# INQUIRY INTO THE GOVERNMENT'S MANAGEMENT OF THE POWERHOUSE MUSEUM AND OTHER MUSEUMS AND CULTURAL PROJECTS IN NEW SOUTH WALES

Thursday 17 March 2022

Due by 14 April 2022

QUESTION	RESPONSIBILITY
The CHAIR: What was the original figure you mentioned?	Powerhouse
PETER COLLINS: It was 1.34.	
The CHAIR: How much of that is capital? And how much is on the revenue account?	
PETER COLLINS: That is the capital budget for—	
The CHAIR: What is the revenue account for running these three museums over the next 12 months, two years, three years?	
PETER COLLINS: We are happy to provide that detail to you. But the 1.34 is the capital budget for Castle Hill, currently under construction; Parramatta, currently under construction, now in the hands of Lendlease; and, thirdly, the complete Ultimo refurbishment, which is a very significant amount on its own and compares extraordinarily well with any bequest to any other Australian cultural institution, whether start-up or refurbishment.	

### **ANSWER:**

The funding envelope that has been approved for the operations of the Museum for the three years commencing 2022/23 is as follows:

Funding	2022-23	2023-24	2024-25
Recurrent	55,115	61,825	44,178
Capital	3,868	1,868	1,868
TOTAL	58,983	63,693	46,046

All funding relating to the construction of new facilities sits with Create NSW.

QUESTION	RESPONSIBILITY
The Hon. WALT SECORD: I just want to do a follow-up to this. Minister Harwin raised this in this session. I just want the record to show this. He is saying that you and the panel comprising four people made the decisions. What is the commercial value of those residencies?	Powerhouse
LISA HAVILAH: It is based on the square meterage of space that is available. We do a commercial valuation of the office space and then we apply a 50 per cent subsidy and then we work with creative residents— they work with staff, whether it is curatorial or program staff or education staff, to develop programs with us at the museum.	
The Hon. WALT SECORD: So a 50 per cent subsidy for the 21 groups?	
LISA HAVILAH: Yes. The Hon. WALT SECORD: Are there groups there that are getting the residencies at 50 per cent of commercial rates?	
LISA HAVILAH: Yes, all of the residents. It is applied equally.	
The Hon. ROSE JACKSON: How many applications are received, roughly?	
LISA HAVILAH: I would have to take that on notice.	
The Hon. WALT SECORD: But you were on the panel. You would have a general indication of how many applications there were.	
LISA HAVILAH: Just from memory—I will have to find the actual detail for you—usually about 50 per cent move through the process	

In 2019 the Powerhouse received 67 applications for the program with 11 successful applicants following a panel assessment process. Applications in 2020 and 2021 were affected by COVID-19.

In 2021 the Powerhouse received 18 applications for 4 available studios which were all filled.

QUESTION	RESPONSIBILITY
The Hon. ROSE JACKSON: I appreciate that point and I think it is difficult to say we will only support artists and creatives who create art in a very narrow confine, but because they are receiving a taxpayer subsidy in the form of free or subsidised space in institutions that we fund, is there any sense of guidelines or standards or protocols? Because some things are not acceptable, you would accept that, Ms Havilah?	Powerhouse
LISA HAVILAH: Of course	
The Hon. ROSE JACKSON: Some things that are said and things that are done in the name of art are not acceptable to receive any public subsidy. Surely the museum would have some sense of protocol—I am not saying any one of those groups necessarily is in that category, but going forward, is that something that the public can at least have assurance that there are some guidelines that guide how those decisions are being made so that things are not supported that should not be?	
LISA HAVILAH: We do have guidelines and criteria and I would be happy to share them with the Committee. Yes, absolutely, we make sure that we broadly are implementing the strategic direction of the museum, but we also ensure that we are in line with overall government direction.	

The Powerhouse Residents aim to reflect the diversity of practices across the applied arts and sciences, demonstrated by the Powerhouse Collection.

See Attachment A for EOI documents.

QUESTION	RESPONSIBILITY
The Hon. WALT SECORD: One final question before I hand over. What is the total budget for the Creative Industries Residency Program? What is the budget for the allocation to it?	Powerhouse
LISA HAVILAH: I would have to take that on notice, but I am very happy to provide it.	
The Hon. ROSE JACKSON: It would be useful to get a copy of those guidelines as well.	

The Powerhouse Creative Industries Residency Program does not provide any funding or grants to participants.

The program provides workspace for creative industries. The space is offered at approximately 50% of the commercial value taking into account location, amenity, size and condition.

In exchange for the subsidy creative residents contribute to the Powerhouse's education, research and exhibition programs.

There is no budget allocated to the subsidisation of the Powerhouse Creative Industries Residency Program as it activates underutilised office space at Powerhouse Ultimo. The total value of revenue received from Residents in 2020-21 was \$83,700 (including rental pause due to covid lockdown).

QUESTION	RESPONSIBILITY
The CHAIR: Ms Havilah, talking about industry residencies, there was a duo called the New World Daughter listed on the 2021 creative residency program and then they just disappeared. Obviously, they would have been selected under the criteria you are talking about, which we do not know what that is, but on what basis were they then suddenly disappeared? Because if you go to the website they are just not there anymore.	Powerhouse
LISA HAVILAH: New World Daughter were a resident of the Powerhouse and during COVID they withdrew their residency formally and we accepted it.	
The CHAIR: They withdrew it?	
LISA HAVILAH: Yes.	
The CHAIR: Can we see something in writing from them that confirms that?	
LISA HAVILAH: Yes, very happy to provide that	
ANSWER:	

See Attachment B.

QUESTION	RESPONSIBILITY
Mr DAVID SHOEBRIDGE: I am not asking you as flood experts because I do not think that is your role, I am asking you as trustee and CEO, given these concerns are raised in the Molino Stewart report, and given the Arup report talks about a one-in-1,000 event having about a 12 per cent likelihood of occurring over the next few centuries, why did you not commission a flood study to address those risks of overland flooding?	Powerhouse
LISA HAVILAH: I suppose the answer to that is that we work very closely with Create Infrastructure and Infrastructure NSW on the delivery of these projects. We also work with Arup, who are world-leading in terms of their engineering and flood engineering. We have very detailed governance around this project. I have complete confidence that the museum is above a one-in-1,000-year flood risk and I feel completely confident.	
Mr DAVID SHOEBRIDGE: My understanding, and you will correct me if I am wrong, is that the stage two design brief said the collection should be displayed above the level of a probable maximum flood. I think that is level two and above. Is that right?	
LISA HAVILAH: Not that I am aware of, but I can take it on notice.	

Powerhouse Parramatta has been designed to withstand large and rare flood events, which has been a key requirement of all project briefs.

Powerhouse Parramatta exceeds the City of Parramatta Council requirement to be above the '1 in 100 year' flood level. For example, even in a '1 in 1000 year' river flood, the ground floor would remain half a metre above flood waters.

Flood risk has been a key consideration throughout the design development process, in line with Parramatta Council's Development Control Plan requirements for Parramatta CBD buildings.

The Powerhouse Parramatta design responds to the NSW Floodplain Development Manual and relevant City of Parramatta Council requirements, as do other developments in this vicinity along the Parramatta River.

The ground floor level of Powerhouse Parramatta is above Philip Street at Civic Link (RL7.5)

A rare flood like a 1 in 1000 or 0.1% flood would have catastrophic outcomes for many parts of Parramatta. However, Powerhouse Parramatta would not experience any floor level inundation in such a flood.

Structurally the building can withstand the impacts from a probable maximum flood (a 1 in 10,000,000 or 0.00001% chance of occurring in any one year).

QUESTION	RESPONSIBILITY
The CHAIR: I find that hard to believe, but can you tell me: Since you took over— or certainly since this project started—I believe something like 90 per cent of the staff have turned over and there are very few curatorial staff left at all in focus positions. Can you support your assertion that only 3 per cent of staff have turned over?	Powerhouse
LISA HAVILAH: Yes. I have done further work on this since budget estimates. If I may, I will read through this detail. I am advised that the average Powerhouse staff turnover rate over the past three years to 31 December 2021 is 3.7 per cent, which is considered well within the range of healthy turnover.	
The CHAIR: Sorry, say that again. In the past 12 months it is 3.7 per cent?	
LISA HAVILAH: No, over the past three years the average—	
The CHAIR: What about since the start of this project?	
LISA HAVILAH: I am only speaking to my period of time in my role.	
The CHAIR: Can I ask you to take on notice that you will produce for us a document showing us what positions have been vacated, what has been renewed and what the actual staff turnover has been since this project got started, when Mr Troy Grant announced it? Is that possible?	
LISA HAVILAH: Yes, I am happy to look at that.	
The CHAIR: Because I think talking about the past three years gives a very artificial view in terms of the focus relationships of the jobs that are there.	
LISA HAVILAH: Yes.	
The CHAIR: Although staffing may be very stable under you, how does it compare to the way it used to be?	
PETER COLLINS: Chair, we can provide that information, but the comment that you made referring to 90 per cent turnover is categorically incorrect. We will provide you the detail that you need.	
ANSWER:	

See Attachment C.

QUESTION	RESPONSIBILITY
The CHAIR: So you are saying that 90 per cent of staff who have left in fact did not leave and they are all still there, going back to when this project started in 2014-15?	Powerhouse
LISA HAVILAH: I am only referring to the past three years, in the period that I have been in the role.	
The CHAIR: That is what I am saying. Only referring to the past three years does not give a true impression of what has been going on with the staffing levels.	
The Hon. DON HARWIN: It does give a very fair view of how she is performing.	
The CHAIR: I am asking some questions now. I have given you a fair go. I would like to see what has actually happened since the project started.	
LISA HAVILAH: I am very happy to provide that.	

I am advised the average Powerhouse staff turnover rate over the past three years financial years to Dec 31 2021 is 3.75%.

The average Powerhouse staff turnover rate was 12.03% for the three years prior.

QUESTION	RESPONSIBILITY
The CHAIR: Ms Havilah, I have a quick question. You said also in budget estimates that the Parramatta Powerhouse project had six Green Star credentials. Can you support this with documentation?	Powerhouse
LISA HAVILAH: Yes, I would be very happy to.	

Construction partner Lendlease are contracted to deliver a 6 star green star building. The relevant contract documents can be found on the INSW website.

## QUESTION RESPONSIBILITY Powerhouse The CHAIR: Ms Havilah, quickly, to add to the last question I asked, could you also tell me in your response how many curators who have that role are left at the museum? LISA HAVILAH: How many curators? Yes. The Hon. WALT SECORD: On that note, in your answer, Ms Havilah, you acknowledged that there was some movement at the senior level, and that when major changes happen to a museum that does occur. Can you expand on that? There has been a number of senior departures. I will not embarrass them by naming them, but the positions are Director of Public— The Hon. DON HARWIN: Is that not a separate question? Should we not have an answer rather than confusing Lisa? The Hon. WALT SECORD: She was getting ready to— The Hon. DON HARWIN: Should we not just have guestion and answer first? The Hon. WALT SECORD: I am sorry, I thought she— The Hon. DON HARWIN: Yes, it is quite different. You are talking about senior staff and we were talking about curators. The Hon. WALT SECORD: She was getting a note, so she was preparing her answer. The CHAIR: Ms Havilah, I do not expect you to answer that right now. Just put it on the list of other questions that you are going to come back on. LISA HAVILAH: We have 21 curators in total. They work across all disciplines, from science and technology to design and fashion. The CHAIR: How does that compare with the number of curators that were there before you arrived? LISA HAVILAH: I believe there are more. The CHAIR: Can you document that for us, please? LISA HAVILAH: Yes. The CHAIR: Again, that is going back to when the project started. Thank you. LISA HAVILAH: Yes

### ANSWER:

2017/18 - 20.8 FTE 2018/19 - 23 FTE 2019/20 - 18 FTE

2020/21 - 19.8 FTE

QUESTION	RESPONSIBILITY
Mr DAVID SHOEBRIDGE: How many education staff do you have?	Powerhouse
LISA HAVILAH: I would have to take that on notice.	
Mr DAVID SHOEBRIDGE: Is it four?	
LISA HAVILAH: We have a number of casuals that deliver our program. I would have to take that on notice. I could not tell you off the top of my head.	
Mr DAVID SHOEBRIDGE: Is it four? Is it less than—	
LISA HAVILAH: Yes, it is around about four	

4 ongoing education staff are employed by the Powerhouse Museum (2 on a part time basis).

An additional 23 staff are employed on a casual basis to supplement changing programs.

# POWERHOUSE NSW CREATIVE INDUSTRIES RESIDENCY PROGRAM 2019

## FREQUENTLY ASKED QUESTIONS

The Powerhouse NSW Creative Industries Residency Program, located at the Powerhouse Museum in Ultimo, will provide work space for NSW-based creative industry practitioners and organisations from diverse practices.

The program will offer subsidised space alongside the opportunity for residents to work on projects at the Powerhouse and to engage with audiences through the co-development of public programs. The Program further extends the Powerhouse's investment into NSW creative practice and research and provides an opportunity for creative industries to work with the Museum.

#### Can I nominate a particular space?

Allocation of the work spaces to the successful applicants will be at the discretion of the selection committee who will consider the needs of each resident's practice. Rather than requesting a particular space, please let us know what type of space you need – i.e. the size, requirements and what activities you will be undertaking so that the best allocation of space can be made.

#### Are the images part of the two-page limit?

No – images are separate to the two page application. Consider them a small portfolio of your work.

#### Can more than one of us work together?

Absolutely! Either apply separately and let us know who you'd like to work with or apply together.

#### When do the residencies start?

Spaces are available from 8 October but start times can be staggered over the coming 12 months.

#### How will the projects be assessed?

The Museum will select residents with the aim of reflecting the diversity of practices across the arts and sciences, as reflected in the Museum's collection. In assessing applications, we will look at:

- Quality of practice and ideas
- Relevance and significance of the residency to the practitioner's ongoing practice
- Alignment to the Museum's activities
- Willingness to contribute to the Museum's public programs
- Suitability of creative practice to the residency spaces
- Meeting the eligibility criteria

#### What is the process for the Residency program?

Once an applicant registers their details online at https://maas.museum/residency/ they will receive the full application pack, which outlines the information they need to submit.

Stage 1: Attend a site visit

29 August 2019, 6pm or

2 September 2019, 11am or 2pm

Stage 2: Submit an application

6 September 2019, 5pm

Stage 3: Applications reviewed by

Selection Committee

Stage 4: Notification of outcome of

application process 13 September 2019

Stage 5: Signing of Residency Agreement

Stage 6: Occupation of Residency studio

from 8 October 2019

**Key Dates** 

Applications open: 13 August 2019

Site visit: 29 August 2019, 6pm or

2 September 2019, 11am or 2pm

Applications close: 5pm, 6 September 2019
Applicants notified: 13 September 2019
Spaces available: from 8 October 2019

#### How are the spaces accessed?

The spaces are accessible 24 hours a day via an entrance that is external to the Museum. Successful applicants will be given a key and access pass.

All spaces are located on levels 2, 3 and 4 of the building, and are reached by an internal staircase.

Please note that there is no parking available at the Museum and limited street parking in the area. The site is adjacent to the Exhibition Centre Light Rail stop, and walking distance from Central station and Harris St.

### What are the expectations of the residency?

The successful residents are expected to use their work space regularly. The residents will engage with audiences through the co-development and delivery of up to two public programs in collaboration with Museum staff during their residency.

### What can I use the space for?

The work spaces are to be used for development activities for your creative practice. The spaces are not available for use for on-site retail activity.

The work spaces are generally suited to non-hazardous forms of creative practice. Consideration will be given to how residents can work with or may impact each other; practices that require kilns, open flames, large power tools, or that give rise to toxic chemicals or odours are unlikely to be suited to the spaces on offer.

## Is any assistance with accommodation for Regional Artists?

At this stage the Residency Program offers work spaces at the Powerhouse Museum, which does not include accommodation.

#### Can I live in my space?

No; the work spaces are provided expressly for the use as a working studio.

### What does the space come with?

All work spaces are offered on an 'as is' basis and the Museum will not undertake any additional works to the spaces. Costs associated with specific fit out requirements will be the sole responsibility of the organisation/individual.

## Can I work with the Museum on programming without renting a work space?

The residency is to provide subsidised work space for NSW-based creative industry practitioners and organisations. Part of the residency is collaborating with Museum staff to develop programs for the Museum.



The inaugural Powerhouse NSW Creative Industries Residency Program, located at the Powerhouse Museum in Ultimo, will provide subsidised work space for NSW-based creative industry practitioners and organisations from diverse practices. Residents will be provided with subsidised working spaces ranging from 25 sqm to 50 sqm or larger according to requirements, along with communal facilities. Spaces are available from 3 months for up to 24 months. NSW-based individuals or organisations are welcome to apply. Residents will have the opportunity to engage with audiences through the co-development and delivery of public programs in collaboration with Museum Public Programs staff, including up to two Public Programs for the Powerhouse audience during the residency. Residents will also have access to: - Powerhouse Museum Sydney Observatory Museums Discovery Centre by appointment Museum staff regarding our collection, archive and library
Opening night and VIP functions POWERHOUSE NSW CREATIVE INDUSTRIES RESIDENCY PROGRAM 2019



### **APPLICATION PROCESS**

#### Stage 1: Site visit

Applicants are asked to attend a site visit to view the spaces available. These will take place on 29 August at 6pm or 2 September at 11am and 2pm.

To book a site visit please email: residency@maas.museum Specify your preferred date and time, and indicate if you have any access requirements.

### Stage 2: Submit an application

Provide an application of no more than **two pages** that contains the following information:

- A statement on your current practice, and the expected outcomes that the residency will assist in achieving.
- Short biography/CV.
- Intended use of space and occupancy (e.g. 5 days a week).
- Description of space requirements (e.g. access to water, quiet, natural light, ventilation, facilities for the use of hazardous materials) and estimated size requirements or indicate space preference.
- Your proposed contribution to Powerhouse Programs.
- Up to 5 high resolution images/examples of your recent practice.

Please email your application by 5pm, 6 September 2019 to: residency@maas.museum

#### **KEY DATES**

Site visit: 29 August 2019, 6pm or

2 September, 11am or 2pm

Applications due: 6 September 2019, 5pm
Applicants notified: 13 September 2019
Spaces available: from 8 October 2019

#### **SPACES**

Space size: Working spaces range from 20sqm,

45 sam or larger

Studio location: Powerhouse Museum, 500 Harris St, Ultimo

#### **MONTHLY FEE**

20–25sqm: \$75 per week 45–50sqm: \$150 per week Above 100sqm: to be negotiated

#### **FACILITIES INCLUDED**

Air-conditioning, communal kitchens and bathrooms, 24/7 access to all common and working spaces, utilities (power and water), wi-fi, general cleaning.

For more information on the program or the application process please email: residency@maas.museum

#### **TERMS AND CONDITIONS**

#### **Powerhouse NSW Creative Industries Residency Program Application Process**

#### 1 AIMS

- 1.1 The Applicant wishes to participate in the Residency Program as detailed in the Application.
- 1.2 These Terms and Conditions apply to the Applicant and by submitting and Application to be part of the Residency Program you are agreeing to these Terms and Conditions. These Terms and Conditions are for the period from the date of submission of your Expression of Interest until 6th September 2020.
- 1.3 These Terms and Conditions are between the Applicant and the Museum of Applied Arts and Sciences the Museum, ABN 59 354 516 818, incorporating Powerhouse Museum, Sydney Observatory and Museums Discovery Centre. The Museum is a statutory non-profit body under the administration of the New South Wales State Government and is governed by a Board of Trustees appointed by the Minister under the Museum of Applied Arts and Sciences Act 1945.

#### 2 DEFINITIONS AND INTERPRETATIONS

**Application or Expression of Interest** means the proposal for event(s) or program(s) which the Applicant has submitted to this web site.

**Applicant** means the organisation(s) or individual (s) who are submitting this Application or Expression of Interest. Please note that current employees of the Museum are not eligible to apply.

The Residency Program means NSW Cultural Industries Residency Program Name as shown on the Application or Expression of Interest.

**The Museum** in this document refers to the Museum of Applied Arts and Sciences.

The Resident in this document refers to the approved person/entity occupying the space as part of the NSW Cultural Industries Residency Program.

#### **3 RESPONSIBILITY OF APPLICANTS**

- 3.1 The Applicant must provide all necessary detail in relation to their Application in a timely manner. The Museum reserves the right to exclude an Applicant from the Residency program if incorrect information is provided in the Application.
- 3.2 The Applicant acknowledges that the Museum assumes no responsibility for lost or late application or corrupted digital files.
- 3.3 The Applicant confirms that they are not a current paid employee of the Museum.
- 3.4 The Applicant gives permission for the Museum to use images submitted as part of the Application process in publicity campaigns and in promotional material for the Residency Program at no cost to the Museum.
- 3.5 The Applicant warrants to the Museum that their Application does not infringe any intellectual property rights of any other person (including copyright or design, patent or moral rights). By uploading an Expression of Interest to the web site, the Applicant agrees to indemnify the Museum from any breach of this warranty.
- 3.6 The Applicant acknowledges that, if successful, they may be required to hold necessary insurances, including but not limited to Public Liability Insurance.
- 3.7 The Applicant acknowledges that, if successful, they will be required to enter a Residency Agreement with the Museum.
- 3.8 The Applicant accepts that if their application does not comply with these Terms and Conditions it will not be considered.

#### 4 RESPONSIBILITIES OF THE MUSEUM

4.1 The Museum is responsible for selection of the Residents based on selection criteria.

4.2 The Museum is responsible for all publicity and promotion regarding the Application process.

#### 5 INFORMATION (PUBLIC ACCESS) (GIPA Act, s. 54)

5.1 The Museum will take reasonably practicable steps in accordance with section 54 of the GIPA Act to consult with the Applicants before providing any person with access to information relating to the Application process of the Residency Program, in response to an access application under the GIPA Act.

#### 6 PRIVACY

6.1 The Museum will manage the Applicant's personal information in accordance with the Museum's Privacy Management Plan.

#### 7 CONFIDENTIALITY

7.1 The Applicant must keep confidential all information related to the Residency Program and shall not publicise the Residency Program without prior consultation with the Museum, including via any media without written permission from the Museum.

#### 8 INDIGENOUS CULTURAL MATERIAL

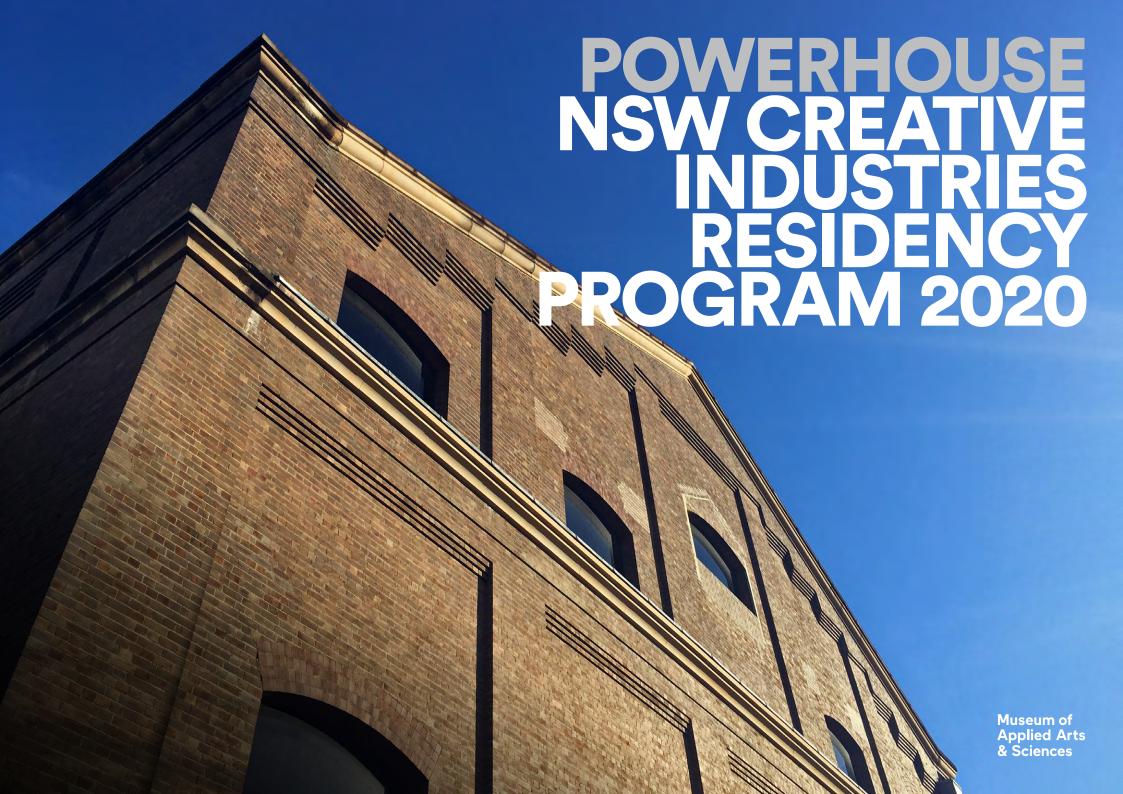
- 8.1 Attention is drawn to the MAAS Australian Indigenous Cultural & Intellectual Protocol document that provides detail of the 10 guiding principles that underpin the way in which the Museum works with Australian Aboriginal and Torres Strait Islander Peoples and cultural material – both tangible and intangible; and a copy of the MAAS Reconciliation Action Plan that outlines the Museum of Applied Arts & Sciences' strategic aspirations based on the three pillars of reconciliation – Relationship, Respect and Opportunity.
  - https://maas.museum/app/uploads/2016/08/Australian-Indigenous-Cultural-and-Intellectual-Cultural-Property-Protocol-v1.0.pdf
  - https://maas.museum/app/uploads/2016/09/MAAS-Innovate-Reconciliation-Action-Plan.pdf
- 8.2 It is expected that all Applicants will operate in compliance with these key policy documents without compromise.

#### 9 GOVERNING LAW

9.1 These Terms and Conditions are governed by the laws of New South Wales and the parties irrevocably submit to the jurisdiction of the Courts of that State.

#### 10 TERMS AND CONDITIONS

10.1 The Applicant agrees by lodging an Application that they have read, understood and accept these Terms and Conditions.





## APPLICATION PROCESS

#### Stage 1: Site visit

Applicants are asked to attend a site visit to view the spaces available.

To book a site visit please email: residency@maas.museum

Specify your preferred date from the 2 options listed under 'Key Dates', and indicate if you have any access requirements.

#### Stage 2: Submit an application

Provide an application of no more than two pages that contains the following information:

- A statement on your current practice, its alignment to the Powerhouse Collection and the expected outcomes that the residency will assist in achieving.
- Short biography/CV.
- Intended use of space and occupancy (e.g. 5 days a week).
- Description of space requirements (e.g. access to water, quiet, natural light, ventilation, facilities for the use of hazardous materials) and estimated size requirements or indicate space preference.
- Your proposed contribution to Powerhouse Program.
   Programs may include talks, workshops, education, digital or other engagements.
- Up to 5 high resolution images/examples of your recent practice.

Please email your application to: residency@maas.museum

**KEY DATES** 

Site visit:

10.30am Tuesday 10 November 2020

or 10.30am Tuesday 17 November 2020

Applications due: 5pm Friday 20 November 2020 Applicants notified: Prior to 11 December 2020

Spaces available: February 2021

**SPACES** 

Size: Location: Working spaces are up to 200 sqm

500 Harris Street, Ultimo

**FEES** 

Up to 25 sqm: 26–55 sqm: 56–100 sqm:

Over 100 sqm:

\$75 per week \$150 per week

\$300 per week to be negotiated

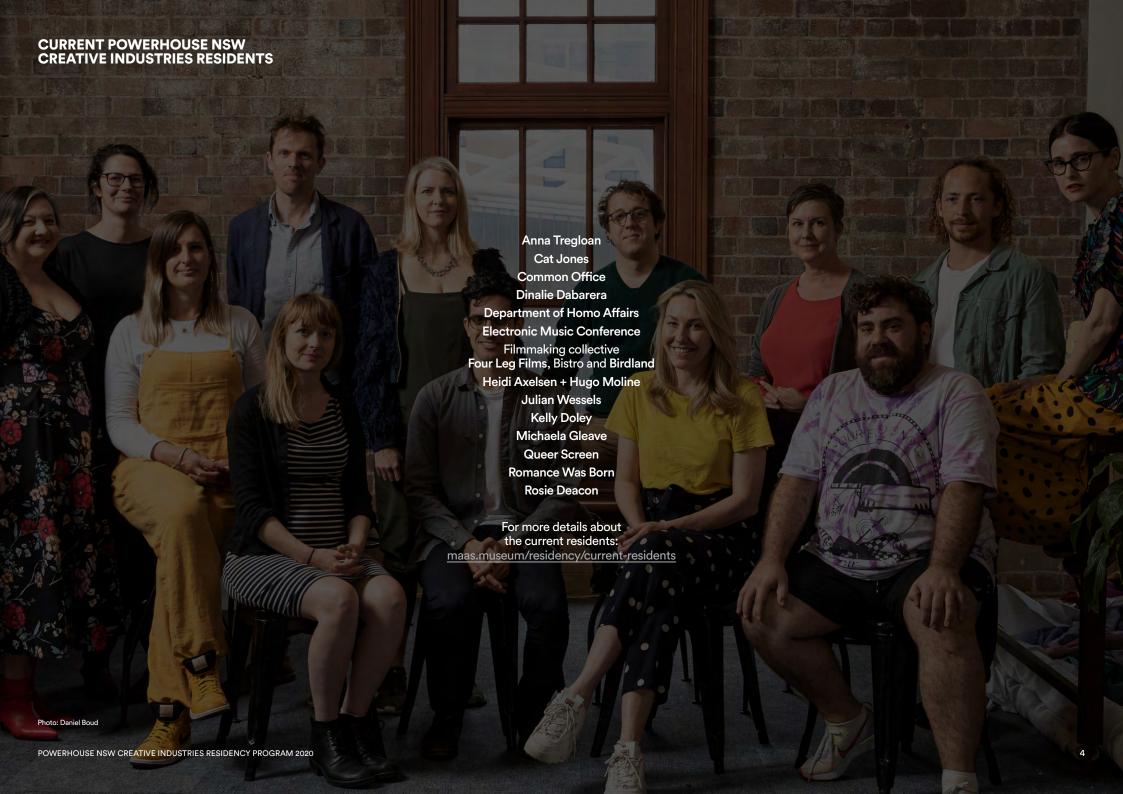
FACILITIES INCLUDED

Air-conditioning, communal kitchens and bathrooms, 24/7 access to all common and working spaces, utilities (power and water), wi-fi, general cleaning.

For more information on the residency program or the application process please email: residency@maas.museum

Powerhouse Museum, Ultimo, Photo: Katherine Lu

POWERHOUSE NSW CREATIVE INDUSTRIES RESIDENCY PROGRAM 2020



#### **TERMS AND CONDITIONS**

### **Powerhouse NSW Creative Industries Residency Program Application Process**

#### 1 AIMS

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- 1.2 These Terms and Conditions apply to the Applicant and by submitting an Application to be part of the Residency Program you are agreeing to these Terms and Conditions. These Terms and Conditions are for the period from the date of submission of your Expression of Interest until 1 July 2023.
- 1.3 These Terms and Conditions are between the Applicant and the Museum of Applied Arts and Sciences (the Powerhouse), ABN 59 354 516 818, incorporating the Powerhouse Museum Ultimo, Sydney Observatory and Museums Discovery Centre. The Powerhouse is a statutory non-profit body under the administration of the New South Wales State Government and is governed by a Board of Trustees appointed by the Minister under the Museum of Applied Arts and Sciences Act 1945.

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The Residency Program means Powerhouse NSW Cultural Industries Residency Program Name as shown on the Application or Expression of Interest.

**The Powerhouse** in this document refers to the Museum of Applied Arts and Sciences.

The Resident in this document refers to the approved person/entity occupying the space as part of the Powerhouse NSW Creative Industries Residency Program.

#### 3 RESPONSIBILITY OF APPLICANTS

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#### 7 CONFIDENTIALITY

7.1 The Applicant must keep confidential all information related to the Residency Program and shall not publicise the Residency Program without prior consultation with the Powerhouse, including via any media without written permission from the Powerhouse.

#### B INDIGENOUS CULTURAL MATERIAL

- 8.1 Attention is drawn to the MAAS Australian Indigenous Cultural & Intellectual Protocol document that provides detail of the 10 guiding principles that underpin the way in which the Powerhouse works with Australian Aboriginal and Torres Strait Islander Peoples and cultural material – both tangible and intangible; and a copy of the MAAS Reconciliation Action Plan that outlines the Museum of Applied Arts & Sciences' strategic aspirations based on the three pillars of reconciliation – Relationship, Respect and Opportunity.
  - https://maas.museum/app/uploads/2016/08/Australian-Indigenous-Cultural-and-Intellectual-Cultural-Property-Protocol-v1.0.pdf
  - https://maas.museum/app/uploads/2016/09/MAAS-Innovate-Reconciliation-Action-Plan.pdf
- 8.2 It is expected that all Applicants will operate in compliance with these key policy documents without compromise.

#### 9 GOVERNING LAW

9.1 These Terms and Conditions are governed by the laws of New South Wales and the parties irrevocably submit to the jurisdiction of the Courts of that State.

#### 10 TERMS AND CONDITIONS

10.1 The Applicant agrees by lodging an Application that they have read, understood and accept these Terms and Conditions.

#### FREQUENTLY ASKED QUESTIONS

#### **Powerhouse NSW Creative Industries Residency Program**

The Powerhouse NSW Creative Industries Residency Program, located at the Powerhouse Museum Ultimo, provides work space for NSW-based creative industry practitioners and organisations from diverse practices that reflect the diversity of the Powerhouse Collection.

The Residency Program provides an opportunity for creative industries to co-locate and collaborate with the Powerhouse. The Residency Program provides subsidised work space alongside the opportunity for Residents to engage Powerhouse audiences through the delivery of Powerhouse Programs.

## What is the application process for the Residency program?

Once an applicant registers their details online at https://maas.museum/residency/ they will receive the application pack, which outlines the information they need to submit.

Stage 1: Attend a site visit
Stage 2: Submit an application

Stage 3: Applications reviewed by Selection Committee Stage 4: Notification of outcome of application process

Stage 5: Signing of Residency Agreement

Stage 6: Occupation of Residency

#### **Key Dates**

Site visit: 10.30am Tuesday 10 November or

10.30am Tuesday 17 November 2020

Applications due: 5pm Friday 20 November 2020 Applicants notified: Prior to 11 December 2020

Spaces available: February 2021

#### How will the applications be assessed?

The Powerhouse will select Residents with the aim of reflecting the diversity of practices across the applied arts and sciences, as reflected in the Powerhouse Collection. In assessing applications, we will look at:

- Quality of practice and ideas
- Relevance and significance of the Residency to the practitioner's ongoing practice
- Alignment of your practice to the Powerhouse's Collection and public program
- Suitability of creative practice to the Residency spaces
- Meeting the eligibility criteria

#### Who is assessing the applications?

The Selection Committee will consist of representatives from the Powerhouse and an independent creative industries representative.

#### Are the images part of the two-page limit?

No – images are separate to the two-page application. Consider them a small portfolio of your work.

When you say high-res images what dpi do you want? Please do not send images higher than 300dpi. For files over 10MB, please send a link to a file share folder (e.g. Google Drive, Drop Box etc).

#### Can I send digital files of my work instead of images?

The images are to best reflect your creative practice so if video footage is better please supply these files – please no more than 1 minute clips.

#### What are the expectations of the Residency?

The successful Residents are expected to use their work space regularly. The Residents will engage Powerhouse audiences through the delivery of Powerhouse Programs.

#### What do you mean by programs?

Program is a broad term that encompasses on-site audience engagement opportunities at the Powerhouse precincts, including the Powerhouse Museum Ultimo, Museums Discovery Centre and Sydney Observatory. This could include, but is not limited to talks, workshops, education, digital or other engagements. As successful applicants will be working in collaboration with the Powerhouse's Program Team to develop these opportunities more fully, a general idea is sufficient for your application.

## Can I work with the Powerhouse on programming without renting a work space?

Not as part of this Residency program. Other program specific opportunities are provided from time to time. This Residency program provides subsidised work space for NSW-based creative industry practitioners and organisations. Part of the Residency is collaborating with Powerhouse staff to develop programs for the Powerhouse.

#### When do the residencies start?

Spaces are available from February 2021 but start times can commence after this time, by negotiation.

#### FREQUENTLY ASKED QUESTIONS

#### **Powerhouse NSW Creative Industries Residency Program**

#### How long can the Residencies be?

We ask you to nominate the length of time you would like to use the space for. Residencies are currently being confirmed up to 2023.

#### Can I nominate a particular space?

Allocation of the work spaces to the successful applicants will be at the discretion of the Selection Committee who will consider the needs of each Resident's practice. Rather than requesting a particular space, please let us know what type of space you need – i.e. the size, requirements and what activities you will be undertaking so that the best allocation of space can be made.

#### Can more than one of us work together?

Absolutely! Either apply separately and let us know who you'd like to work with or apply together.

#### What can I use the space for?

The work spaces are offices, to be used for development activities for your creative practice. The spaces are not available for on-site retail activity or residential accommodation. Work spaces are generally suited to non-hazardous forms of creative practice. Consideration will be given to how residents can work with or may impact each other and Powerhouse staff.

#### Can I live in my space?

No; the work spaces are provided expressly for the use as a working studio and cannot be used for overnight or residential accommodation.

## Is there any assistance with accommodation for Regional applicants?

At this stage the Residency Program offers work spaces at the Powerhouse Museum Ultimo, which does not include residential accommodation.

#### What does the space come with?

All work spaces are offered on an 'as is' basis and the Powerhouse will not undertake any additional works to the spaces. Costs associated with specific fit out requirements will be the sole responsibility of the organisation/individual. Where office furniture is currently in situ, it can be utilised by the Resident or removed by the Powerhouse.

#### How are the spaces accessed?

Available spaces are located in the 500 Harris Street, Ultimo. Successful applicants will be given a key and access pass. Please note that there is no parking available in the precinct and limited street parking is available in the area. The site is adjacent to the Exhibition Centre Light Rail stop and walking distance from Central station and Harris Street.

#### Can I remove the carpet/paint the walls?

The spaces are provided as is. There are some heritage limitations on what modifications can occur. The Powerhouse can work with each successful applicant to confirm what is possible in each space however costs related to any changes are the responsibility of the successful applicant.

#### Is there a loading bay?

All loading and unloading needs to take place through the loading dock of the building and booked in advance with Powerhouse Security. There is no additional loading access.

#### Can I access Museum facilities, including the workshop?

Any use of Museum facilities is by prior approved arrangement. The Powerhouse will advise any fees associated with the use of facilities.



The Powerhouse Creative Industries Residency Program, located at Powerhouse Ultimo, provides subsidised work space for NSW-based creative industry practitioners and organisations that reflect the diversity of the Powerhouse Collection.

Residents will be provided with subsidised working spaces between 25sqm and 120sqm, along with communal facilities. Spaces are available for terms of 3 months or more up to the end of 2023.

NSW-based individuals or organisations are welcome to apply.

Residents will engage Powerhouse audiences through the delivery of Powerhouse public programs.

Residents will also have access to:

- Powerhouse Ultimo
- Sydney Observatory
- Museums Discovery Centre by appointment
- Powerhouse staff regarding the Collection
- Powerhouse Research Library and Archive



## APPLICATION PROCESS

#### Stage 1: Site visit

Applicants are asked to attend a site visit to view the spaces available.

To book a site visit please email: residency@maas.museum

Specify your preferred date and time from the options listed under 'Key Dates', ad indicate if you have any access requirements.

#### Stage 2: Submit an application

Provide an application of no more than two pages that contains the following information:

- A statement on your current practice, its alignment to the Powerhouse and the expected outcomes that the residency will assist in achieving.
- Short biography/CV.
- Intended use of space and occupancy (e.g. 5 days a week).
- Description of space requirements (e.g. access to water, quiet, natural light, ventilation, facilities for the use of hazardous materials) and estimated size requirements or indicate space preference.
- Your proposed contribution to the Powerhouse Program.
   Programs may include talks, workshops, learning, digital or other engagements.
- Up to 5 high resolution images/examples of your recent practice.
- Please also supply two written references including contact information.

Please email your application by 5pm, 1 December 2021 to residency@maas.museum

**KEY DATES** 

Site visit: 22 and 26 November 2021

Applications due: 5pm, 1 December 2021

Applicants notified: January 2022 Spaces available: February 2022

**SPACES** 

Space size: Studio location: Working spaces are between 25 sqm and 120 sqm

500 Harris Street, Ultimo

WEEKLY FEE

**FACILITIES** 

INCLUDED

Fees reflect the size of spaces and are confirmed as part of the contracting process. Fees range from \$75 - \$350 per week.

Air-conditioning, communal kitchens and bathrooms, 24/7 access to all common and working spaces, utilities (power and water), wi-fi or NBN access and general cleaning.

For more information on the residency program or the application process please email: residency@maas.museum





#### **TERMS AND CONDITIONS**

#### **Powerhouse Creative Industries Residency Program Application Process**

#### 1 AIMS

- 1.1 The Applicant wishes to participate in the Residency Program as detailed in the Application.
- 1.2 These Terms and Conditions apply to the Applicant and by submitting an Application to be part of the Residency Program you are agreeing to these Terms and Conditions. These Terms and Conditions are for the period from the date of submission of your Expression of Interest until 30 November 2023.
- 1.3 These Terms and Conditions are between the Applicant and the Museum of Applied Arts and Sciences (the Powerhouse), ABN 59 354 516 818, incorporating Powerhouse Ultimo, Sydney Observatory and the Museums Discovery Centre. The Powerhouse is a statutory non-profit body under the administration of the New South Wales State Government and is governed by a Board of Trustees appointed by the Minister for the Arts under the Museum of Applied Arts and Sciences Act 1945.

#### 2 DEFINITIONS AND INTERPRETATIONS

Application or Expression of Interest means the proposal for residency, event(s) or program(s) which the Applicant has submitted to the Powerhouse.

Applicant means the organisation(s) or individual(s) who are submitting this Application or Expression of Interest. Please note that current employees of the Powerhouse are not eligible to apply.

The Residency Program means Powerhouse Cultural Industries Residency Program Name as shown on the Application or Expression of Interest.

The Powerhouse in this document refers to the Museum of Applied Arts and Sciences.

The Resident in this document refers to the approved person/entity occupying the space as part of the Powerhouse Cultural Industries Residency Program.

#### **3 RESPONSIBILITY OF APPLICANTS**

- 3.1 The Applicant must provide all necessary detail in relation to their Application in a timely manner. The Powerhouse reserves the right to exclude an Applicant from the Residency program if incorrect information is provided in the Application.
- 3.2 The Applicant acknowledges that the Powerhouse assumes no responsibility for lost or late application or corrupted digital files.
- 3.3 The Applicant confirms that they are not a current paid employee of the Powerhouse.

- 3.4 The Applicant gives permission for the Powerhouse to use images submitted as part of the Application process in publicity campaigns and in promotional material for the Residency Program at no cost to the Powerhouse.
- 3.5 The Applicant warrants to the Powerhouse that their Application does not infringe any intellectual property rights of any other person (including copyright or design, patent or moral rights). By submitting an Expression of Interest to the Powerhouse, the Applicant agrees to indemnify the Powerhouse from any breach of this warranty.
- 3.6 The Applicant acknowledges that, if successful, they may be required to hold necessary insurances, including but not limited to Public Liability Insurance.
- 3.7 The Applicant acknowledges that, if successful, they will be required to enter a Residency Agreement with the Powerhouse.
- 3.8 The Applicant accepts that if their application does not comply with these Terms and Conditions it will not be considered.

#### 4 RESPONSIBILITIES OF THE POWERHOUSE

- 4.1 The Powerhouse is responsible for selection of the Residents based on selection criteria.
- 4.2 The Powerhouse is responsible for all publicity and promotion regarding the Application process.

#### 5 INFORMATION (PUBLIC ACCESS) (GIPA Act, s. 54)

5.1 The Powerhouse will take reasonably practicable steps in accordance with section 54 of the GIPA Act to consult with the Applicants before providing any person with access to information relating to the Application process of the Residency Program, in response to an access application under the GIPA Act.

#### 6 PRIVACY

6.1 The Powerhouse will manage the Applicant's personal information in accordance with the Powerhouse's Privacy Management Plan.

#### 7 CONFIDENTIALITY

7.1 The Applicant must keep confidential all information related to the Residency Program and shall not publicise the Residency Program without prior consultation with the Powerhouse, including via any media without written permission from the Powerhouse.

#### 8 GOVERNING LAW

8.1 These Terms and Conditions are governed by the laws of New South Wales and the parties irrevocably submit to the jurisdiction of the Courts of that State.

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9.1 The Applicant agrees by lodging an Application that they have read, understood and accept these Terms and Conditions.

#### FREQUENTLY ASKED QUESTIONS

#### **Powerhouse Creative Industries Residency Program**

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The Residency Program provides an opportunity for creative industries to co-locate and collaborate with the Powerhouse. The Residency Program provides subsidised work space alongside the opportunity for Residents to engage Powerhouse audiences through the delivery of Powerhouse Programs.

## What is the application process for the Residency program?

Stage 1: Attend a site visit Stage 2: Submit an application

Stage 3: Applications reviewed by Selection Committee Stage 4: Notification of outcome of application process

Stage 5: Signing of Residency Agreement

Stage 6: Occupation of Residency

### **Key Dates**

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Applicants notified: January 2022 Spaces available: February 2022

#### How will the applications be assessed?

The Powerhouse will select Residents with the aim of reflecting the diversity of practices across the applied arts and sciences, as reflected in the Powerhouse Collection. In assessing applications, we will look at:

- Quality of practice and ideas
- Relevance and significance of the Residency to the practitioner's ongoing practice
- Alignment of your practice to the Powerhouse's Collection and public program
- Suitability of creative practice to the Residency spaces
- Meeting the eligibility criteria
- Quality of professional references

#### Who is assessing the applications?

The Selection Committee will consist of representatives from the Powerhouse and an independent creative industries representative.

Are the images and references part of the two-page limit? No – images and references are separate to the two-page application. Consider them a small portfolio of your work.

When you say high-res images what dpi do you want? Please do not send images higher than 300dpi. For files over 10MB, please send a link to a file share folder (e.g. Google Drive, Drop Box etc).

Can I send digital files of my work instead of images? The images are to best reflect your creative practice so if video footage is better please supply these files – please no more than 1min clips.

#### What are the expectations of the Residency?

The successful Residents are expected to use their work space regularly. The Residents will engage Powerhouse audiences through the delivery of Powerhouse Programs.

#### What do you mean by programs?

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## Can I work with the Powerhouse on programming without renting a work space?

Not as part of this Residency program. Other program specific opportunities are provided from time to time. This Residency program provides subsidised work space for NSW-based creative industry practitioners and organisations. Part of the Residency is collaborating with Powerhouse staff to develop programs for the Powerhouse.

#### When do the residencies start?

Spaces are available from February 2022 but start times can commence after this time, by negotiation.

#### FREQUENTLY ASKED QUESTIONS

#### Powerhouse NSW Creative Industries Residency Program

#### How long can the Residencies be?

We ask you to nominate the length of time you would like to use the space for. Residencies are currently being confirmed up to November 2023.

#### Can I nominate a particular space?

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#### Can more than one of us work together?

Absolutely! Either apply separately and let us know who you'd like to work with or apply together.

#### What can I use the space for?

The work spaces are offices, to be used for development and low impacts activities for your creative practice. The spaces are not available for on-site retail activity or residential accommodation. Work spaces are generally suited to non-hazardous forms of creative practice. Consideration will be given to how residents can work with or may impact each other and Powerhouse staff.

#### Can I live in my space?

No; the work spaces are provided expressly for the use as a working studio and cannot be used for overnight or residential accommodation.

## Is there any assistance with accommodation for Regional Artists?

At this stage the Residency Program offers work spaces at Powerhouse Ultimo, which does not include residential accommodation.

#### What does the space come with?

All work spaces are offered on an 'as is' basis and the Powerhouse will not undertake any additional works to the spaces. Costs associated with specific fit out requirements will be the sole responsibility of the organisation/ individual. Where office furniture is currently in situ, it can be utilised by the Resident or removed by the Powerhouse.

#### What internet access is available?

Powerhouse WiFi is available in all spaces. While the Powerhouse does not confirm a minimum connection standard, the Powerhouse will cover cabling and infrastructure costs associated with connections to the NBN. Ongoing account costs are the responsibility of the Resident.

#### How are the spaces accessed?

Available spaces are located in the 500 Harris Street, Pyrmont. Successful applicants will be given a key and access pass. Please note that there is no parking available in the precinct and limited street parking is available in the area. The site is adjacent to the Exhibition Centre Light Rail stop and walking distance from Central station and Harris Street.

#### Can I remove the carpet/paint the walls?

The spaces are provided as is. There are some heritage limitations on what modifications can occur. The Powerhouse can work with each successful applicant to confirm what is possible in each space however costs related to any changes are the responsibility of the successful applicant.

#### Is there a loading bay?

All loading and unloading needs to take place through the loading dock of the building and booked in advance with Powerhouse Security. There is no additional loading access.

#### Can I access Museum facilities, including the workshop?

Any use of Museum facilities is by prior approved arrangement. The Powerhouse will advise any fees associated with the use of facilities.

From: To: Cc: Subject:

Residency finalisation

Date: Wednesday, 18 August 2021 2:59:22 PM

Hi Bianca

Thank you for your time to talk through the residency Agreement. We have received your advice that you are leaving New World Daughter and we accept that you wish for us to terminate the agreement. The termination under clause 15.3 will be dated 17 August 2021 which means that there will be no further financial liabilities for you. We will waive any outstanding fees in recognition of the impact of COVID-19 and return your bond. We will ensure that your studio remains locked and your belongings are safe. We will work with you on the best way of getting your belongings to you and can provide support if it is needed including paying the requested courier for your equipment.

Regards

Fiona

Fiona Bennett Event Sales Manager Event Sales

The Powerhouse acknowledges the Traditional Custodians of the ancestral homelands upon which our museums are situated. We respect their Elders, past, present and future and recognise their continuous connection to Country.

Attachment C
Staff Departures 2019-2022

D-4-	01'('('
Date	Classification
Jan 2019	GR 5/6
Jan 2019	GR 1
Jan 2019	GR 7/8
Feb 2019	GR 7/8
Feb 2019	GR 1/2
March 2019	BAND 1
March 2019	GR 3/4
April 2019	GR 7/8
April 2019	GR 11/12
May 2019	GR 7/8
May 2019	GR 1/2
May 2019	GR 1/2
July 2019	GR 7/8
July 2019	GR 3/4
Aug 2019	BAND 1
Aug 2019	GR 1/2
Sept 2019	GR 9/10
Oct 2019	GR 1/2
Oct 2019	BAND 1
Jan 2020	GR 11/12
Feb 2020	GR 11/12
July 2020	GR 11/12
Aug 2020	GR 7/8
Oct 2020	GR 5/6
Feb 2021	GR 11/12
Mar 2021	GR 1
April 2021	GR 1/2
April 2021	GR 5/6
April 2021	GR 9/10
May 2021	GR 5/6
May 2021	GR 1/2
May 2021	GR 9/10
May 2021	GR 5/6
July 2021	GR 1/2
July 2021	GR 9/10
July 2021	GR 7/8
July 2021	GR 5/6
July 2021	GR 7/8
July 2021	GR 7/8
Oct 2021	GR 11/12
Oct 2021	GR 11/12
Oct 2021	Grade 1/2

Nov 2021	Grade 9/10
Nov 2021	Grade 9/10
Dec 2021	Grade 7/8
Dec 2021	Grade 7/8
Jan 2022	Grade 7/8
Jan 2022	Grade 7/8
Feb 2022	Grade 1/2
Feb 2022	Assist. Curator 1

## **Staff Departures 2016-2018**

\*note 2016 data is currently unavailable due to technical system change in 2017

Date	Classification
Feb 2017	NO ELECT
Mar 2017	GR 3/4
Mar 2017	GR 7/8
Mar 2017	GR 7/8
Mar 2017	GR 9/10
Mar 2017	GR 7/8
Apr 2017	GR 5
May 2017	GR 9/10
May 2017	GR 3/4
Jun 2017	GR 1/2
Jun 2017	NO ELECT
Jun 2017	GR 2
Jun 2017	GR 2
Jul 2017	GR 9/10
Jul 2017	GR 7/8
Jul 2017	NA
Aug 2017	GR 9/10
Aug 2017	GR 7/8
Sep 2017	GR 9/10
Oct 2017	GR 1
Oct 2017	GR 5/6
Oct 2017	GR 2
Nov 2017	GR 11/12
Dec 2017	GR 7/8
Dec 2017	GR 9/10
Dec 2017	GR 2
Dec 2017	GR 11/12
Feb 2018	GR 4
Feb 2018	GR 3/4
Mar 2018	GR 2
Mar 2018	GR 5/6

Apr 2018	GR 2
Apr 2018	GR 1/2
May 2018	GR 10
May 2018	GR 11/12
May 2018	GR 5/6
Jun 2018	GR 11/12
Jul 2018	GR 3/4
Aug 2018	BAND 2
Aug 2018	GR 7/8
Aug 2018	GR 5/6
Aug 2018	GR 3/4
Sep 2018	GR 1/2
Sep 2018	GR 1
Sep 2018	GR 5/6
Sep 2018	G2
Sep 2018	GR 5/6
Oct 2018	GR 1/2
Oct 2018	GR 9/10
Nov 2018	GR 5/6
Nov 2018	G2
Dec 2018	GR 12