporary music performed by established and emerging artists. The diversity of the program has attracted a broad audience. It is, moreover, a growing one: in the period covered by this report, we were visited by over 158,000 people, an increase of 18% on last year. The people of Melbourne and Victoria have embraced Melbourne Recital Centre, and radio broadcasts have transported a national audience to our venues.

This year's results demonstrate that Melbourne Recital Centre is achieving its promise to bring Victorians together to share the life-enhancing experiences that support a vibrant local music scene. A prime example of the fulfilment of this vision was the launch of the Local Heroes program,

featuring 21 predominantly Melbourne-based ensembles performing a series of 70 accessibly-priced concerts of repertoire ranging from early music to jazz. This unique partnership between the Centre and the ensembles resulted in a 50% increase in attendance for these concerts. We look forward to the Local Heroes program enlivening Melbourne for years to come.

Collaboration is key to our operation, and in 2012 we partnered with Melbourne Symphony Orchestra (MSO), The University of Melbourne, Australian National Academy of Music and several chamber ensembles to present the inaugural Metropolis New Music Festival. Expanding on the MSO's long-running Metropolis Series, the Festival featured the Chicago-based new music ensemble eighth blackbird and luminary composer Steve Reich in a celebration of American music. The eclectic combination of established contemporary classics and exciting new music brought a large and enthusiastic audience to the Centre, many of them for the first time. Our other programs have also grown; the second MusicPlay Children's Festival presented an expanded program, while the subscriber base for the Great Performers series increased four-fold.

In addition to an ever-evolving program of concerts to cater to Melbourne's music lovers, the Centre has extended its hospitality offering with the opening of the all-day café-bar, My Mexican Cousin. Now a destination in its own right, My Mexican Cousin presents another way for us to engage with the community and enhance the Southbank precinct.

Chair's Message

Ensuring that Melbourne Recital Centre can continue to present programs of outstanding artistic quality is of paramount importance to the Board and Management of the Centre. Treading the balance between financial sustainability while maximising the number of programs and audiences is indeed a challenge in the current fiscal climate. We are grateful to the Victorian Government and Arts Victoria for their invaluable support and ongoing assistance.

This year, we have increased our focus on development and philanthropic activities, working to secure the Centre's future with the assistance of our donors and corporate partners. Special thanks go to the Kantor Family who, along with the Calvert-Jones Family, established the Centre's Public Fund in 2008. I would also like to acknowledge the leadership of the Centre's Founding Benefactors, without whom the achievements of the past year would have been impossible.

Established in 2011, our Music Circle and Elisabeth Murdoch Creative Development Fund patrons programs have already raised over \$125,000 thanks to the generosity of close to 80 individuals and groups. I'd like to thank all our donors and particularly Melbourne Recital Centre's Board and Senior Management team for their contributions. New bequest pledges received this year will continue to build our endowment for the benefit of future generations of artists and audiences.

Our valued Principal Partner Audi Australia and International Airline Partner Etihad Airways play a vital role in supporting our activities. These partnerships have enriched Melbourne's cultural life substantially, assisting the Centre in presenting its unique program and allowing us to reach more Victorians than ever this year. Thank you.

At Melbourne Recital Centre, we are privileged to have an outstanding management team and staff committed to ensuring an inspiring musical program is enjoyed in a warm and welcoming place. In particular this year, I would like to acknowledge the leadership of our CEO, Mary Vallentine AO. Mary continues to make an extraordinary contribution to Australia's cultural life, which was nationally recognised this year when she received the Australian Business Arts Foundation's Elisabeth Murdoch Arts Business Leadership Award.

My personal thanks go to my fellow Board members who donate their time and expertise to the Centre. In 2012, we farewelled three members of the Board: Dr Richard Mills AM, the Hon. Mary Delahunty and Harold Mitchell AC. Their skill and wisdom have been invaluable assets to the organisation at an important stage in its history. In turn, we welcomed five new members to the Board: Peter Bartlett, Stephen Carpenter, Des Clark, Joseph Corponi and Margaret Farren-Price. I thank them for joining the Melbourne Recital Centre family.

Finally, on behalf of everyone at the Centre, I would like to thank the artists and audiences who make this wonderful venue an integral part of our city's cultural life.



A handwritten signature in black ink that reads "K. J. Fagg".

Kathryn Fagg
Chair

Report from the CEO

Melbourne Recital Centre continues to develop its reputation as one of Australia's foremost live performance venues. In 2012, the Centre truly was Melbourne's hub for music, hosting some 436 events and welcoming over 158,000 visitors.

While more than half of these events were presented or co-presented by Melbourne Recital Centre, our presenting partners' concerts are central to our success as a venue. Our continued relationships with Musica Viva Australia, Melbourne Symphony Orchestra, Australian Brandenburg Orchestra, Victorian Opera and Australian String Quartet, Melbourne Chamber Orchestra, Melbourne Festival and Melbourne International Jazz Festival engage and inspire Melbourne audiences on a regular basis with concerts of the very highest standard. We also welcomed the Australian Chamber Orchestra to Elisabeth Murdoch Hall for the first of many performances. Melbourne Recital Centre is unique in Australia for its focus on fine music, and in 2011-12 was again a centre of excellence for all genres of music from early music on period instruments to contemporary works and improvisation, rock, contemporary popular and jazz, programming for children, world music of many traditions, cabaret and more.

The breadth and depth of our programming, along with careful management of our resources, have enabled the Centre to post a company-wide surplus, the bulk of which has been reinvested into the Melbourne Recital Centre Public Fund to support future programs. The Centre this year continued the programming pattern established in 2011, with a slight increase in the number of events, allowing us to build our audience and ticketing revenue. Supporting this increased activity presents

operational challenges to the organisation, but these have been solved through creativity, flexibility and collaboration, including the development of models of presenting concerts that are unique in the sector. The way in which musicians and cultural institutions of Melbourne have so enthusiastically embraced the opportunities for inspired collaboration with the Centre is incredibly gratifying, and the result is a more vibrant performing arts landscape with more performances and an ever-growing audience. I extend Melbourne Recital Centre's sincere thanks to all our performing partners for their commitment and their brilliant performances this year.

In 2012, the Centre further developed its Education Program with concerts and events for all ages. Initiatives included the annual MusicPlay Children's Festival and Music on the Mind lectures, pre-concert talks, program books, performance opportunities for secondary and tertiary students, masterclasses and more. We believe that providing opportunities for and facilitating the exploration and discovery of music encourage profound and engaging experiences with creativity for everyone at any stage in life. Developing our audience's understanding and appreciation of music is an important part of our mission. A successful example is the Australian Voices series, a co-presentation with the Australian National Academy of Music, where talented emerging professionals perform Australian works under the guidance of leading musicians. The championing of Australian music and musical

Report from the CEO



talent for our engaged and passionate audience is a truly inspiring example of what happens at Melbourne Recital Centre on a regular basis.

On behalf of the Centre, I thank the Government of Victoria through Arts Victoria and The Hon. Ted Baillieu MLA, Premier and Minister for the Arts, for their sustained support. Deep gratitude goes to our corporate partners, including Principal Partner, Audi Australia, and International Airline Partner, Etihad Airways, as well as our generous donors who contribute more than their financial support to the Centre. They are a vital part of this living space for music and provide invaluable moral support and advocacy.

Special thanks go to my colleagues at Melbourne Recital Centre, who ensure that every concert is a superb experience for musicians and audiences.

I am extremely grateful to the voluntary support given to me and to Melbourne Recital Centre by its Board of Directors under the dedicated and visionary leadership of our Chair, Kathryn Fagg.

I am pleased to present this Annual Report, a document of the successes of the past year and a demonstration of the impact the Centre has had on the lives of many thousands of Victorians.



Mary Vallentine AO
Chief Executive Officer

Highlights of Our Program

Programming at Melbourne Recital Centre focuses on presenting an eclectic, distinctive and expansive range of live music. We love music in all its forms and over the past year have presented a program that celebrates so many genres of music with its very best local and international exponents.

Our program is inclusive and resonates with various communities in Melbourne. We have facilitated the development of an expansive audience base with program streams that encompass jazz, experimental and new music, classical, Australian music, chamber music, world music, cabaret and children's and family programs.

To maximise the impact of our programs and encourage a deeper and more profound engagement with music and artists, our education program has been developed to include such initiatives as masterclasses with international recitalists for young Australian artists, talks that explore the role of music

within our society, pre-concert talks, informative and entertaining program notes and a range of programs and workshops for children and their families.

Our **Local Heroes** program celebrates the very best home-grown talent. Local Heroes ensembles present a series of concerts that span the range of classical music making – from early music, choral and song to Classical, Romantic and new music. The breadth of this dynamic program engages audiences through their love of fine music and providing them with an opportunity to get to know the celebrated musicians who call Melbourne home.



MusicPlay Children's Festival



Susan Graham (left) presenting at the Mont Blanc Masterclass

Highlights of Our Program

Great Performers continues to provide opportunities for audiences to experience musical creativity and emotion in its most exposed form: the recital. After hearing about the Hall's celebrated acoustic and artistic program, baritone **Matthias Goerne** visited Melbourne and performed an inspired *Winterreise*, Schubert's most important song cycle, bringing a depth of emotion and understanding to the piece that thrilled and moved the audience profoundly.

The Centre's annual children's festival, **MusicPlay**, was a great success with both children and their carers who enjoyed the range of quality musical activity presented. Of particular note was the Sound Explorers installation, a series of musical hubs that activated the Foyers and encouraged children to play with music and sound. Sound Explorers was commissioned by Melbourne Recital Centre and created by celebrated percussionist Graham Leak.

Another highlight of the MusicPlay festival, and later for Brisbane's Out of the Box Festival, was Melbourne Recital Centre's production of **The Race for the Chinese Zodiac**, which beautifully combined original illustrations, animation, storytelling and traditional Chinese music to tell the story of how the Chinese zodiac came to be.

Metropolis New Music Festival was staged in April as a 10-day festival focusing on contemporary American music and was unprecedented in scale and focus. With 14 events, the Festival featured local and international musicians including the Melbourne Symphony Orchestra, eighth blackbird, Syzygy Ensemble, The Consort of Melbourne and American composer Steve Reich among others. The Festival proved to be a huge success, with dynamic and engaging performances which drew an enthusiastic response from a large and diverse audience.

Melbourne Recital Centre's programming in pop, jazz, folk, world, cabaret and rock music showcases the variety and quality of Australian and international contemporary music-making and is a further demonstration of the versatility of the Centre's performance spaces. A particular highlight was the three performances of **Way to Blue: The Songs of Nick Drake**. The production represented a new level of contemporary music programming, with a carefully curated line-up of musicians, a sensitive and intellectual approach to song selection and interpretation and intimate ensemble playing.



2011–12 Highlights

436 Events

July – 41 Events

The **American Songbook Series** features Australia's best jazz musicians (and international guests) in a celebration of great songwriting. One of the living legends of American song, **Jimmy Webb**, performs to a packed Elisabeth Murdoch Hall.



August – 44 Events

Ensemble Liaison and JACK dance troupe team up to create an innovative chamber ballet based on Falla's **El Amor Brujo**. "In this sparse setting made rich by colourful music and intelligent bodies, the two small companies have found fertile soil." *The Age*

September – 36 Events

Acclaimed baritone **Matthias Goerne** makes his Melbourne debut with a revelatory performance of Schubert's *Winterreise* in the Great Performers series. "... then there are those extraordinary artists, such as Goerne, who bring mind and soul as well as voice to whatever they perform and this performance was all the more profound and moving because of it." *The Age*

October – 46 Events

KURSK: An Oratorio Requiem by Australian composer David Chisholm and Russian poet Anzhelina Polonskaya receives its world premiere. The work is nominated for a Helpmann award. "*Kursk's* emotional range, orchestral colour and technical inventiveness bring to mind Shostakovich's *Leningrad Symphony*. It's a great legacy of 2011's Melbourne Festival." *The Herald Sun*

November – 39 Events

An international roster of rock, pop and folk musicians pay tribute to an influential singer-songwriter in **Way to Blue: The Songs of Nick Drake**. "If Way to Blue didn't stun with artistic surprises or overwhelm with high emotion, it was never short of good feeling and joy. Yes, for all those who think Nick Drake and sadness are a matched pair, joy." *The Age*



December – 16 Events

Nick Tsiavos, Achilles Yiangouli and Andrew Schultz continue their acclaimed exploration of Mediterranean musical cultures with their ensemble, **Ananke**.



January – 29 Events



MusicPlay Children’s Festival delights children and their families with concerts in Elisabeth Murdoch Hall, Salon and free activities in the foyers. The Race for the Chinese Zodiac, produced by the Recital Centre, has now been mounted in Queensland.



February – 21 Events



The King’s Singers, a beloved vocal ensemble, return to Melbourne for the first time in decades. “**The King’s Singers** produced complete units of marvellous singing, superbly disciplined and absolutely compelling in their razor-sharp detail.” *The Age*

The Sixteen, one of the world’s finest a cappella choirs, make their debut at Melbourne Recital Centre with music from Renaissance Italy.



The Sixteen

March – 38 Events



Stephen Layton directs **Bach’s St John Passion**, in the Centre’s second annual passion performance. Ludovico’s Band, the Consort of Melbourne and Trinity College Choir (Melbourne) collaborate to present this sublime masterpiece. “Layton gave disciplined drama to the enterprise, seeking out contrasts and maintaining this Passion’s swift-moving narrative flow.” *The Age*

April – 38 Events



Angelique Kidjo and **Vusi Mahlasela** bring their joyously powerful and emotionally charged music to Elisabeth Murdoch Hall. “As Latin, Afro-pop and even disco rhythms fuelled the music’s fervour, Kidjo headed into the auditorium to dance with us (by now we were all on our feet), her potent voice never faltering as she encouraged a mass stage invasion for her ecstatic finale.” *The Age*



Angelique Kidjo

May – 44 Events



The **Metropolis New Music Festival**, a unique collaboration between the Centre and the **Melbourne Symphony Orchestra**, surveys recent American music, curated by new music ensemble **eighth blackbird**. Luminary composer **Steve Reich** was present as speaker and performer.

June – 44 Events



Australian violinist **Richard Tognetti** makes his Recital Centre debut in the Great Performers series with associate artist Melbourne pianist Benjamin Martin. “... A gleaming light surrounded by muted thunder, giving an incisive and arresting insight into this masterpiece [Brahms’ Violin Sonata in D minor].” *The Age*



Support Services and Operations

Our support services and operations underpin the successful delivery of programs presented by Melbourne Recital Centre and its presenting partners and associates, as well as a range of other events and functions.

The following table presents a summary of the key support objectives and achievements for the year.

	Objectives	Achievements
Marketing	Extend our audience in both depth and reach and achieve greater ticket sales.	Achieved audience attendance of 158,339 at 436 events, with a value of \$4.6 million in ticket sales.
	Market subscription, including Great Performers and Local Heroes as well as one-off events.	Launched Great Performers 2012, and achieved four-fold increase in number of subscribers. Local Heroes series experienced 50% increase in ticket buyers in an expanded series.
	Digital and online and social media strategies.	Completed strategic work and began implementation resulting in increased followers by 40% and deepened engagement on social media platforms. Recruited web agency to produce new website, with work beginning late 2012, for launch 2013.
	Develop a refreshed brand identity and launch brand campaign for Melbourne Recital Centre.	Ongoing development of refreshed corporate identity to be rolled out in 2012–13, along with campaign to build awareness and regard for the Centre.
	Develop Segmentation model and segmented communications strategy.	Undertook qualitative and quantitative research into audience behaviours, needs and attitudes; developed segmentation model which incorporated the resulting insights, and an understanding of which media are most effective for reaching each segment. Ongoing implementation of this strategy has resulted in more effective and efficient marketing.

Support Services and Operations

Information Technology	Introduce mobile phone application for ticketing.	MRC mobile ticketing application created and launched.
	Introduce Free WiFi to the MRC Foyers and Bars.	WiFi access available in all public areas.
	Re-tender the outsourced IT services.	Tender completed and three-year contract signed.
Retail Operations	Launch ground-floor café My Mexican Cousin.	Café successfully launched in November 2011.
Arts and Corporate Venue Hiring	Review artistic hiring model to encourage and reward regular artistic hiring partners.	Artistic hiring model revised to include a discount for frequent major hirers.
	Maintain hiring activity in corporate and private areas.	Corporate and private hiring revenue was maintained.
	Develop marketing campaign to market and promote our corporate hiring offer.	Partially developed and implemented with further development planned in 2012-13.
Organisational Development	Continue staff training in technical and skills development.	Training and professional development continues in accordance with individual performance development plans.
	External audit of our OH&S policies and procedures and management system.	Internal audit completed and procedures updated; external audit deferred to 2012-13.
	Review our Emergency Management procedures.	Reviewed and updated.
	Review and further develop major incident planning and training.	All staff training completed.
	Initiate service excellence training program for all staff.	Service excellence training undertaken by all staff within a number of different forums.
	Continue to implement our Environmental Resource Smart program.	Continued throughout the year.
	Develop effective staff communications strategy.	Quarterly staff meetings initiated; regular updates issued by CEO, Directors and other staff as required.
Building & Technical	Monitor and contain building costs.	Improved efficiencies created in energy consumption, waste management and cleaning.
	Review asset register and ensure accuracy.	Asset register reviewed and amendments made.
	Review technical processes and operations, particularly in relation to contemporary music.	Reviewed and implemented revised lighting designs for contemporary music to improve audience experience. Identified shortcomings in sound and lighting equipment that require upgrading. Further enhancements to lighting and sound system to be implemented in 2012-13 with equipment upgrades and purchases, subject to funding.
	Develop and implement a 10-year asset overview for Arts Victoria.	In progress for completion in 2012-13.

Our Business Partners and Key Donors

Melbourne Recital Centre brought great music to 158,000 Victorians this year thanks to the enthusiastic support of a growing network of Business Partners and Donors.

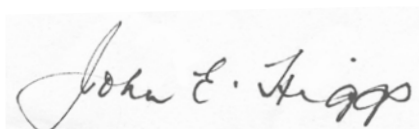
Of over 400 concerts, 60% of them were presented or co-presented by us, providing significantly increased performance opportunities for artists, while building audiences. These were augmented by an extraordinary range of education, access and sector development initiatives, made possible by the Centre's renewed emphasis on private sector support.

Development revenue grew from \$207,558 to \$659,187 with the establishment of the Music Circle patrons program and Elisabeth Murdoch Creative Development Fund, where close to 80 donors contributed over \$125,000. Visionary support came from philanthropist Betty Amsden OAM for the Centre's children's programs, and Annamila Pty Ltd, which provided a matching grant that saw year-end contributions to the Share the Music Fund increase by 65%.

New partnerships were established with 10 Business Partners and philanthropic trusts. Of special note: the support of 3AW Radio, the City of Melbourne, The Hugh Williamson Foundation and Melbourne's Child for the expanded MusicPlay Children's Festival; The Langham Hotel's partnership with us for Great Performers; the establishment of the Montblanc Masterclass series that connects Great Performers with local emerging artists; and a grant from The Ian Potter Foundation to advance the Centre's digital strategy.

I echo our Chair's gratitude for the leadership of the Centre's Founding Benefactors, without whom the achievements of the past year would have been impossible. Special thanks go to the Kantor Family who, along with the Calvert-Jones Family, founded the Centre's Public Fund in 2008; Principal Partner Audi Australia; and International Airline Partner Etihad Airways.

This group of outstanding supporters helps bring the transformative power of music to the entire community, creating greater social and artistic capital that benefit us all.



John Higgs
Chair Fundraising and
Sponsorship Committee

Our Business Partners and Key Donors

Patron

Dame Elisabeth Murdoch AC DBE

Founding Benefactors

The Kantor Family
The Calvert-Jones Family
Lyn Williams AM

Helen Macpherson Smith Trust
Robert Salzer Foundation
The Hugh Williamson Foundation

Principal Government Partner

**ARTS
VICTORIA**



Business Partners

Principal Partner



Audi

International Airline Partner



Supporting Partners



Program Partners



Encore Bequest Program

Jim Cousins AO & Libby Cousins

Ken Bullen

Mary Vallentine AO

Music Circle Patrons Program

Magnum Opus Circle

Betty Amsden OAM*
Annamila Pty Ltd*

Virtuoso Circle

Melbourne Recital Centre
Board of Directors
Kathryn Fagg
Tommas Bonvino
Stephen Carpenter &
Leigh Ellwood
Des & Irene Clark
Margaret Farren-Price
Mr John Higgs &
Mrs Betty Higgs
Julie Kantor*

Composers Circle

Anonymous (1)
Andrew & Theresa Dyer
Colin Golvan sc &
Dr Deborah Golvan*
Richard Gubbins*
Harold Mitchell ac
Melbourne Recital Centre
Senior Management
Youth Music Foundation
Australia*

Musicians Circle

Ms Nina Friedman
Hans & Petra Henkell*
Dr Richard Mills AM*

Mrs Margaret S Ross AM
Dr Cherylyn Tillman &
Mr Tam Vu*

Prelude Circle

Anonymous (3)
Eva Besen AO &
Marc Besen AO
The Hon. Mary Delahunty*
William J Forrest AM
Nance Grant MBE
Stuart & Sue Hamilton
Jan & Rob Green
Barbara Higgins
Penelope Hughes
Alan Kozica & Wendy Kozica

Mr Pierre Mercier
Rob & Phillipa Springall
Drs Victor & Karen Wayne
Sally Webster
Lyn Williams AM

Share the Music \$500+ Donors

Anonymous (1)
Margaret and Baden Hagger
Jenny & Peter Hordern
Helen Imber
Mr Hugh H Johnson &
Ms Loren Kings Lynn
Maria Mercurio
Anne Stonehouse AM
Dr N L Scheinkestel

*Donations directed to the Elisabeth Murdoch Creative Development Fund

Our Presenting Partners & Associates

2011–12 Presenting Partners

3MBS FM	Isin Cakmakcioglu	Orchestra Victoria
ABC Classic FM	Jo Beaumont	Royal Melbourne Hospital Foundation
ABC Radio National	Jon Nicholls Productions	Royal Melbourne Philharmonic
Alexander Boyd	La Compañía	Seraphim Trio
Andrew McKinnon	Latitude 37	Showpro
Aria Co	Li-Wei, Yoshimoto & Chong	Shu-Cheen Yu
Australasian World Music Expo	Ludovico's Band	Songmakers Australia
Australian Art Orchestra	Maggie Gerrand Presents	St Michael's Grammar School
Australian Brandenburg Orchestra	Magnormos	Sutherland Trio
Australian Chamber Orchestra	Manins & Gould	Syzygy Ensemble
Australian National Academy of Music	Melbourne Art Song Collective	Tasmanian Symphony Orchestra
Australian String Quartet	Melbourne Boston Sister Cities Association	Terrasphere Productions
Australian Youth Orchestra	Melbourne Chamber Orchestra	The Consort of Melbourne
Bialik College	Melbourne Conservatorium of Music and Victorian College of the Arts, University of Melbourne	The Continuo Collective
Benaud Trio	Melbourne Festival	The Herald and Weekly Times
Brighton Grammar School	Melbourne Girls' Grammar School	The Hush Foundation
Chamber Made Opera	Melbourne International Jazz Festival	The Little Baroque Company
Chamber Music Australia	Melbourne Piano Trio	The Song Company
Chunky Move	Melbourne Symphony Orchestra	The Star Chorale & Orchestra
Down Under Concert Direction	Melbourne Symphony Orchestra Chorus	Tinalley String Quartet
Elysium Ensemble	Monash University	Topology Music
Ensemble Liaison	Melbourne Writers Festival	Trio Anima Mundi
Ensemble Offspring	Melbourne Youth Music	Victoria Welsh Choir
Far Vahar	Mowbray College	Victorian Curriculum and Assessment Authority – Top Class Performing Arts
Firebird Trio	Musica Viva Australia	Victorian Opera
Flinders Quartet	Multicultural Arts Victoria	Wesley College
Gaynor Crawford Presents	National Boys' Choir of Australia	Wheeler Centre
Golden Fur	New Music Network	Wilma & Friends
Hopkins Quartet		Zephyr Quartet
Impressaria		
International Chinese Arts Festival		

Our People



Patron
Dame Elisabeth Murdoch AC DBE

Board of Directors



Kathryn Fagg



Peter Bartlett



Tom Bonvino



Stephen Carpenter



Des Clark



Joseph Corponi



The Hon. Mary Delahunty



Margaret Farren-Price



John Higgs



Julie Kantor



Richard Mills AM



Harold Mitchell AC

Our People

Kathryn Fagg, Chair (from 20 September 2010)

Former President Corporate Development, Linfox Logistics; Former President FMCG Asia Pacific, Linfox Logistics; Former President, Asia, BlueScope Steel; Former Managing Director, Banking Products, ANZ; Former Chairman, Parks Victoria.

Peter Bartlett (appointed 3 March 2012)

Partner, Minter Ellison Lawyers; President, Barwon Heads Golf Club; Deputy President, Melbourne Press Club; Chair, Advisory Board, Centre for Advanced Journalism, The University of Melbourne; Senior Office Bearer, International Bar Association, LAWASIA and Media Law Resource Centre (NYC); Former Chairman, Minter Ellison Lawyers; Former Member, State Sports Centres Trust; Former Member, Melbourne Sports and Aquatic Centre Trust.

Tom Bonvino (reappointed 2 March 2012)

CEO and Managing Director, Private Branded Beverages Ltd; Fellow, Australian Institute of Company Directors; Non-Executive Director, Genetic Technologies Ltd; Former Vice-President, Italian Chamber of Commerce.

Stephen Carpenter (appointed 3 March 2012)

Partner, KPMG; Fellow, Taxation Institute of Australia; Member, Institute of Chartered Accountants; Foundation Board Member, Museum of Australian Democracy at Eureka (M.A.D.E); President, School Council, Port Phillip Specialist School.

Des Clark (appointed 3 March 2012)

Former Director, Office of Film and Literature Classification; Former Deputy Chairman, Australian Film Commission; Former Chairman, Melbourne International Film Festival; Former Lord Mayor, City of Melbourne; Former Chairman of Commissioners, City of Port Phillip.

Joseph Corponi (appointed 3 March 2012)

Director, Asylum Seekers Resources Centre; Former Director, Gould Group; Former Director, International Council of Museums (Australia).

The Hon. Mary Delahunty (retired 2 March 2012)

National Director and CEO, Writing Australia Ltd; Chair, Orchestra Victoria; Director, Centre for Advanced Journalism, The University of Melbourne; Director, Harold Mitchell Foundation; Director, Elisabeth Murdoch Sculpture Foundation; Founder, Rosebank Retreat for Artists; Former Victorian Government Minister for Education, Planning and the Arts; Journalist; Author.

Margaret Farren-Price (appointed 3 March 2012)

Founder and Artistic Director, Impresaria Piano Series (1990–2011); Board member, Piano Landmarks; Private piano studio.

John Higgs (reappointed 2 March 2012)

Trustee, Bendigo Art Gallery Foundation; Chairman, Advisory Board, La Trobe Visual Arts Centre; Co-Founder and Founding Chair, Girton Grammar School; Former President, Bendigo Art Gallery; Former Member, Council of Bendigo College of Education; Former Member, Academic Staff, La Trobe University.

Julie Kantor (reappointed 28 June 2010)

Director, Annamila Pty Ltd; Director, Dara Foundation; Director, McClelland Gallery & Sculpture Park; Board Member, State Library of Victoria Foundation.

Richard Mills AM (retired 2 March 2012)

Artistic Director designate, Victorian Opera; Artistic Director, West Australian Opera; Former Director, Australian Music Project for the Tasmanian Symphony Orchestra; Composer; Conductor.

Harold Mitchell AC (retired 2 March 2012)

Executive Chairman, Mitchell Communications Group; Executive Chairman, Aegis Media Pacific; Chair, Australian Government Review of Private Sector Support for the Arts; Chairman, CARE Australia; Chairman, Melbourne Symphony Orchestra; Chairman, ThoroughVision; Chairman and Owner, Melbourne Rebels Rugby Union Team; Chairman, TVS, University of Western Sydney; Chairman, Art Exhibitions Australia; Vice President, Tennis Australia; Director, Deakin Foundation; Former Chairman, National Gallery of Australia; Former President, Melbourne Festival; Former President, Museums Board of Victoria; Former Board Member, Opera Australia.

Our People

Retiring Directors

The Hon. Mary Delahunty (retired 2 March 2012)
 Richard Mills AM (retired 2 March 2012)
 Harold Mitchell AC (retired 2 March 2012)

Board Committees

Governance, Audit and Risk Committee

John Higgs, Chair (from March 2011)
 Kathryn Fagg (from September 2010)
 The Hon. Mary Delahunty (retired 2 March 2012)
 Joseph Corponi (from 23 April 2012)
 Stephen Carpenter (from 23 April 2012)

Remuneration Committee

Kathryn Fagg (from April 2011)
 Tom Bonvino (from April 2011)
 Richard Mills (retired 2 March 2012)
 Stephen Carpenter (from June 2012)

Executive Committee of Management

Kathryn Fagg, Chair (from 20 September 2010)
 Peter Bartlett (from 3 March 2012)
 Stephen Carpenter (from 3 March 2012)
 Des Clark (from 3 March 2012)
 Joseph Corponi (from 3 March 2012)
 The Hon. Mary Delahunty (retired 2 March 2012)
 Margaret Farren-Price (from 3 March 2012)
 John Higgs (from 18 September 2009)
 Julie Kantor (from 13 April 2006)
 Richard Mills AM (retired 2 March 2012)
 Harold Mitchell AC (retired 2 March 2012)

Fundraising and Sponsorship Committee

John Higgs, Chair (from 2009)
 Julie Kantor (from 2009)
 Harold Mitchell AC (retired 2 March 2012)
 Peter Bartlett (from June 2012)
 Des Clark (from June 2012)

Board of Directors			
CEO Mary Vallentine AO			
Director of Marketing & Customer Relations	Director of Programming & Presenter Services	Director of Corporate Services	Director of Development
Robert Murray	Kirsten Siddle	Peter McCoy	Sandra Robertson
Marketing, Publicity, Customer Relationship Management, Ticketing, Front of House	Programming, Venue Hire, Technical and Production, Stage Door, Facilities	Finance, Administration, Human Resources, Information Technology	Sponsorship, Philanthropy

Environmental Performance

Introduction

Melbourne Recital Centre is committed to being environmentally sustainable – through minimising environmental impacts and promoting a green future for our community.

Achievements to Date

Melbourne Recital Centre has worked towards reducing our environmental impact in many ways during 2011–2012.

Adhering to our Environment & Sustainability Policy, we have set key objectives and developed an Action Plan to achieve our goals. A Sustainability Team has been established to encourage minimisation of environmental impacts, implement the Action Plan, and promote a green outlook Centre-wide.

We have set targets for improving environmental performance in terms of waste, energy and water reduction, with established recycling streams for co-mingled waste, cardboard, office paper, fluorescent tubes, lamps and batteries, printer cartridges and unused mobile phones. All general waste is handled in a conscientious manner and sent to a Resource Recovery Centre to be recycled wherever possible.

Melbourne Recital Centre has worked closely with Melbourne Theatre Company and Script Bar & Bistro, as well as our new tenant My Mexican Cousin, to reduce environmental impacts through sharing waste removal. Services and equipment are obtained from environmentally conscious suppliers such as Veolia Environmental and Ikon Environmental Services. Together we continue to divert 60% of our collective waste from landfill to recycling centres.

In the past year, hundreds of expired globes have been replaced with lower wattage ones (20% reduction in power consumption). LED fittings have been installed in our foyers and bathrooms (80% reduction in power consumption), as have LED tubes in our corridors and Loading Dock, par 38s in the Elisabeth Murdoch Hall wings, and reflector globes in the Audi Foyer's Salon feature wall. HVAC (Heating, Ventilation & Air Conditioning) settings have also been reviewed throughout the venue to minimise power consumption.

We continue to prioritise sustainability practices into our purchasing needs, including the use of recycled paper in marketing collateral and in the office. In addition, as our audience has grown, the use of electronic marketing has substantially increased, reducing the amount of paper marketing collateral produced.

Finally, we continue to offset carbon generated by flights taken by Melbourne Recital Centre staff and performers whenever possible.

Environmental Performance

Energy

The data represented below was collected through energy retailer billing information, Optergy energy management software and the Future Climate emissions calculator (gas only). The energy values include usage by Melbourne Recital Centre and My Mexican Cousin.

Indicator	Electricity kWh (Building)		Electricity (HVAC Chilled Water)		Natural Gas MJ (Building)		Natural Gas MJ (Heating Hot Water)	
	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12
Total energy usage	709,548	815,140	Not available ¹	535,697	375,536	927,205	688,181	1,193,498
Greenhouse gas emissions (t CO₂e)	860	1,122	Not available	745	144	348	45	698
Percentage of electricity purchased as Green Power	14	0 ²	14-20	0 ²	Not applicable	Not applicable	Not applicable	Not applicable
Greenhouse gas emissions per capita (t CO₂e/visitor) for electricity and gas³	0.0064	0.0071	Not available	0.0047	0.0011	0.0022	Not available	0.0044

1. Retroactive data unavailable for these metrics as measurement software had not been implemented during this period.
2. Melbourne Recital Centre participates in whole-of-government power and gas contracts to secure reduced rates for these services. The whole-of-government contract for green power ended 30 June 2011, and this contract has not been reinstated. Melbourne Recital Centre has negotiated the reinstatement of competitively priced green power for 2012-2013 within its whole-of-government contract.
3. I.e. total emissions ÷ total annual attendance. Per-capita metric is provided to allow easier comparison of usage year on year as a per-individual average.

Waste

Melbourne Recital Centre has combined with Melbourne Theatre Company, Script Bar & Bistro and My Mexican Cousin to share waste management services in the interests of minimising environmental impacts and costs. The following units represent the waste generated by Melbourne Recital Centre and its tenant, My Mexican Cousin.

Extended operating hours, activity level and patronage plus the opening of My Mexican Cousin have increased resource usage compared to the previous financial year. My Mexican Cousin has contributed to approximately 80% of Melbourne Recital Centre's waste from December 2011. Melbourne Recital Centre coordinates waste services and infrastructure for all four organisations, that share the site, delivering environmental and cost efficiencies.

Indicator	General		Co-mingled		Cardboard and Paper	
	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12
Total units of waste by waste stream (metres cubed)	119	242	26	69	70	149
Cubic metres per capita*	0.0009	0.001	0.0002	0.0004	0.0005	0.0009

Environmental Performance

Water and Sewage

Indicator	Water		Sewerage	
	2010-11	2011-12	2010-11	2011-12
Total units of metered water consumed by usage types (kilolitres)	1,0984	1,874	998 ⁴	1,777
Kl per capita*	.006	0.01	.005	0.01

* Calculated on annual attendance figures excluding artists and staff.

4. These figures amended since Annual Report 2010-11: they are now calculated on financial year rather than calendar year (as previously published).

Paper

Indicator	2010-11	2011-12
Total units of copy paper used (reams)	319	351
Percentage of 50% recycled content copy paper purchased	20%	20%
Percentage of 100% recycled content copy paper purchased	75%	75%

Greenhouse Gas Emissions

The emissions disclosed in the section below are taken from the previous sections and brought together here to show Melbourne Recital Centre's greenhouse gas emissions footprint.

Indicator	2010-11	2011-12
Total greenhouse gas emissions associated with energy use (t CO ₂ e)	Not available, data incomplete for 2010-11	2,913
Total greenhouse gas emissions associated with air travel (t CO ₂ e)	Zero. Air travel 100% offset at time of purchase.	Zero. Air travel 100% offset at time of purchase.
Total greenhouse gas emissions associated with waste production (t CO ₂ e)	Not available, data incomplete for 2010-11	27

Financial Summary

Four Year Financial Summary

Indicator	2012	2011	2010	2009
Income from Government	3,859,000	4,121,800	3,847,000	5,730,000
Total income from transactions	9,840,678	9,195,755	6,548,400	8,097,224
Total expenses from transactions	9,699,289	8,780,553	6,844,335	7,868,319
Net result from transactions	141,389	415,202	(295,935)	233,008
Net result for the period	96,728	423,859	(350,617)	228,905
Net result before depreciation	591,113	921,439	140,160	447,101
Net cash flow from operating activities	378,580	1,523,283	341,340	1,406,919
Total Assets	10,512,253	10,596,219	9,630,094	10,088,439
Total Liabilities	1,888,676	2,069,370	1,527,104	1,634,832

Current Year Financial Review

Overview

Melbourne Recital Centre continued to increase both the number and diversity of its presentations, resulting in higher attendance and an overall increase in commercial revenue for 2011–2012. Despite this increase, the financial result for 2011–2012 was lower than in 2010–2011, which had benefited from a one-off \$250,000 government funding increase for programming. The financial result for 2011–12 is \$141,389, a decrease of \$273,813 on the previous year. The result before depreciation is \$591,113, representing the strong operating environment and improved sales.

Financial Performance and Business Review

The net result for the 2011–12 period is \$96,728, which is \$327,131 less than the \$423,859 in 2010–11. This result reflects the decrease in government support of \$262,800 combined with the loss

on disposal of assets of \$40,799 for the year. As a percentage of total revenue non-government income increased from 55% to 61%.

Financial Position Balance Sheet

The Company's net asset position was \$8,623,577, an improvement of \$96,728 from 2010–11. Assets decreased by \$83,966 due to changes in fixed assets but were offset by decreases in liabilities of \$180,694 due to the level of venue hire deposits and advance ticket sales held at year end.

Cash Flows

The net cash flow from operating activities was \$378,580, which is \$1,144,703 less than in the previous year. This was due primarily to a one-off government grant for programming received in 2010–11, and increases in expenses of \$867,610 for operations.

Statement of Corporate Governance

Manner of Establishment

Melbourne Recital Centre was registered on 2 March 2006 with the sole member being the State of Victoria, represented by the Minister for the Arts. Melbourne Recital Centre is a company limited by guarantee and a public entity under the *Public Administration Act 2004*. Melbourne Recital Centre has its own constitution and has compliance and reporting requirements under both the *Financial Management Act 1994* (Victoria) and the *Corporations Act 2001* (Commonwealth). Melbourne Recital Centre is registered with the Australian Securities and Investment Commission. The Directors of Melbourne Recital Centre are committed to the highest standard of corporate governance and acknowledge the need for continued maintenance of governance practice and ethical conduct by all Directors and employees.

Accordingly, they have ensured that systems and procedures are in place to provide appropriate assurance that the Company undertakes its activities and functions in accordance with:

- › all legal requirements;
- › the best interests of members;
- › an environment that meets relevant standards; and
- › a manner that is responsible to all stakeholders and the wider community.

Objectives of the Company

Melbourne Recital Centre Constitution, Clause 2:

The objectives of Melbourne Recital Centre include the promotion of music, by, without limitation:

- › undertaking preparations for – and assisting in the funding of – the construction of Melbourne Recital Centre;
- › commissioning musical performances and programming for Melbourne Recital Centre;
- › promoting Melbourne Recital Centre; and
- › planning and managing the operations of Melbourne Recital Centre.

Powers and Duties of Directors

Melbourne Recital Centre Constitution, Clause 13.6:

The Directors are responsible for managing the Company's business and affairs and may exercise to the exclusion of the Company in general meeting all the Company's powers which are not required, by the *Corporations Act 2001* (Commonwealth) or by Melbourne Recital Centre's constitution, to be exercised by the Company in general meeting.

The Directors may decide how cheques, promissory notes, bankers drafts, bills of exchange or other negotiable instruments must be signed, drawn, accepted, endorsed or otherwise executed (as applicable) by or on behalf of the Company.

The Directors may pay out of the Company's funds all expenses of promotion, formation and registration of the Company and the vesting in it of the assets acquired by it.

The Directors may:

- › appoint or employ a person to be an officer, agent or attorney of the Company for the Purposes, with the powers, discretions and duties (including powers, discretions and duties vested in or exercisable by the Directors), for the period and on the conditions they think fit;
- › authorise an officer, agent or attorney to delegate all or any of the powers, discretions and duties vested in the officer, agent or attorney; and
- › subject to any contract between the Company and the relevant officer, agent or attorney, remove or dismiss any officer, agent or attorney at any time, with or without cause.

A power of attorney may contain any provisions for the protection and convenience of the attorney or persons dealing with the attorney that the Directors think fit.

Statement of Corporate Governance

Board Committees

The Board has established a number of standing committees whose decisions become recommendations for consideration by the Board:

- > Governance, Audit and Risk Committee
- > Remuneration Committee
- > Committee of Management
- > Fundraising and Sponsorship Committee

Other established standing committees include an Occupational Health and Safety Committee, an Environmental Sustainability Committee and a Staff Consultative Committee.

Committee of Management – Melbourne Recital Centre Land and Building

On 23 October, 2008 the Melbourne Recital Centre land at Southbank (Crown Allotment 2180, City of South Melbourne, Parish of Melbourne South) was reserved for public purposes (arts and recital centre). The Minister for the Environment and Climate Change appointed Melbourne Recital Centre as the Committee of Management for that reserve with effect from that date. The Melbourne Recital Centre Committee of Management is the Board of Directors of Melbourne Recital Centre.

Financial and Other Information Retained by the Accountable Officer

Relevant information detailed in Financial Reporting Direction (FRD) 22C Standard Disclosures in the Report of Operations under the *Financial Management Act 1994* Section 3 is retained by the Company's Accountable Officer. The items listed below are available to the relevant ministers, Members of Parliament and the public on request (subject to the freedom of information requirements, if applicable):

- (a) a statement that declarations of pecuniary interests have been duly completed by all relevant officers;
- (b) details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary;
- (c) details of publications produced by Melbourne Recital Centre about the activities of Melbourne Recital Centre and where they can be obtained;
- (d) details of changes in prices, fees, charges, rates and levies charged by Melbourne Recital Centre for its services, including services that are administered;
- (e) details of any major external reviews carried out in respect of the operation of Melbourne Recital Centre;
- (f) details of any other research and development activities undertaken by Melbourne Recital Centre that are not otherwise covered either in the report of operations or in a document which contains the financial statement and report of operations;

- (g) details of overseas visits undertaken including a summary of the objectives and outcomes of each visit;
- (h) details of major promotional, public relations and marketing activities undertaken by Melbourne Recital Centre to develop community awareness of the services provided by Melbourne Recital Centre;
- (i) details of assessments and measures undertaken to improve the occupational health and safety of employees, not otherwise detailed in the report of operations;
- (j) a general statement on industrial relations within Melbourne Recital Centre and details of time lost through industrial accidents and disputes, which are not otherwise detailed in the report of operations;
- (k) a list of major committees sponsored by Melbourne Recital Centre, the purposes of each committee and the extent to which the purposes have been achieved;
- (l) details of all consultancies and contractors including: consultants/contractors engaged; services provided; and expenditure committed to for each engagement.

National Competition Policy

The Company is committed to the implementation of requirements of the competitive neutrality principles and is satisfied that its activities comply with the Victorian Government's Competitive Neutrality Policy.

Implementation of The Victorian Industry Participation Policy

In October 2003, the Victorian Parliament passed the *Victorian Industry Participation Policy Act 2003* which required public bodies and the departments to report on the implementation of the Victorian Industry Participation Policy (VIPP). The Company is required to apply the VIPP in all tenders over \$3 million in metropolitan Melbourne and \$1 million in Victoria. The Company did not commence or complete any contracts during 2011-12 to which the VIPP applies.

Statement of Corporate Governance

Whistleblower Protection Act 2011

The *Whistleblowers Protection Act 2011* encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The Act provides protection to people who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

Melbourne Recital Centre does not tolerate improper conduct by employees, or the taking of reprisals against those who come forward to disclose such conduct. It is committed to ensuring transparency and accountability in its administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Melbourne Recital Centre will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

Reporting Procedures

Disclosures of improper conduct or detrimental action by Melbourne Recital Centre or its employees may be made to the following officer:

The Protected Disclosure Officer
 Mr Peter McCoy, Director, Corporate Services
 Melbourne Recital Centre
 31 Sturt Street
 Southbank VIC 3006
 Phone: 03 9207 2654

Alternatively, disclosures of improper conduct or detrimental action by Melbourne Recital Centre or its employees may be made directly to the Ombudsman:

The Ombudsman Victoria
 Level 9, 459 Collins Street (North Tower)
 Melbourne VIC 3000
 Phone: 03 9613 6222
 Toll Free: 1800 806 314
 Web: <http://www.ombudsman.vic.gov.au>
 Email: ombudsman@ombudsman.vic.gov.au

Further Information

Written guidelines outlining the system for reporting disclosures of improper conduct or detrimental action by Melbourne Recital Centre or its employees are available on Melbourne Recital Centre's website: www.melbournerecital.com.au

The Number and Types of Disclosures Made to Public Bodies During the Year	2011-12	2010-11
Public interest disclosures	0	0
Protected disclosures	0	0
The number of disclosures referred during the year by the public body to the Ombudsman for determination as to whether they are public interest disclosures	0	0
The number and types of disclosed matters referred to the public body by the Ombudsman for investigation	0	0
The number and types of disclosures referred by the public body to the Ombudsman for investigation	0	0
The number and types of investigations taken over from the public body by the Ombudsman	0	0
The number of requests made by a whistleblower to the Ombudsman to take over an investigation by the public body	0	0
The number and types of disclosed matters that the public body has declined to investigate	0	0
The number and types of disclosed matters that were substantiated upon investigation and the action taken on completion of the investigation	0	0
Any recommendations made by the Ombudsman that relate to the public body	0	0
Recommendation regarding file security and management	0	0

Statement of Corporate Governance

Attestation on Compliance with the Australian/New Zealand Risk Management Standard

I, Mary Vallentine, certify that Melbourne Recital Centre has risk management processes in place consistent with the Australian/New Zealand Risk Management Standard (or equivalent designated standard) and an internal control system in place that enables the Executive to understand, manage and satisfactorily control risk exposures. The Governance Audit Risk Committee verifies this assurance and that the risk profile of Melbourne Recital Centre has been critically reviewed within the last 12 months.



Mary Vallentine AO
Chief Executive Officer
Melbourne Recital Centre
25 August 2012

Internal Audit

Melbourne Recital Centre appointed Pitcher Partners as its internal auditors in 2011. They have subsequently developed an audit plan, having due regard for the Company's risk management program. In 2012, Melbourne Recital Centre internal auditors completed an audit of the Company's submission to the Victorian Government Compliance Framework.

Employment and Conduct Principles

Staff are appointed under ongoing, fixed term or casual contracts as per Melbourne Recital Centre Enterprise Agreement 2009 and the Government Sector Executive Remuneration Panel and are bound by the Code of Conduct for Victorian Public Sector Employees. Melbourne Recital Centre complies with the values (Section 7) and employment principles (Section 8) of the *Public Administration Act 2004*.

Occupational Health and Safety Policy

Melbourne Recital Centre has an Occupational Health and Safety Committee which has created occupational health and safety policies and procedures. During the period, there were no lost work days and no assessments regarding risk management.

Disability Action Plan

Melbourne Recital Centre regularly consults with Arts Access regarding accessibility at the Centre. Melbourne Recital Centre's Disability Action Plan has been completed and submitted to the Human Rights Commission for registration in accordance with the *Disability Discrimination Act 1992*. Melbourne Recital Centre is committed to making its performances, services and facilities accessible to the community.

Compliance with the Building Act 1993

At 30 June 2012 Melbourne Recital Centre was responsible for one government-owned building. Pursuant to its role as Committee of Management, Melbourne Recital Centre complies with building and maintenance provisions of the *Building Act 1993*. Melbourne Recital Centre also complies with the *Building Code of Australia* and with the relevant Australian standards for building and maintenance works.

Major works (more than \$50,000): Build and fit-out of kitchen, bar and dining room of Melbourne Recital Centre's ground floor café, My Mexican Cousin.

Statement of Corporate Governance

Workforce Data Staffing Trends

June 2011 – June 2012

	Employees			Ongoing Employees	Fixed Term and Casual Employees
	Employees (Headcount)	Full Time (Headcount)	Part Time & Variable Time	FTE	FTE
June 2012	30	25	5	28	19
June 2011	32	25	7	29	18

	2012			2011		
	Employees (headcount)	Full-Time Equivalents (FTE)	FTE	Employees (headcount)	FTE	-
Gender						
Male	13	12	13	12	12	12
Female	17	16	6	20	17	6
Total	30	28	19	32	29	18
Age						
Under 25	2	1	5	1	0	6
25–34	13	13	10	17	16	7
35–44	8	8	3	7	6	2
45–54	3	2	1	4	4	1
55–64	4	4	0	3	3	1
Over 64	0	0	0	0	0	1
Total	30	28	19	32	29	18
Classification						
VPS 1	0	0	7	0	0	7
VPS 2	6	4	12	11	8	11
VPS 3	9	9	0	5	5	0
VPS 4	7	7	0	9	9	0
VPS 5	3	3	0	2	2	0
VPS 6	0	0	0	0	0	0
STS	0	0	0	0	0	0
Other	5	5	0	5	5	0
Total	30	28	19	32	29	18

Cultural Diversity, Women, Young People and Indigenous Affairs

Melbourne Recital Centre's Cultural Diversity Plan is an integral part of our operations and seeks to ensure that the varied cultures of the world, and particularly the many cultures present in Victoria, are celebrated through Melbourne Recital Centre's programming and associated activities. Many of our staff speak languages other than English and a stable gender balance is achieved through our 39 female and 38 male full-time equivalent staff. When appropriate, Melbourne Recital Centre provides communications, program notes and other announcements in languages other than English.

Melbourne Recital Centre's program embraces music from around the globe. The Centre's belief and interest in music in all its forms and cultural contexts has resulted once again in a program that showcases diverse cultures and musical traditions. Highlights have included exiled Benin songstress and activist Angelique Kidjo, Spanish contemporary flamenco artist Diego Guerrero, Eddi Reader signing the songs of Scottish poet and lyricist Robert Burns, celebrated Indian santoor player Shivkumar Sharma, and oud virtuosos Trio Joubran from Palestine. In addition to these programs, Melbourne Recital Centre continued its partnership with Multicultural Arts Victoria and Radio National's Music Deli to present a number of mini world music festivals across the Centre's venues.

Statement of Corporate Governance

Melbourne Recital Centre's MusicPlay festival for children, held in January, centred on the musical traditions of China. In a self-produced production that used storytelling, traditional music and instruments, and original illustrations and animation, *The Race for the Chinese Zodiac* introduced children to the musical instruments of North and South China and the fable of the Chinese zodiac. The production was complemented by Chinese instrument workshops, Chinese calligraphy workshops and special tours of Melbourne's Chinese Museum. This production later travelled to Brisbane to extend its impact.

Our programming for young people has expanded over the past year, with regular programs for babies, toddlers and primary school-aged children, workshops, masterclasses and the MusicPlay Children's Festival. The Centre's program for children is supported by a comprehensive and ambitious framework that seeks to engage children and encourage them to experiment and play with sound and music. Our programs for children consistently reach capacity audiences and the Centre is now highly regarded for its self-produced programs that integrate music with other art forms.

Examples include Prokofiev's *Peter and the Wolf*, which was paired with contemporary dance and Musical Picture Books, which set music to celebrated picture books and specially commissioned original animated illustrations. The Centre also commissioned a major new interactive musical installation by celebrated composer and percussionist Graeme Leak, which involved all manner of machines and curiosities that encouraged children to 'play' with sound and focus their listening.

We also continued our competition tradition with the Bach Competition for young artists 17 years and under, as well as the Great Romantics Competition, which is designed for young artists who are just beginning their musical careers. Both competitions were again great successes.

Consultants

Melbourne Recital Centre engaged a total of 12 consultants in 2011-12. Total expenditure on all consultancies was \$111,605.

The following three consultancies were valued in excess of \$10,000:

Consultant	Purpose of Consultancy	Expenditure 2011-12	Future Expenditure
Ashton Raggatt McDougall Pty Ltd	Elisabeth Murdoch Hall Seating Rectification Study	\$14,895	\$0
Clements Acoustics Design Associates	Elisabeth Murdoch Hall Seating Rectification Acoustic Impact Study	\$12,707	\$0
The Maytrix Group	Beacon Function Room Business Case Development	\$41,857	\$0
Consultancies, less than \$10,000 ¹	Nine consultancies, various	\$42,146 (combined total)	\$0
	Total	\$111,605	\$0

1. In 2011-12, Melbourne Recital Centre engaged nine consultants where the total fees payable to the consultants were less than \$10,000, with a total expenditure of \$42,146.

Accountable Officer's Declaration

In accordance with the *Financial Management Act 1994*, I am pleased to present Melbourne Recital Centre's Annual Report for the year ending 30 June 2012.



Mary Vallentine AO
Chief Executive Officer
Melbourne Recital Centre
25 August 2012



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ABN 46 118 617 619

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**ARTS
VICTORIA**

