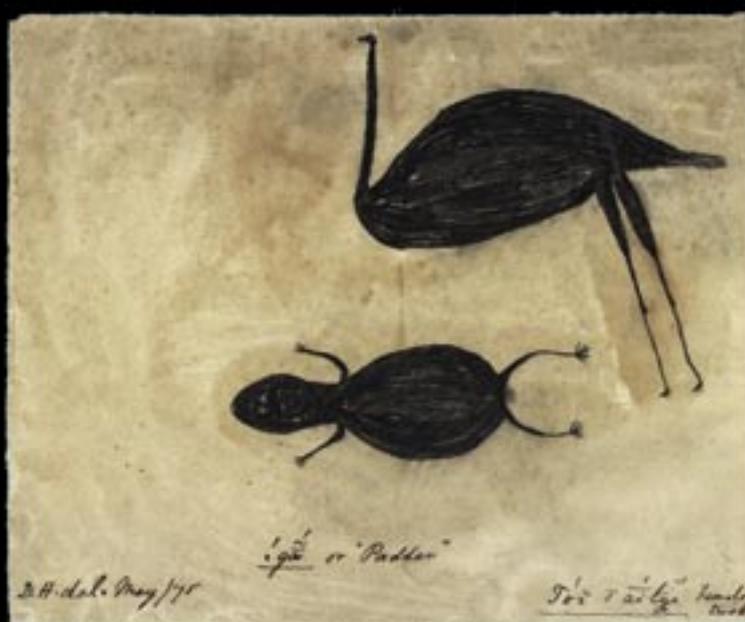


iziko museums of cape town

ANNUAL REPORT

2003/2004



iziko museums of cape town

Dr Pallo Jordan
Minister: Arts and Culture
Private Bag X9156
Cape Town
8000

ANNUAL REPORT

for the period 1 April 2003 to 31 March 2004

Sir

In accordance with the provisions of the Public Finance Management Act, Act 1 of 1999, we have pleasure in submitting this report for presentation to Parliament, of the activities of Iziko Museums of Cape Town for the financial year ended on 31 March 2004.

On behalf of Iziko Museums of Cape Town,



Dr Eltie Links
Chairman



Prof Henry C Jatti Bredekamp
Chief Executive Officer

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and printed by the Central Services Division.

The directors of all the divisions are thanked for their contributions.

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MESSAGE FROM THE CHAIRPERSON OF COUNCIL AND THE CHIEF EXECUTIVE OFFICER

The fiscal year 2003/2004 was a strategic year for Iziko in its transition in mind, spirit and its operations, from an amalgamated Southern Flagship Institution to an integrated heritage institution. It was indeed a year of making significant strides in the process of transforming Iziko under the governance of a new Council.

In mid-2003 the new Council mandated the CEO and his management to embark on a critical revision of the Strategic Plan, originally formulated for the period 2002/2005. A new document, representing a comprehensive revision of the original plan, and setting clear objectives and sets of targets, was approved by Council on 11 March 2004.

The six strategic goals to be pursued more effectively from 2004/2005 are:

- Drive the transformation process according to national guidelines
- Achieve service excellence through management and development of human resources
- Build, care for and interpret the collections of Iziko
- Improve and broaden accessibility to Iziko sites and collections
- Unlock the educational potential of Iziko and promote and innovatively showcase our arts, culture and natural history
- Ensure financial viability of Iziko.

A process of developing a holistic and integrated business plan that will ensure the future viability of the institution was initiated towards the end of 2003/2004. With the tangible support of all our stakeholders, this plan will be implemented from 2004/2005.

Apart from progress with strategic planning, and despite there being no significant increase in Iziko's core subsidy, Iziko also made strides in delivery of its core functions. Many quality exhibitions were put on by Iziko through the initiative of dedicated staff and the support of partner organisations, funders and sponsors. If anything, the notion of partnership characterised many of our achievements this year.

Our exhibitions and public programmes also mirror the process of reflection on the past that characterised the approach of the celebration of the first ten years of South African democracy. The year that began with the exhibition "The Moon as Shoe: Drawings of the San" (featured on the cover of this report) at Iziko SA National Gallery ended on a high note with "/Qe – The Power of Rock Art: Ancestors, rainmaking and healing" at the Iziko SA Museum. "Echoes from the Lodge: Domestic life under the VOC" at Iziko Slave Lodge, and a host of smaller exhibitions at other sites, also received high acclaim, setting the stage for our blockbuster exhibitions celebrating the democracy milestone in 2004.

Exhibitions however are always the proverbial tip of the iceberg, as this report reveals. Often unsung and unseen, staff in research, conservation, education and our corporate services divisions continue to work with great enthusiasm and dedication to effect our service to the public, and to ensure that a visit to any of the fifteen Iziko museums and sites is a vivid experience. To them, to our Friends, our donors, funders and volunteers, we express our sincere appreciation and admiration.

We invite all in the Iziko family to celebrate this, our third annual report, with pride.



Prof. Bredekamp

A stylized, handwritten signature in black ink, appearing to read 'Eltie Links'.

Dr. Eltie Links

A stylized, handwritten signature in black ink, appearing to read 'H. C. Jatti Bredekamp'.

Prof. Henry C. Jatti Bredekamp

THE ORGANISATION

VISION

Iziko Museums are African museums of excellence that empower and inspire all people to celebrate and respect our diverse heritage.

MISSION

To manage and promote Iziko's unique combination of South Africa's heritage collections, sites and services for the benefit of present and future generations.

ESTABLISHMENT

Iziko Museums of Cape Town came into being on 1 April 1999 as the Southern Flagship Institution, by means of the enactment of the Cultural Institutions Act, Act 119 of 1998. The Southern Flagship amalgamated the structures of the South African Cultural History Museum, the South African Museum, the South African National Gallery, the William Fehr Collection and the Michaelis Collection. The Southern Flagship Institution was renamed Iziko Museums of Cape Town in July 2000. 'Iziko', meaning *hearth* in isiXhosa, symbolically places our museums at the centre of cultural activity.

Iziko comprises fifteen museums and sites, each with its own history and character. Many of the museums are housed in buildings of historical importance. Our exhibitions and collections cover many areas of cultural and scientific interest.

CORPORATE GOVERNANCE

By act of Parliament, Iziko Museums of Cape Town is operated under the auspices of the national Department of Arts and Culture. A statutory Council exercises overall governance on behalf of the Minister. Senior management comprises a team of Directors, each heading an operational division. The Chief Executive Officer leads the Directing Team.

MEMBERS OF COUNCIL

COUNCIL MEMBERS UNTIL 30 APRIL 2003

Dr. C.V. Jones (Chairman): Writer

Prof. T.M. Crowe: Associate Professor, Percy Fitzpatrick Institute, University of Cape Town

Prof. H.J. Deacon: Research Fellow, University of Stellenbosch

Prof. R.H. du Pré: Executive Director of the Committee of Technikon Principals, Pretoria Technikon

Mr. R.J. Monaisa: Management consultant

Ms. S.M. Ozinsky: Manager, Cape Town Tourism

Prof. Emeritus K.M. Skawran: Former Head of the Department of History of Art and Fine Art, UNISA

Dr. B.O. Tema: Chief Director of Public Science and International Liaison, Department of Arts, Culture, Science and Technology

Mr. K.V. Thathiah: Head of the Department of Visual Arts and Design, Faculty of Humanities, Vaal Triangle Technikon

Mrs. E.A. Voigt: Archaeo-zoologist and heritage and museum consultant

COUNCIL MEMBERS FROM 1 MAY 2003

Dr. Eltie Links (Chairperson): Head, Corporate Citizenship, Santam.

Dr. June Bam: CEO of the SA History Project, Department of Education

Mr. Lincoln Bernardo: CEO of Omkhai

Prof. Hilary Deacon: Research Fellow, University of Stellenbosch

Dr. Mike Fabricius: CEO of the Western Cape Tourism Board

Ms. Zanele Hlatshwayo: University of the Witwatersrand

Prof. Andries Oliphant: Department of Theory of Literature, UNISA

Ms. Sheryl Ozinsky: Manager of Cape Town Tourism

Ms. Evelyn Senna: Sandton Civic Gallery

Prof. Karin Skawran: Art historian and painter.

Prof. Crain Soudien: Head of the Department of Education, University of Cape Town.

COUNCIL MEETINGS

[No Council meetings in April 2003]

7 and 8 May 2003 Council

20 and 21 August 2003 Council

26 and 27 November 2003 Council

10 and 11 March 2004 Council

16 and 27 February 2004 Executive Committee

AUDIT COMMITTEE

The Audit Committee was appointed on 23 February 2004.

Executive members:

Dr. E. Links (Chairperson of Iziko Council)

Prof. H. Bredekamp (CEO)

Mr. M. Fabricius (Iziko Council member)

Non-executive members:

Mr. N. Nicholls (Chairperson of Audit Committee)

Mr. M. Brewis

Advocate D. Mitchell

CHIEF EXECUTIVE OFFICER

Professor Henry Charles (Jatti) Bredekamp was for many years the Director of the Institute for Historical Research at the University of the Western Cape before becoming the first black Chief Executive Officer of Iziko Museums of Cape Town in November 2002.

Professor Bredekamp holds an MA in Liberal Studies (Wesleyan University) and an MA in History (University of the Western Cape). He has served on the governance and management structures of many private and public institutions, including the Van Riebeeck Society of South Africa, Genadendal Mission Museum, Suid-Afrikaanse Sendinggestig Museum and the South African Heritage Resources Agency. In the mid-1990s he was Vice-Chairperson of the Western Cape Business Opportunities Forum (WECBOF). As CEO, Prof. Bredekamp also serves on the Groot Constantia Trust and the Castle Control Board.

His most recent contributions to publications include 'Gathering the dead bones of Adam Kok I: The history of the Le Fleur family in South Africa' in *A History of South African Families*, edited by P. Faber & A. van der Merwe (Cape Town: Kwela Books, 2003) and 'L'influence des autres Africains sur l'histoire de l'Afrique du Sud' in *Ubuntu: Arts et Cultures d'Afrique du Sud* (Paris: Musée National des Arts d'Afrique et d'Océanie, 2002)

DIRECTING TEAM

Natural History Collections Division: Hamish Robertson is a biologist specialising in the study of ants. He has a broad interest in natural history and environmental education. He has worked at the South African Museum since 1989, initially as Head of the Entomology Department and later as Head of the Life Sciences Division. From 1 February 2003 he was appointed Director of the Natural History Collections Division. He holds a Ph.D in Entomology from Rhodes University, before which he studied Zoology at the University of Cape Town. He lectured in Entomology at Rhodes University for two years, and was a post-doctoral fellow at the University of the Witwatersrand for two years.

Social History Collections Division: Dr. Patricia Davison is an anthropologist specialising in southern African material culture and museology. She was Head of African Studies and Anthropology at the South African Museum from 1982 to 1992, when she became Deputy Director at the South African Museum, with responsibility for public programmes. She has a doctorate from the University of Cape Town and has published in the fields of African art, material culture and museum practice. In 2001 she was appointed Director of the Social History Collections Division of Iziko Museums of Cape Town.

Art Collections Division: In May 2001, after eleven years as Director of the South African National Gallery, Marilyn Martin was appointed Director of the Art Collections Division of Iziko Museums of Cape Town. Prior to her career in the museum sector she was senior lecturer in the Department of Architecture, University of the Witwatersrand. She is a member of the National Arts Council, a trustee of the Arts and Culture Trust, president of the Alliance française, Cape Town and her biographical listings include Who's Who of Southern Africa and the International Who's Who of Women. She has curated exhibitions of South African art in Brazil, Denmark, France, Mali and the United States. She participates in national and international conferences and selection panels. M. Martin has written numerous articles on art, culture and architecture in academic journals, exhibition catalogues, books, magazines and newspapers. She is an Officer in the Legion of Honour of the Republic of France.

Education and Public Programmes Division: Vivienne Carelse, a Fine Arts graduate, was a teacher-unionist, a Principal Subject Advisor: Art and a Member of the Strategic Management Team of the Western Cape Education Ministry prior to joining Iziko. She has held executive memberships on WECTU, WCEF, NECC and SADTU. She is a trustee of many education support organisations, including the Extra-Mural Education Project (EMEP). She was a teacher representative on the National Provincialisation Task Team for Education, and a Ministerial nominee on the national Learning Area Committee: Arts and Culture for Curriculum 2005 and on the committee responsible for the subsequent development of the Revised National Curriculum Statement for Arts and Culture.

Human Resources Division: Denise Crous graduated at the University of Stellenbosch and joined the South African Navy as a Naval Intelligence Officer. She later transferred to the Human Resources Directorate and was an Assistant Director, Human Resources when she left the SA Navy. In 1995 she was appointed as curator and manager of the SA Maritime Museum. Denise successfully completed the Senior Management Development Programme and a Labour Law course at the University of Stellenbosch Business School (USB). She subsequently also completed the Labour Relations Development Programme at the USB.

Property Services and Development Division: Michael Cluver attended the University of Stellenbosch, obtaining the B.Sc (Hons), M.Sc and Ph.D degrees. In 1966 he joined the South African Museum as research scientist in the Department of Palaeontology. His research areas covered the Permian and Triassic fossil reptiles of the Karoo. During the course of his research, he visited and worked at natural history museums in the United Kingdom and North America. In 1977 he was appointed Assistant Director at the South African Museum, and Director in 1985. He also served for a period as Acting CEO of the Southern Flagship Institution before the appointment of the first CEO in May 2000.

Central Services Division: Faeza Allie was appointed to the South African National Gallery as Chief Administration Officer in 1989, and Senior Manager in 1995. She holds an Associate in Management certificate from the Graduate School of Business, University of Cape Town. She is a trustee of the Museums Retirement Fund.

STAFF, FRIENDS ORGANISATIONS AND VOLUNTEERS

Information on staff vacancies and appointments, learning and development programmes, and employment equity can be found in the Human Resources Director's Review of Operations section of the report.

Activities of the three Friends organisations and volunteers are reported in the Directors' Review of Operations sections of the report and Appendix E.

DIRECTORS' REVIEWS OF OPERATIONS

NATURAL HISTORY COLLECTIONS DIVISION

OVERVIEW

The Natural History Collections Division aims to generate an understanding and appreciation of South Africa's natural heritage among all citizens and visitors, through the building of representative collections that are used in research, education and exhibitions. We face the challenge of maximising the enormous scientific and educational value of the three main Iziko sites that are focused on natural history, namely the Iziko South African Museum, Iziko Planetarium, and the Iziko West Coast Fossil Park. We play a vital role in documenting South Africa's biodiversity, both past and present. We constitute one of the main scientific facilities in South Africa that, through our collections and research, provide the means for scientists, students, service professionals and members of the public to identify and understand the organisms, or remains of organisms, they encounter in their work and everyday lives.

A major focus of this past year has been to launch an ongoing programme of exhibition renewal in the Iziko South African Museum. Our three main exhibition projects have been Sharkworld, Fossil Stories (phase 2) and African Dinosaurs. These projects are all taking place in the exhibition areas in the new part of the building (i.e. in and around the Whale Well) and have generated two subsidiary projects, namely movement of the mineral collection from the Fossil Stories level to a new location on the first floor, and revitalising the ground floor 'World of Water' area, partly using material displaced from Sharkworld. By the beginning of the 2004-5 summer season, all these exhibition initiatives will have been completed, except for the African Dinosaurs exhibition, which has a longer-term delivery date.

The old exhibition areas in the Iziko South African Museum, which cover a vast area, contain interesting yet aging exhibitions that tend to reinforce the stereotype of museums being old and decaying institutions. We have started developing a plan for the complete renewal of these spaces and, once the plan is in place, we will launch a fundraising drive to raise the necessary funds for implementation.

Research this past year has yielded 15 published papers, 10 papers in press, two technical reports and two popular publications. Of particular interest is the paper by Dr. Roger Smith and co-workers on ecosystem extinction across the Permian-Triassic

boundary in the Karoo Basin of South Africa, which appeared in the Bulletin of the Geological Society of America.

Maintaining and building our collections remains a prime focus in our operations. A total of 71 loans were dispatched to 15 different countries, almost exclusively for research purposes. Our specimens are returned from loans with authoritative identifications and interpretations supplied by the scientists who loaned them, thus greatly enhancing their value. There were 108 visitors (excluding behind-the-scenes tours) to our collections, mainly scientists wishing to study specimens in our collections. Databasing of our collections continued, particularly noteworthy being the 12 027 marine biology records entered or edited by W. Albert, and the 9 274 insect records entered by M. Cochrane and D. Larsen.

The Iziko Planetarium continues to draw approximately 60 000 people a year, in itself a significant fraction of all Iziko attendance. It launched three new shows namely 'A Basic Guide to Stargazing', 'Mars' and, for children, 'Sunshine Simon and the Dark Day'. A major astronomical event occurred on 27 August 2003 when the planet Mars came closer to Earth than it had for some 60 000 years. There were also two space craft that landed on Mars and the Planetarium capitalised on this by producing a show on Mars and promoting these Mars events in the media.

The Deed of Trust for the Iziko West Coast Fossil Park was finalised and a business plan produced that determines future options for development and sustainability of the Park. These documents have been submitted to BHP Billiton, our partner in this venture, for assessment of its required financial support for the future sustainability of the Park. We have experienced good visitor growth this past year, with numbers 16% up on the previous financial year.

HIGHLIGHTS

In April 2003 R. Smith joined a team of international scientists from the USA on a six-week expedition to the southern Sahara desert in northern Niger in search of 250 million-year-old vertebrate fossils. They found 120 specimens including skulls of three new species of primitive amphibians. These are currently being described by experts from France, Australia and Canada.

In November 2003 R. Smith was invited to join another international expedition, this time to Antarctica. Organised by Prof. G. Retallack and Prof. L. Becker from the USA and funded by the National Science Foundation, he spent five weeks in a remote camp in the Transantarctic Mountains looking for evidence of the cause of the End-Permian Mass Extinction. Dr Smith's knowledge of the End-Permian extinction event, gained from years of work in the Karoo, and his fossil finding abilities were tested under the most arduous working conditions. He returned with a complete articulated skeleton of *Thrinaxodon*, a small cynodont therapsid on the main lineage towards mammals. This is currently being prepared at the Iziko South African Museum.

L. Compagno was appointed to the advisory committee of the Save Our Seas Foundation.

S. van Noort, in collaboration with international scientists, described two new families, six new genera and nine new species of the recently discovered new order of insects

(Mantophasmatodea). He also produced a comprehensive website on this order of insects.

S. van Noort spent two months in Europe e-typing ichneumonid wasps as part of a bioinformatics initiative to make images and associated taxonomic and biological information of type specimens available on the Internet. He also wrote the chapter on fig wasps and pollination of figs in the Burrows's lavishly illustrated book on figs of southern and south-central Africa published in 2003.

H. Robertson attended the Ant Course at Southwestern Research Station in Arizona, USA as an instructor, and worked at the California Academy of Sciences in San Francisco for a month. The work in San Francisco was focused on developing the African Ants website and photographing ant specimens for the website using their automontage microscope apparatus. He also visited the La Bree Tar Pits and Page Museum in Los Angeles, with a view to understanding principles for public fossil sites common to it and the Iziko West Coast Fossil Park.

H. Klinger assisted in clearing the publications backlog of manuscripts submitted to the Annals of the South African Museum. Four volumes of the Annals were published by the end of this year.

D.M. Avery was awarded two grants totalling R98 000 by the Palaeo-Anthropological Scientific Trust (PAST) in support of her project on Middle Pleistocene palaeoenvironments in central South Africa.

D.M. Avery was elected a vice president of the International Union for Quaternary Research (INQUA).

The National Research Foundation awarded G. Avery a grant of R160 000 under the France/South Africa Science and Technology Cooperation agreement, for research on modern and Pleistocene hyaenas in South Africa and France.

We are most grateful for the donation of a valuable and useful mineral and geology collection by Father A.A. Garman.

INTERNATIONAL LINKS

R. Smith, in his research on the Permo-Triassic boundary, collaborated with Prof. P. Ward (University of Washington, USA, and leader of the NASA-funded Astrobiology Research unit); Prof. G. Retallack (University of Oregon, USA), Prof. L. Becker (University of Santa Barbara, California), and C. Sidor (University of New York, USA). He also worked with Dr. C. Ross (Stony Brook University, New York) on Late Cretaceous crater-lake deposits in the Northern Cape.

P.A. Hulley in his work on lanternfishes (Myctophidae) collaborated with: K. Carpenter (Old Dominion University, Virginia, USA); Y. Cherel (CEBC-CNRS, Villiers-en-Bois, France); G. Duhamel (Muséum National d'Histoire Naturelle, Paris, France); K. Hartel, Museum of Comparative Zoology, Harvard, USA); M. Lamboeuf, (FAO, Rome, Italy), J. Nielsen (Zoologiske Museum, Copenhagen, Denmark); C. Ozouf-Costaz (Muséum National d'Histoire Naturelle, Paris, France); J.R. Paxton (Australian Museum, Sydney, Australia); P. Pruvost (Muséum National d'Histoire Naturelle, Paris, France); W.J.

Richards (NOAA Fisheries, Miami, Florida, USA); and, V. Verrez-Bagnis (IFREMER, Nantes, France).

M. Roeleveld is revising cephalopod (squid and octopus) species of the eastern central Atlantic for the Food and Agricultural Organisation of the United Nations (FAO), in collaboration with Prof. A. Guerra, Research Professor Spanish Research Council (CSIC), and Dr. A. F. González, ECOBIOMAR, Instituto de Investigaciones Marinas (CSIC), Vigo, Spain. She also collaborated with J. Goud (Nationaal Natuurhistorisch Museum, Leiden, the Netherlands) and Dr. I. G. Gleadall (Tohoku Bunka Gakuen University, Sendai, Japan) on recent cephalopod types in the Leiden Museum, and with H.-J.T. Hoving (University of Groningen, the Netherlands) on the reproductive system of the giant squid *Architeuthis*.

S. van Noort, in his research on fig wasps, ichneumonid wasps and Mantophasmatodea, has been working closely with Prof. M. Olmi (University of Tuscia, Italy), Dr. J.-Y. Rasplus (INRA, France), Dr. E. Jousset (INRA, France), Dr. G. Stone (Edinburgh University, UK), Dr. J.L. Nieves Aldrey (Museo Nacional de Ciencias Naturales, Spain), Dr. K.-D. Klass (Staatliche Naturhistorische Sammlungen Dresden, Germany), Dr. J. Damgaard (University of Copenhagen, Denmark), Dr. K. Tojo (National Institute of Agrobiological Sciences, Japan) and Dr. B. Fisher (California Academy of Sciences).

G. Avery, in his research on animal remains in archaeological sites, collaborated with Prof. R.G. Klein (Stanford University, USA), Dr. T. Steele (Stanford University, USA) Prof. T.P. Volman (Cornell University, USA), Prof. A. Elzanowski (University of Wrocław, Poland), Dr. J.P. Kerbis (Field Museum, Chicago, USA), Dr. P. Fosse (University of Toulouse, France), Mr. J-F. Tournepiche (Angolême Museum, France), Prof. N.J. Conard and Mr. A.W. Kandel (University of Tübingen, Germany), and Prof. K. Cruz-Urbe (Northern Arizona University USA).

D.M. Avery, in her research on reconstruction of palaeoenvironments from analysis of micromammal remains in archaeological sites, worked with a multinational team comprising scientists from the USA, UK, France, Kenya, Uganda and South Africa.

COLLABORATIVE PROJECTS

These are in addition to the international collaborations mentioned above.

M. Roeleveld collaborated with M.R. Lipinski, Y. Melo and C.J. Augustyn, Marine and Coastal Management, Cape Town in her research on cephalopod molluscs.

R. Smith worked with Prof. B. Rubidge (Bernard Price Institute, University of Witwatersrand) on a description of new fossil therapsid reptile that proves biotic links with Russia during Pangean times.

H. Klinger has an ongoing project with W.J. Kennedy (Oxford University Museum of Natural History, UK) on Cretaceous faunas of KwaZulu-Natal, focusing mainly on ammonite molluscs.

S. van Noort, in his research on fig wasps, ichneumonid wasps and Mantophasmatodea, worked with Dr. M. Picker, University of Cape Town, and Prof. J. Greef, University of Pretoria.

G. Avery, in his research on animal remains in archaeological sites, collaborated with

D.H. Halkett, Prof. J.E. Parkington, T. Hart, J. Orton, D. Stynder, O. Curtis, A. Koeslag, and Prof. A. Chinsamy-Turan, all of University of Cape Town; Dr. Z. Jacobs, Quaternary Dating Research Unit, CSIR; Prof. L. Scott, University of the Free State; and G. Malan, Tshwane University of Technology.

D.M. Avery is collaborating on the following projects: INQUA Project 0403: towards understanding human biogeography in Pleistocene Africa (with Prof. J.A. Lee-Thorp, University of Cape Town); and, micromammalian prey of barn owls in the Western Cape Province (with N.G. Palmer, Western Cape Nature Conservation Board).

FUTURE INITIATIVES

In June 2004 R. Smith and his team will commence excavation of a new site at the Iziko West Coast Fossil Park on the downstream side of the phosphate rock that appears to have acted as a trap for the numerous vertebrates entombed there. This will test current theories as to what agents concentrated the carcasses here some five million years ago and the possibility that the bonebed extends to the discovery site some 50 metres away.

In July 2004, R. Smith will join a team of US scientists on an expedition to north-western Madagascar to look for dinosaurs and related fossils. This trip is to follow up reports that Cretaceous dinosaur bones have been found in the Majunga area. Dr. Smith was invited to join the Smithsonian-led team because of his international profile as a field geologist and fossil finder and his expertise in the geological logging and palaeoenvironmental interpretation of vertebrate fossil localities. It is hoped that this expedition might yield some new specimens for the planned African Dinosaur display in the Iziko SA Museum.

J. Botha and R. Smith have submitted a major research proposal to the NSF to fund a two-year investigation of the terrestrial Permo-Triassic boundary in north-western China. This is in collaboration with Prof. L. Becker (University of Santa Barbara, USA) and Prof. G. Retallack (University of Oregon, USA).

R. Smith is awaiting the outcome of a research proposal submitted to the National Geographical Society to work on the dinosaur tracks of eastern Free State and Lesotho. This is in collaboration with Dr C. Marsicano (University Buenos Aires, Argentina) and Dr J. Hancox (University of the Witwatersrand) and will hopefully provide interesting display material for the new African Dinosaur exhibit.

G. Avery and international teams will be excavating the Spreeuwal Upper Pleistocene fossil site in Saldanha Bay, and Yzerfontein Middle Stone Age site, Western Cape. As part of the NRF-funded SA-France initiative, G. Avery will be excavating at La Chauverie Cave in France, with French collaborators and Mr. D. Stynder (University of Cape Town).

D.M. Avery, with Prof. J.A. Lee-Thorp (University of Cape Town), will be organising workshops and managing INQUA Project 0403: Towards understanding human biogeography in Pleistocene Africa.

RESEARCH

(Other research information provided in the Highlights, International links, Collaborations and Future Initiatives sections)

L. Compagno completed work on the Collins World Shark Guidebook, due for publication at the end of 2004. He has been involved in a wide range of projects on sharks and rays, and in particular has been working on the manuscript for the FAO Eastern Central Pacific species sheets, which is nearly complete and which will be available for use during the July 2004 FAO workshop in Tenerife, Canary Islands.

A. Kock (M.Sc. student, University of Cape Town, co-supervised by L. Compagno) is studying the behaviour of Great White Sharks around Seal Island, using electronic surveillance methods for tracking their movements. Her data reveal the first evidence of white shark nocturnal activity, long-term residency patterns, and reactions to the presence of boats and chumming. The project is being funded by the Save Our Seas Foundation (SOS), which has enabled her to purchase a suitable boat for undertaking her studies.

M. Roeleveld and co-authors completed two papers that are now in press, on the reproductive system of the giant squid *Architeuthis*, and the description of a new species of loliginid squid, *Uroteuthis*. She is now concentrating on the cephalopods of the eastern central Atlantic for the FAO Species Identification with Prof. A. Guerra and Dr. A.F. González (ECOBIOIMAR, Instituto de Investigaciones Marinas (CSIC), Vigo, Spain).

P.A. Hulley has been sourcing and analysing data on lanternfishes and neoscopelids from the eastern central Atlantic (36°N-23°S, 30°W-20°E) to a level suitable for both fishery and biodiversity studies, including development of family accounts, illustrated keys to genera and species, and species accounts and distribution maps. Data sets encompass 100 species in 26 genera. He has also been studying equatorial and tropical central Pacific lanternfishes, arising from the BORA- and CARIDE-cruises.

COLLECTIONS

In the Marine Biology collections, the Invertebrate staff (E. Hoenson and W. Albert) undertook the onerous task of topping up the entire plankton collection of approximately 60 000 vials and 2000 jars containing formalin. Sponges donated by Dr. Toufiek Samaai, of the University of Kwazulu-Natal, were rearranged and new labels were made. W. Albert edited and entered 12 027 records on the Specify database, mentored and assisted by M. Roeleveld. M. Roeleveld updated the taxonomic information in the Crustacea database. She also worked extensively on the cephalopod mollusc collection. M. Bougaardt made an inventory of the fish in the large tanks in the wet laboratory. He also assisted scientists using the X-ray facility. The management of loans, attending to visiting researchers, fumigation, fluid level checking, preparation, accessioning, organising and labelling of incoming material are ongoing tasks in the marine biology collections.

The growth, care and conservation of mammal, bird, and herpetology collections continued through the year. Bi-annual fumigation of all vertebrate collections is ongoing. Any specimens removed from the study skin collections are quarantined and

fumigated prior to being returned to the collection area. The level of preserving fluid in the spirit collections is checked monthly. Display areas are monitored regularly to determine if any specimens require attention.

The re-organisation of all the butterfly families and the leaf-feeding beetles (Chrysomelidae) in the Entomology collections was completed by M. Cochrane and D. Larsen.

The mineral and geology collection donated by Father A.A. Garman was packed and transferred to the mineral store. Some of this collection was incorporated in the mineral display in the Iziko South African Museum. G. Marska continued with updating H.C. Klinger's reference collection of Cretaceous ammonites from KwaZulu-Natal, and is in the process of re-organising M.R. Cooper's reference collection of Cretaceous ammonites from Angola. The meteorite collection was updated and moved to the strongroom.

A concerted effort was made by S. Kaal to retrieve outstanding loaned Karoo fossil material, some of which has been out for 40 years.

The Cenozoic collection team of N. Fouten, K. van Willingham and M. de Benedictis cleared out the old Mineral Store to make way for the Comparative Taphonomy Collection, which was transferred from Archaeology. Duinefontein and Hoedjiespunt quaternary fossil collections were moved to the Quaternary Store from Archaeology. Preparation of barn owl pellets continued. Re-bottling and topping up of alcohol in the wood collection continued. The computerised database is being checked at the same time. Langebaanweg fossils removed from the Cenozoic exhibition were re-boxed and shelved. A programme of re-boxing of the Langebaanweg collection was begun. N. Fouten, K. van Willingham and M. de Benedictis also helped extensively with Natural History exhibition-related needs.

EXHIBITIONS

Fossil Stores (phase 2), (Dept. of Arts And Culture Transformation funding)

The fossil laboratory has been installed and is being used by the fossil preparators, so that now visitors can observe the process of preparing a fossil. The area in front of the laboratory, earmarked for African Dinosaurs, has been cleared and has been carpeted. Some of the models for the dioramas have been received, others are still being manufactured. Carpentry for the displays has commenced. Completion of Fossil Stories (phase 2) is scheduled for September 2004.

Minerals

The mineral display was moved from the top level of the Whale Well (earmarked for Fossil Stories) down to the first level on the northern side.

African Dinosaurs (National Lotteries Board funding)

The contract with the National Lotteries Board was signed and all its requirements met. There was a delay in receipt of the first instalment of funds which has delayed the completion of the project considerably. Most of the funds for this project are being used to acquire huge casts of dinosaur skeletons from the USA. These dinosaurs were originally excavated in Niger by staff of the Field Museum in Chicago.

Sharkworld (SOS Foundation funding)

This project has entailed extensive modifications of the exhibition space, involving removal of exhibition cases and replacement of carpeting. In addition, large specimens, such as the Giant Squid, have had to be moved out and others, such as the Manta Ray, moved in. The project has placed heavy demands on the taxidermy staff, who have achieved a great deal with limited manpower. The exhibition is scheduled to open in October 2004.

Refurbishment of 'World of Water' displays

A number of displays and specimens had to be moved out of the Sharkworld space. This was considered an ideal opportunity to upgrade the ground floor of the Whale Well using the limited Iziko funding at our disposal. About eighteen cases have been cleared and repainted. All partitions blocking off cases have been removed. The result is a much better flow for visitors through these spaces. Specimens (such as Oarfish, Sunfish, Giant Squid and Black Marlin) are being re-presented in these refurbished cases. The ground floor will be open in time for the opening of Sharkworld.

IZIKO PLANETARIUM

During April 2003 to March 2004, the Iziko Planetarium offered the following public shows for youth and adult audiences: Light and Life in Space and Time, The Astronomy of the Great Pyramid and The Sky Tonight. Two new shows were A Basic Guide to Stargazing (which featured cartoons drawn by Tony Grogan) and Mars (which included live updates on the progress with the rovers). Children shows were: the Twinkle Show, Morris Mouse, Davy and the Dinosaur, and Michael Lion and the Star Pictures. M. Walters produced a new show, Sunshine Simon and the Dark Day. Over and above the public shows, twelve different shows were offered to schools. We were pleased to receive more schools for the Xhosa presentations.

Well-attended holiday workshops were offered during June and July. Prof. A. Fairall twice presented his popular Starfinder Course to full houses.

During June-July 2003, T. Matomela undertook a field trip to the Transkei to research Xhosa indigenous beliefs and knowledge concerning the stars. Much of what he found confirmed already documented reports, but new information about Jupiter and the daytime sightings of Venus came to light.

The Iziko Planetarium also contributed welcome revenue through venue hire.

IZIKO WEST COAST FOSSIL PARK

A new, much larger, tunnel was built over the primary fossil exhibit (the sivathere bonebed). The old tunnel was reconstructed over the 'Discovery Site', which is where Dr. B. Hendey (a former employee of the SA Museum) did some of his original excavations. In September 2003, R. Smith supervised the excavating of another six square metres of the sivathere bonebed. A total of 35 square metres are now exposed for public viewing.

Modification of the railway line and station was completed. The station has been registered with Spoornet under the name 'Fossil Park'.

There was a poor flower season on the West Coast, resulting in lower seasonal visitor numbers compared with the previous year. This was offset by excellent growth over the non-peak periods, resulting in an overall 16% increase in visitor numbers for the year (10 333 visitors in total).

SOCIAL HISTORY COLLECTIONS DIVISION

OVERVIEW

The Social History Collections Division is responsible for pre-colonial and historical archaeology, anthropology, cultural history and contemporary cultural studies collections in Iziko. The division has curatorial responsibility for the interpretation of nine Iziko sites, including the Slave Lodge, Groot Constantia, SA Maritime Museum, Koopmans-De Wet House, Bertram House, Bo-Kaap Museum, William Fehr Collection at the Castle and Rust en Vreugd, and the anthropology galleries of SA Museum. A number of these sites were upgraded by the Department of Public Works. The resulting task of relocating and packing collections was handled by members of the Collections Department, led by E. Esmiol.

The Division was successful in attracting funding for a number of research and exhibition projects (see below). The Department of Arts and Culture also supported the development of the Democracy X exhibition at the Castle of Good Hope to mark ten years of democracy in South Africa. The Democracy X project also received an award of R250 000 from the Netherlands Embassy for the catalogue-reader that will accompany the exhibition. Democracy X will open in April 2004.

In December 2003 we celebrated the opening of the new rock art exhibition at Iziko SA Museum, and Echoes from the Lodge: Domestic Life Under the VOC' at the Iziko Slave Lodge. The latter was mounted in collaboration with the Gemeentemuseum in The Hague under the guest curatorship of Deon Viljoen, and was funded by Nedcor.

L. Meltzer was appointed as Head of Research and Interpretation from 1 November 2003. In discussion with staff she devised a conceptual framework to link the nine Social History sites in a narrative that covers the peopling of the sub-continent, the history of slavery and resistance, the struggle for human rights, and the social history of Cape Town, within the wider context of the country as a whole. The implementation of this programme will be aligned with the Iziko strategic plan and carried out over the next three years.

HIGHLIGHTS

/Qe The Power of Rock Art was launched on 6 December 2003 with an event that celebrated the participation of descendant communities in the presentation of their

cultural heritage. Representatives of the South African San Institute, WIMSA, NKOK, the San Council, as well as academics and subject specialists contributed to this project. The project was managed by C. Kaufmann. Dr Janette Deacon scripted the exhibition and R. Yates took curatorial responsibility for the project. J. Hosford, L. Hooper and G. Klinghardt were members of the project team. The rock art exhibition is a long-term installation and an important educational resource for local and international visitors. It was funded by a grant from the National Lotteries Board.

Echoes from the Lodge: Domestic life under the VOC opened at the Iziko Slave Lodge on 15 December 2003. This exhibition allows the viewer to compare social life at the Cape and in Batavia in the eighteenth century by focusing on furniture made at the time. The Batavian furniture is on loan from the Gemeentemuseum in The Hague in the Netherlands, and the Cape furniture is largely from Iziko collections. This is the first time in South Africa that these two furniture traditions have been brought together, allowing similarities and differences in craftsmanship and context to be discerned. The exhibition was shown in The Hague in 2002 under the title Wonen op de Kaap and is accompanied by a scholarly publication.

A major lottery award was received to locate and recover the wreck of the slave ship Meermin. Transformation funding from the Department of Arts and Culture was received for the development of an orientation auditorium at the Iziko Slave Lodge, and an orientation centre exhibition at Iziko Groot Constantia that will include the history of slavery on the estate. Collectively these projects, together with the Memory Centre at the Iziko Slave Lodge, will make Iziko an important centre for increasing public awareness of slavery.

P. Davison and J. Hosford were among the invited guests at the installation of Queen Makobo Modjadji in May 2003. A transformation grant was received from the Department of Arts and Culture to acquire a small collection of khoro poles from GaModjadji dating to the 1960s. These will complement the Krige Collection that we hold.

INTERNATIONAL LINKS

The National Museum of Australia initiated negotiations regarding the loan of material for their forthcoming exhibition 23° South.

A visit by journalists of the Korean Broadcasting System was facilitated by E. Esmiol who provided access to our Chinese ceramics at the Slave Lodge and William Fehr Collection.

Two pre-colonial archaeology research projects involved international teams (see below).

COLLABORATIVE PROJECTS

Archaeology: R. Yates participated in excavations and analysis of Yzerfontein 1 Middle Stone Age shell midden with Stanford University and Cornell University, USA, and the University of Cape Town, as well as excavations and analysis of Peers Cave with Cornell University and the University of Cape Town.

Maritime archaeology: J. Boshoff's Meermin project enjoys the collaborative support

of the Council for Geoscience. The maritime archaeology departments of the South African Heritage Resources Agency and Iziko continued to collaborate on research and the investigation of shipwrecks.

Historical Studies: The Y350? exhibition, a collaborative exhibition between the University of the Western Cape and Iziko held earlier at the Castle of Good Hope, travelled to the Kleinplasia Museum in Worcester in September 2003.

An exhibition entitled Impact was mounted at Iziko's Good Hope Gallery at the Castle of Good Hope, to accompany the third Impact International Printmaking conference held at the Michaelis School of Art, University of Cape Town. The primary aim of the conference and exhibition was to engage artists, teachers, curators, dealers and collectors in the wider discourse of contemporary expression in print media. L. Meltzer was the liaison curator.

In October 2003 the Great Wine Capitals Global Network hosted the Fifth Annual General Assembly in Bilbao. A competition was arranged to select the best facilities and service providers in Wine Tourism. T. van der Merwe assisted the Groot Constantia Trust by writing on some of the categories. Groot Constantia subsequently won the local "Best Of in Wine Tourism" Award in Art and Culture, Cape Town region.

Academic collaboration

P. Davison was external examiner for the University of the Western Cape post-graduate course in Visual History; she was an invited member of a NRF review panel for a proposed research unit on applied African design at the Wits Technikon, and was the external reader for the publication that accompanied the Voice Overs exhibition curated by Julia Charlton and Fiona Rankin-Smith of the University of the Witwatersrand.

W. Delen was external examiner for the Peninsula Technikon third year course on psychology of clothing.

FUTURE INITIATIVES

The major exhibition Democracy X will open at the Castle of Good Hope on 21 April 2004. The catalogue-reader will be published in July 2004 and the exhibition will run to the end of 2004.

Fundraising for Phase 2 of the Rock Art exhibition will take place. This will enable the existing exhibition to be enhanced with a specialised education programme for teachers and learners.

The launch of the first phase of the redevelopment of the Iziko Slave Lodge, including the Memory Centre and Orientation Auditorium, is scheduled for December 2004. The Iziko Groot Constantia Orientation Centre will be completed in August 2004.

The 'Codex Witsenii' exhibition at Iziko SA Museum is scheduled for mid-2004.

Phases 1 and 2 of the Iziko Mobile Museum will be completed in the course of the coming year.

Ancient Cultures exhibition at the Sasol Museum in Stellenbosch is planned to open in March 2005. It is co-curated with Dr. De Waal and Prof. Cornelius, Head of Department of Ancient Cultures at the University of Stellenbosch.

BEHIND THE SCENES

Research and fieldwork

Archaeology: R. Yates completed several weeks of excavation at Yzerfontein 1 MSA shell midden, on the West Coast. Results of this research were published in the *Proceedings of the National Academy of Sciences (USA)*. Fieldwork along the Doring River was undertaken as part of an impact assessment. This work uncovered new MSA and LSA sites, as well as new rock art sites.

G. Abrahams's final report on the Iziko Slave Lodge excavations was submitted to UNESCO. This report analyses and illustrates the stratigraphy of the site, the excavated artefacts and the faunal material. G. Abrahams also submitted a final report on the contract work that she undertook on slave sites in Mauritius.

Maritime archaeology: An award of R1.6 million was approved by the National Lotteries Board for J. Boshoff to conduct research on locating the wreck of the Cape VOC slave ship, the Meermin. The ship sank after a slave mutiny in 1766 near Cape Agulhas. The search for the wreck will begin in May 2004.

J. Boshoff has initiated a series of special meetings with stakeholders to discuss the Iziko South African Maritime Museum and the two vessels in the collection.

Anthropology: G. Klinghardt prepared an article for submission to the Annals of the South African Museum, entitled 'The Damaras of Namaqualand'. He continued with research on mortuary practices in Namaqualand, particularly Pella and Steinkopf.

Historical Studies: H. Vollgraaff completed a research project on the life of Marie Koopmans-De Wet. The research dealt with Koopmans as an iconic figure in the volksmoeder discourse, as well as her involvement in the South African Anglo-Boer War.

L. Meltzer completed research for an article on the history and role of the Castle as a case study in the repositioning of a colonial building in post-apartheid South Africa. This will be published in the Democracy X catalogue-reader scheduled for July 2004. She is also a contributing editor to the publication.

L. Meltzer is part of a National Research Fund team project Company, Castle and Control: the moral and emotional world of servants and slaves of the Dutch East India Company. Dr. Susan Newton-King is the team leader. Co-researchers include Drs. Nigel Worden, Harriet Deacon, Dan Sleight, and a number of graduate students.

P. Davison wrote an article for publication in the Democracy X catalogue-reader, entitled 'Traces of Humanity: material imprints of the human past'.

P. Davison is a member of a National Research Fund programme focusing on the creation of indigenous knowledge, and encouraging graduate students to do research in this field. Dr. Heike Becker of UWC is the project leader.

Collections management and conservation

Insufficient storage space for the Social History collections has become an urgent concern. The growing archaeology collections, resulting from Iziko being a repository for material from excavations approved by SAHRA, will soon require off-site storage. The deteriorating state of the National Mutual Building was brought to the attention

of the Department of Public Works. A. Boshoff assisted the DPW architect to conduct a feasibility study regarding the upgrading of the National Mutual Building based on the requirements of the Division.

Collections policy

Collections policy development was co-ordinated by L. Hooper. A draft policy document was completed for discussion by management.

Database development

The Collection Management Database Programme for Humanities was installed in November 2003. This long-term project to facilitate access to information on the estimated 250 000 objects that we hold is managed by E. Esmiol, assisted by members of the Division and contract staff.

House Museums

In December 2003, as a result of low visitor numbers, Iziko Bertram House, Iziko Koopmans-De Wet House and Iziko Rust en Vreugd were closed to the public, except by appointment. This elicited negative publicity from the media and the public. In response, a decision was taken to re-open the house museums from April 2004 for three days per week, and a feasibility study will be undertaken as a basis for future planning.

L. Meltzer and J. Dolby completed stocktaking of the art works on paper in the William Fehr Collection at Iziko Rust en Vreugd. All works were present.

Collections management

D. Stynder completed his documentation of human remains in Iziko collections. He divided accessions into source categories and wrote a report as the basis for negotiation with descendant communities regarding possible restitution.

The Collections and Conservation Department was involved in packing, moving or covering items according to the phased work schedule during the Iziko Slave Lodge renovation, as well as dismantling certain exhibitions and reinstalling others. A. Boshoff, W. van Delen, E. Esmiol, L. Hooper, J. Hosford, A. Hunter and M. Wana are thanked for their dedicated work.

J. Hosford prepared condition reports and supervised unpacking of loans and handling of collections in preparation for the Democracy X exhibition. L. Hooper assisted the curatorial team in providing access to material and proofing labels.

R. Yates supervised the re-boxing and rationalisation of the pre-colonial archaeological collections. D. Stynder and R. Yates undertook the creation of a separate storage area for human remains.

A manual for the maintenance of collections on display was coordinated by W. van Delen in collaboration with collections staff. J. Hosford compiled the introduction and sections on furniture ceramics and glass.

G. Klinghardt and L. Hooper began a compilation of an inventory of the negatives, prints, documents and equipment of the Golshevsky collection acquired from the Bridge Photographic Studio in the early 1980s.

The move of SAS Somerset to new permanent moorings was supervised by J. Boshoff. It

is hoped that DPW will fund restoration and annual maintenance of the ship.

Mentoring and training

E. Esmiol and L. Hooper trained and mentored collections staff, in particular M. Wana, F. February and T. Ngcangisa.

J. Hosford and F. February commenced with training Properties Services staff in caring for the Social History collections on display at sites.

EXHIBITIONS

Echoes from the Lodge: Domestic Life under the VOC was managed by W. van Delen, supported by the Collections department. This visually exciting and engagingly scripted exhibition was curated by Deon Viljoen, designed by external consultants and funded by Nedcor. Its run was extended until July 2004.

The Iziko Slave Lodge redevelopment is a major long-term project of the Social History Division. G. Abrahams was appointed the project manager for the Iziko Slave Lodge redevelopment programme. The positioning of the Iziko Slave Lodge within the wider context of the city and the precinct, heritage tourism potential and education needs will be addressed by a business plan that has been commissioned. The business plan will also form the basis for future fundraising. G. Abrahams drew up a project plan for the excavation of the Iziko Slave Lodge, to locate the dungeons that she believes lie below the existing ground floor.

The Mobile Museum project is managed by G. Klinghardt in collaboration with an external design consultant and with members of the Education and Public Programmes Division. The vehicle will be fitted out with customised display units and educational resources focusing on traditional African indigenous knowledge. The project will extend the reach of Iziko into rural areas and build new audiences.

Iziko Bo-Kaap Museum was repainted and the exhibitions changed and upgraded. This was coordinated by H. Vollgraaff with the help of the Properties Division. Further discussion with community organisations will take place to gain their support and agree on a framework for cooperation.

The Iziko Groot Constantia Orientation Centre project is managed by T. van der Merwe who also prepared the content brief. A design consultant was appointed and the project will be completed in August 2004.

G. Klinghardt and L. Hooper helped to mount a temporary exhibition of the drawing books, folios and a notebook from the Bleek/ Lloyd Collection of nineteenth-century /Xam artworks. They also assisted with a display of contemporary San artworks and the Indigenous Knowledge exhibition.

The Iziko website on Heritage of Slavery is now fully accessible and is linked to related sites (www.museums.org.za/iziko/slavery).

PUBLIC PROGRAMMES

G. Abrahams gave talks on slavery and tours of the Iziko Slave Lodge to the Department of Architecture at UCT; Mr Zainal Abedien Rashid, the Mayor of Singapore; Minister

Machage of the Kenyan Department of Arts and Culture; Mr. Abduraghman, the Director of the Museums Council of Mauritius; and the Dean and Faculty members of Modern Communication, University of Putra, Malaysia. She also gave a talk to tour guides who specialise in city walking tours.

Iziko Social History participated in the learners programme on slavery organised by Stonehouse Media and Rev. Michael Weeder. L. Meltzer engaged with learners on the history of slavery in relation to the Castle of Good Hope and G. Abrahams on the Iziko Slave Lodge.

A. Boshoff conducted several guided tours of the Egyptian Room in the Iziko Slave Lodge. She also conducted guided tours of the Echoes from the Lodge exhibition.

P. Davison presented the keynote address, 'Objects of knowledge: museum collections in historical and social perspective' at the South African Museums Association's Western Cape Conference, 10 –12 September 2003.

H. Vollgraaff gave an overview of the Iziko collections at the same conference. A. Hunter with A. Zehnder gave introductions to the care of furniture and paintings, respectively.

R. Yates delivered lectures at the Iziko Summer and Winter School, UCT and the South African Archaeological Society.

R. Yates took the Friends of Iziko South African Museum on field trips to view the archaeology of Gamkakloof and the rock art of the Gifberg, in the Western Cape.

W. van Delen gave a series of talks on quilts in the Social History collection to various members of the Quilters Guild. She also gave two guided tours of Echoes from the Lodge and a guided tour of Iziko Koopmans-De Wet House for the passengers of the QE2. In addition she was interviewed by the magazine programme 'Pasella', on SABC2, about the history and contents of Iziko Koopmans-De Wet.

L. Meltzer prepared a presentation on the role of Iziko Museums at the Castle of Good Hope to inform high-level deliberations regarding the future management of the Castle. This was presented to three South African National Defence Force generals prior to the September meeting of the Castle Control Board.

ART COLLECTIONS DIVISION

OVERVIEW

The Art Collections Division implemented a full programme of exhibitions, events and activities. Staff in the Division are working across Iziko Museums of Cape Town, curating exhibitions, taking care of collections and organising projects, thereby contributing to the integration of functions and the utilisation of collections in an innovative way. The Director and staff of the Division are much in demand to give

lectures and tours, to serve on panels, curate exhibitions and attend conferences and seminars in South Africa and abroad.

Interest in South African art in general and in our permanent collection in particular continues to grow and many requests for loans were processed in the year under review. Seven paintings by Gerard Sekoto are on loan to the Constitutional Court in Johannesburg. Most projects were made possible through national and international partnerships. The list of acquisitions is substantial. For the first time since 1997 there was a dedicated budget from Iziko Museums and a substantial amount from the Department of Arts and Culture for repatriation and purchase of works by previously disadvantaged artists.

HIGHLIGHTS

The refurbishment of the Old Town House, made possible by the Department of Public Works, Bonhams of London and the Friends of the Michaelis Collection, was completed and Kunst uit de Kaap: Hollandse en Vlaamse meesterwerken uit de Michaelis Collectie te Kaapstad was installed. The exhibition recreated the hanging of the Iziko Michaelis Collection as it was curated by Rik van Wegen at the Bonnefanten Museum in Maastricht in early 2003.

Old Masters: New Perceptions (exhibition opened March 2004) focused on the Iziko permanent collections of pre-20th century paintings, sculpture, prints and drawings, highlighting new interpretations, new discoveries, new acquisitions (particularly the presentation of four magnificent 19th century French bronze sculptures presented by Mrs. Donna Nicholas) and conservation work done between 1994 and 2004.

A conservation website, focusing on the Sir Abe Bailey Bequest and funded by the Bailey Trust, was completed and linked to the Iziko website (www.museums.org.za/sang/conservation/index.html).

The Art Collections Division hosted the following temporary exhibitions in conjunction with national and international partners:

- White like me, an exhibition by Brett Murray, Standard Bank Young Artists for 2002 and Float, work by Berni Searle, who won the award in 2003
- Jane Alexander won the 2002 DaimlerChrysler Award for South African Sculpture and the exhibition provided an overview of her work
- A retrospective exhibition of the work of Gladys Mgudlandlu was curated for the Johannesburg Art Gallery by Elza Miles
- Rorkes Drift: Empowering Prints 1962-1982 was funded by MTN
- The Moon as Shoe, from the University of Zurich, Switzerland, drawing on South African collections
- Library of Congress (1998-2003) a.k.a. the reading room was a collaborative project by Thomas Mulcaire from Cape Town and Joseph Kpobly from Cotonou in Benin
- Then and Now: South African Prints before and after the demise of Apartheid reflected a partnership with the Universities of Cape Town and Rhodes
- KYKAFRIKAANS, a portfolio of prints by Willem Boshoff, was presented to Iziko

South African National Gallery by Sanlam

- Otto Dix: Prints 1920-1924 was made possible by the German Embassy
- Coexistence: Contemporary Cultural Production in South Africa was the result of a collaboration with The Rose Art Museum, Brandeis University, Boston, USA and Aids/Art South Africa a collaboration with Wellesley College, Boston, USA
- Long Life: Body mapping and photography, another exhibition dealing with HIV/Aids, was shown at the Annexe Gallery.

The Fresh set of seven monographs on emerging South African artists was launched in the presence of the funder, Marlene Dumas.

The second phase of the Iziko Public Art Commission, funded by the National Lotteries Board, was successfully completed and four commissions awarded: Matthew Hindley (the major commission), Roger van Wyk, Mark O'Donovan, and Claire Gavronsky and Rose Shakinovsky (working together as Rosenclaire). The project will be completed during 2004.

Iziko Museums obtained a significant showcase at the new Cape Town International Convention Centre and the Art Collections Division took responsibility for installing objects in the cabinets.

The Iziko South African National Gallery and Iziko Michaelis Collection benefit enormously from the support and activities organised by their respective Friends organisations. New acquisitions by the Friends of the South African National Gallery were showcased in the exhibition 30+5.

Highlights in the professional lives of staff of the Art Collections Division:

M. Martin was elected to serve another term on the National Arts Council. She was appointed as a member of the Stamp Advisory Committee and continued to serve on the Visualisation Committee of the Parliamentary Millennium Project. She was re-elected a President of the Alliance française of Cape Town.

E. Bedford commissioned works by women artists for the mezzanine floor of South Africa House in London. She was elected to the founding committee of the Visual Arts Network of South Africa, Western Cape and nominated to serve on the national steering committee. She was a member of the judging panel for the Spier Public Art project. She was invited to attend workshops with South African and international artists held at a retreat in Limpopo Province.

H. Proud was invited to serve on a committee convened to advise on the commission of a memorial sculpture to South Africa's four Nobel Peace Prize laureates to be erected at the Waterfront in Cape Town.

INTERNATIONAL LINKS

The Director, Marilyn Martin, attended the 2003 Venice Biennale.

As president of the Alliance française of Cape Town she was invited to represent the 19 branches of the Alliance française in South Africa and Lesotho at the annual general meeting of the Alliance française in Paris in January 2004.

H. Proud accompanied the CEO of Iziko Museums on a trip to Russia.

E. Bedford was invited to attend a seminar on art criticism in Africa and to present a paper at the symposium of the International Association of Art Critics in Dakar, Senegal in June/July 2003. In December 2003 she served on the jury for the Dakar Biennale.

E. Bedford and M. Martin co-curated the exhibition TREMOR – Contemporary South African Art with Fabienne Dumont for the Palais des Beaux-Arts de Charleroi in Belgium. A catalogue was produced.

COLLABORATIVE PROJECTS

This information is included under other headings.

FUTURE INITIATIVES

The major programme for 2004/2005, and for which an enormous amount of work has already been completed, is an exhibition entitled A Decade of Democracy: South African Art 1994-2004. This exhibition will showcase works of art made during this period and acquired by Iziko South African National Gallery. It will be the largest, most comprehensive and representative exhibition of contemporary South African art ever held under one roof. Double Storey Books and Iziko are publishing a lavishly illustrated book A Decade of Democracy: South African Art 1994-2004 from the Permanent Collection of Iziko: South African National Gallery. Edited by Emma Bedford, it contains essays by Rory Bestor, Ashraf Jamal, Andrew Lamprecht, Moleleki Frank Ledimo, Zayd Minty, Andries Oliphant and Liese van der Watt and contributions by the following staff members in the Art Division: Emma Bedford, Joe Dolby, Marilyn Martin and Pam Warne. A website will be created for the exhibition and linked to the Iziko website. A Decade of Democracy opens in April 2004.

Programmes for the financial years up to 2007 are being planned. The main focus areas are: the website, so as to make our permanent collections and projects more accessible; the completion of the Public Art Commission; and a series of exciting temporary exhibitions at Iziko South African National Gallery and the Old Town House. Work is in progress to install a new exhibition on conservation work done on the Sir Abe Bailey Bequest and for the second phase of the Division's democracy celebrations, Ilifa laBantu – Acquiring African Art, 1994-2004.

lintsimbi, beadwork from Iziko collections opens at the University of Zurich in December 2004. Negotiations around major international exhibitions are in process. The Programme of Cooperation Agreement between the governments of India and South Africa will culminate in an exchange between Iziko Art Division and the National Gallery of Modern Art in New Delhi in 2005 and 2006.

BEHIND THE SCENES

Research culminated in the following:

- The book A Decade of Democracy South African Art 1994-2004 From the Permanent Collection of Iziko: South African National Gallery
- The major exhibitions listed above

- New information, new texts and re-attributions of approximately 80 historical works in the Iziko permanent collections
- Updating the database and information on artists
- Further access to the art and artists featured in A Decade of Democracy on a publicly accessible computer terminal at Iziko SA National Gallery.

Conservation work and maintenance of the collections are ongoing.

EDUCATION AND PUBLIC PROGRAMMES DIVISION

OVERVIEW

The Education and Public Programmes Division consists of the Education and Public Programmes Department and the Exhibitions Department. The Division is tasked with organising most of the public outputs of Iziko, in collaboration with other divisions.

Although the Education and Public Programmes Department was beset by unexpected vacancies in several critical areas for most of this year, including in Publications (both posts) and Public Programmes (no coordinator from October 2002 to June 2003), the department still managed to deliver all its programmes as planned.

The attendance of our regular school programme was hard hit by disruption to key sites caused by building renovations and the installation work of two major exhibitions, as well as the loss of a seconded WCED educator and lengthy absences due to illness of two educators. In this report period 37 333 learners attended lessons and tours (excluding special programmes, public programmes and outreach) at Iziko SA Museum, Iziko SA National Gallery, Iziko Slave Lodge, Iziko SA Maritime Museum, Iziko Bo-Kaap Museum and the Castle of Good Hope.

Attendance at our school outreach programmes (see below) was 19 875 learners. Along with special needs and school holiday programmes, the total number of school learners in attendance was 58 208.

Adult learning programmes and public programmes and events attracted approximately 20 000 persons.

A broad range of consensus was developed with the Western Cape Education Department that resulted in a number of valuable cooperative projects (see below).

After a lengthy consultative process with the development of an exhibitions policy and an education policy, final drafts of the policies were prepared by the end of this financial year for ratification by the Council.

We again received sponsorships from the Golden Arrow Foundation to subsidise transport for school visitors from historically disadvantaged communities.

Approximately 3 500 learners were assisted through this programme.

As exhibitions are outputs that require close coordination between several divisions, service level agreements, an exhibitions planning committee structure and procurement policy guidelines were a special focus of the development of our Exhibitions Department.

Two hugely talented taxidermists based in the Exhibitions Department, Jalalodien Adams and Mark Petersen retired. Their skills will be sorely missed. Another stalwart, Sandra Saven, who served the SA Museum for many years and joined the EPP team after amalgamation as Education Assistant (bookings) also retired.

HIGHLIGHTS

The Cape Town Festival in March 2004 was a key opportunity to profile the Iziko sites and activities around the Company's Gardens, including the exhibitions and education programmes at Iziko SA National Gallery, Iziko SA Museum and Iziko Bo-Kaap Museum.

The Iziko website was re-branded in June 2003. Although updating remains a problem due to the absence of staff, the site has improved considerably in appearance.

Heritage Week in September 2003 saw the successful collaboration between EPP and the Natural History division at the West Coast Fossil Park and with Artscape in Cape Town.

EPP's partnership with the British Council was launched with the Upfront and Personal exhibition of political graphics from the UK and South Africa which was opened by the Minister of Education Prof. Kader Asmal, at the Iziko SA National Gallery Annexe in September 2003.

Iziko's Summer School had a very successful programme of outings, activities and lectures from 1 February to 14 March 2004.

The programmes for learners with special needs run by volunteer Sandra Eastwood, as well as the innovative programmes by the Frank Joubert School of Art and Design are regular highlights at the Iziko SA National Gallery Annexe.

Four volumes of the Annals of the South African Museum were published as well as four much improved editions of the marketing brochure What's On at Iziko, the 2002/2003 annual report and the inaugural issue of Edundaba, our education newsletter. With the improvement in the staffing of our Publications section we were able to upgrade the equipment and resources of the publications office and apply much higher production values.

Despite carrying his full normal workload, the Head of the Education and Public Programmes Department, N. Lowe, completed the Senior Management Programme at the University of Stellenbosch Business School with excellent results.

INTERNATIONAL LINKS

V. Carelse was once again sponsored by the British Council to visit the UK in October 2003. During this visit she assisted with the planning of an international exchange programme for young people from South Africa and the UK around the central themes

of human rights education and the development of a culture of anti-racism. She also engaged in establishing further links with a number of museums.

V. Carelse was a panellist during the Cape Town Festival Public Culture Series held at the District Six Museum in March 2004 and presented an input on the role of museums as a public education resource for heritage training.

COLLABORATIVE PROJECTS

V. Carelse and N. Vergunst participated in the Department of Education's Freedom Day programme at the Castle of Good Hope as part of EPP's partnership with the SA History Project (SAHP). She presented a session, 'Imaging and Display Techniques in the Classroom', with an emphasis on the teacher as curator of the learning environment. The EPP division also assisted with the Freedom Time Capsule launch during which learners and educators from all provinces deposited their individual interpretations based on the theme, *What Freedom means to me and my Community* in a sealed trunk, to be opened a year later. The highlight of this event was the satellite link-up from one of our Iziko museum sites, between youth from five countries, viz. Nigeria, Northern Ireland, Palestine, Mauritius and South Africa, sharing their views about freedom in celebration of South Africa's decade of democracy.

EDUCATION AND PUBLIC PROGRAMMES DEPARTMENT

EDUCATION PROGRAMMES AND RESOURCE CENTRES

Our standard education service is now offered at six Iziko sites with other sites serviced as needed. The service is aligned with the needs of outcomes-based education and the national curriculum.

The ongoing support of the Western Cape Education Department (WCED) curriculum support services and most Education Management and Development Centres (EMDC's) has been of value in providing the necessary expertise and relevant curriculum oversight. Our museum sites and collections are increasingly viewed as invaluable public education resources by the education sector.

Three educator reference groups were launched in March 2004. Each group, one for each of our collections areas of art, social history and natural history, includes curriculum advisors, school educators, as well as specialists within the Higher education sector. Their brief includes support and critique of EPP programmes and participation in Iziko projects.

We embarked on a refurbishment programme of our learning areas, starting with Discovery Room and the Mindspace computer facility at Iziko SA Museum. Eleven new computers, funded by BP, were installed in March 2004. Through parsimonious management, we have retained a much bigger portion of the BP grant than anticipated, and will be able to use these funds for maintenance of Mindspace for at least two more years.

Teacher training

In support of the Education Department's teacher development we have already hosted and facilitated several teacher training workshops. We now conduct regular behind the scenes tours and exhibition previews for teacher groups.

- A training workshop in printmaking for teachers was conducted by the Art Liaison educator.
- Joint art training workshops were initiated with educators from Zonnebloem Children's Art Centre. The programme ran for 7 weeks.
- Two science teachers workshops on the Biodiversity Explorer (a searchable database on the Iziko website) were facilitated at Iziko SA Museum (March 2004).

Development programmes for Iziko educators included programmes at Holocaust Centre, Sea Point Aquarium and District Six Museum.

Outreach programmes

Special school tours at four of our museums were conducted as part of the Cape Town Festival (17-21 March). Total number of learners was 2 625.

Also in May three of the education staff were involved in an outreach programme called Partners in Supporting Science, Maths and Technology (PSST) in six schools located in Delft, Valhalla Park, Elsiesriver and Bonteheuwel. Over three weeks they promoted Iziko programmes and gave OBE lessons to 1 240 learners.

We presented programmes at the Centre for Conservation Education (19 – 23 May) at a week-long exhibition held for schools, highlighting the environmental and conservation programmes offered by various institutions. A total of 4 090 learners were received.

The education team participated in SET (Science, Engineering & Technology) Week at the MTN ScienCentre during May, engaging 9 479 pupils from 161 schools. The public attendance on weekends and evenings was 27 738.

We presented programmes at the YES (Youth Environmental School) 2003 at the Chrysalis Academy (2-6 June). A series of six different workshops were presented to 66 different schools and in all we interacted with 2 441 children.

The school winter and summer holiday programmes were not as well-attended as usual. We need to re-focus our programmes as competition from other organisations was stiff.

We participated in the Learning Cape Festival initiated by the Provincial Government during August and September. All our education and public programmes were incorporated in the festival programme.

Special school programmes including a careers expo, night hike and meet-the-scientists day were organised in September as part of Heritage Week, for school educators and learners from the West Coast-Winelands district. EPP was also involved in the provincial and national adjudication of the DoE's Heritage Day Art competition.

Special Needs

Our volunteer Sandra Eastwood worked with the Frank Joubert Art Centre and presented a number of art-based workshops for educators and learners with special needs.

Sandra Eastwood also facilitated a workshop for Iziko educators aimed at sensitising them to the needs of blind learners and other people with disabilities.

A very effective special needs drumming workshop was held with three schools (including hearing-impaired learners) in March 2004.

Volunteer guides

Marieta Swanepoel and Gaye Youngleson retired in 2004 after many years of assisting Iziko SA National Gallery.

Mary Strang, Clair Graaf, Sheila Lawrence, Wouter van Warmelo, Liliyane Danieel Mendel and Sandra Eastwood continue to volunteer many hours of excellent service as guides at Iziko SA National Gallery.

PUBLIC PROGRAMMES

Some of the activities in this section have already been listed in the Highlights section of this report. In the interests of brevity, minor programmes such as special tours, meetings and interactions with organisations have not been reported here.

The Iziko Friends of SA Museum presented a very creditable Winter programme for adults in July, in the absence of a staff coordinator for our annual Winter School, which had to be cancelled.

The African Roots Festival was presented in partnership with Artscape, during Heritage Week in September. The festival included a number of performances by local artists at our Cape Town museum sites, and education programmes and a community festival at Iziko West Coast Fossil Park. S. Schonewolf, the newly-appointed public programmes coordinator, acquitted herself very well. Estimated attendance was 5 500 in total.

The Iziko Summer School was presented in February 2004. Attendance was extremely good and several over-subscribed programmes had to be repeated to accommodate public demand. Sandra Saven, our retired bookings administrator, was engaged to assist as a contracted bookings administrator. Diana Ross, a stalwart of the old volunteer programme of the Iziko SA Museum, again assisted with Summer School, and recruited three new volunteers as well.

A special craft programme for senior citizens presented in March 2004 was a huge success and attended by a hundred participants.

S. Harmans, the community outreach officer, gave promotional presentations in community venues and libraries in historically black communities as part of our audience development strategy. Feedback received thus far has been very positive. S. Harmans distributed some of our large stockpile of dated but still useful publications to historically disadvantaged schools and community libraries. S. Harmans is also the Iziko representative on the Adult Learning Forum and Adult Learner's Week committees.

Although volunteers were not forthcoming this year, a small team led by N. Lowe managed to keep our annual charitable drive alive. Donated food parcels were once again distributed in Iziko's name to forty two households in the Capricorn informal settlement just before Christmas.

PUBLICATIONS

We commend N. Lowe for coordinating our publications in the long absence of publications staff. The posts, vacant since April 2003, were filled in January 2004 on a part-time basis by independent contractors with many years of industry experience. The branding of Iziko corporate publications has improved markedly since the arrival of W. Odendaal, the new publications coordinator. As the two publications posts have been downscaled to part-time, N. Lowe continues to act as language editor on most publications. We are grateful to H. Klinger of the Natural History Division, R. Krynauw and B. Commins from Central Services Division, for their assistance with aspects of the Annals of the SA Museum.

The second Annual Report of the restructured Iziko was produced in August 2003. A total of 1 000 copies were printed.

The backlog of production of the Annals of the SA Museum that was inherited from the old SA Museum was almost overhauled. Only the last of the five planned volumes could not be published due to funding not being available. This volume will be published in the next financial year.

A draft Iziko publications policy was initiated. Completion has been hampered by the lack of staff in the section and by the complications of producing a brand management policy in tandem.

6000 copies of the marketing brochure What's On at Iziko (April, July, October 2003 and January 2004) were produced in each quarter.

The second edition of Edundaba, our education newsletter aimed at educators, went into production.

The re-branded Iziko website was launched in June 2003 (www.museums.org.za/iziko). However, managing and updating the website continues to be a problem without a full-time webmaster. Attempts are being made to update the website through volunteers, outsourcing, and urging Iziko's funded projects to include web updating in their budgets.

Brochures to promote the 2004 Summer School programme were produced.

A generic poster was developed for holiday programmes by M. Walters of the Iziko Planetarium.

EXHIBITIONS DEPARTMENT

The Exhibitions Department installed all exhibitions on schedule this year. Exhibition installations and de-installations managed during this period are described in the Art, Social History and Natural History Collections Directors' Review of Operations reports and will not be repeated here. Some of the exhibitions reported for the last quarter of the previous financial year were also de-installed in this reporting period. In addition to these exhibitions, the exhibitions department mounted and framed works from the permanent art collections, as well as works for the Old Masters: New Perceptions, Echoes from the Lodge and A Decade of Democracy exhibitions.

A standing committee of the Directing Team, the Exhibitions Planning Committee, has been established as a clearing house for all exhibition proposals at Iziko. The draft Iziko exhibitions policy has been in circulation for comment. It is intended to serve as a framework for efficient management. The policy should be formally adopted by the Iziko Council in the second half of 2004.

An audit of existing studio and workshop equipment and stock was conducted to facilitate the centralisation of the Exhibitions Department.

In the absence of in-house exhibition designers a tender process was developed for the more urgent design projects such as the Iziko Mobile Museum, the Groot Constantia Orientation Centre and Sharkworld. C. Payne was subsequently appointed as Iziko's exhibition designer.

G. Esau led the excellent work of the Iziko taxidermy team as they continued to prepare and install specimens for the Sharkworld exhibition at Iziko SA Museum. This included the re-hanging of the Great White shark and Manta Ray exhibits.

Effective staffing of this department remained a concern. Instead of filling the second taxidermist position and appointing a full-time display artist, four technical assistants were appointed on contract during this period, to offer some relief to the over-extended exhibitions team. This has proven to be a useful opportunity to address the needs of a succession plan for our older members.

Site Refurbishment and Maintenance

The workshop and studio staff assisted in clearing and preparing spaces in preparation for the Sharkworld, Fossil Stories, Minerals and Rock Art exhibitions at Iziko SA Museum, and at Iziko SA National Gallery (Annexe Gallery and learning areas), and refurbishing other displays.

FUTURE INITIATIVES

An amount of R469 480 was granted by the DAC Transformation Fund for the development of audio-guides and interpretative support material. Lottery funds allocated in March 2003 were eventually deposited a year later. An amount of R271 000 was granted for the first phase of a Heritage Learning Support Programme. A second Lotto allocation of R675 000 received was for the African Roots Festival, a three-year arts, culture and heritage education project in collaboration with Artscape.

HUMAN RESOURCES DIVISION

OVERVIEW

For the past two years the HR Division has been focusing on implementing the Iziko structure and setting up an efficient HR Division.

HR has also been giving guidance in terms of people management matters and in particular the management of workplace relations.

HIGHLIGHTS

HIV/AIDS and Health Promotion Programmes

The Department of Arts and Culture allocated an additional R255 000 towards multilingualism and HIV/Aids training. The CEO, Directors and Heads of Department received training in terms of the management of HIV/AIDS. Every employee attended a workshop on HIV/AIDS. Staff members were also given the opportunity to receive pre-test counselling, to be tested and then to receive post-test counselling. Employees were also given learning material on the subject. The programme was well received by all participants.

Labour Relations

Directors and Heads of Department attended a two-day Labour Relations workshop. The course comprised an overview of labour legislation, grievance procedures, incapacity counselling and disciplinary procedures. Labour relations workshops for staff members have since been scheduled.

Employee Assistance Programme

When the five museum structures merged to form the Southern Flagship Institution, now called Iziko Museums of Cape Town, Iziko could not continue with the policies, systems and processes of the various museums. The HR Division has been developing more efficient systems and processes and to date eleven employment policies have been approved by Council after an intensive consultation process with staff.

The HR Division has taken over the payroll function, which was previously managed by the Finance Department of the Central Services Division. HR staff members have received the necessary training and revised systems and processes are being implemented.

Training facility

Upon request the Department of Arts and Culture approved the re-allocation of an unused portion of the funding allocated for multilingualism and HIV/AIDS training towards the establishment of a training facility at the HR Division. A lecture room was established that seats 20 people. There will be a substantial saving to Iziko in future due to our ability to present training programmes on-site.

Personnel expenditure

Table 1. Personnel costs 2003/04

Total Expenditure	Personnel Expenditure	Training Expenditure	Consultancy Services	Personnel cost as a % of total expenditure	Average personnel cost per employee
R39 632 474	R26 453 396	R507 905	R24 966	66.75	R114 811.53

Table 2. Salaries, Overtime, Housing Subsidy, Medical Assistance, Pension Fund Contributions, Other Allowances and Leave Gratuities for 2003/04

Salaries		Overtime		Housing Allowance		Medical Assistance	
Amount	As % of personnel cost	Amount	As % of personnel cost	Amount	As % of personnel cost	Amount	As % of personnel cost
R18 477 622	69.85	689 584	2.61	931 674	3.52	1 389 840	5.25

Pension Fund Contributions		Other Allowances		Leave Gratuities	
Amount	As % of personnel cost	Amount	As % of personnel cost	Amount	As % of personnel cost
R3 869 280	14.63	R442 277	1.67	R172 024	0.65

Employment and vacancies

Table 3. Employment and vacancies, 31 March 2004

Type of posts	Numbers of posts	Number of posts filled	Vacancy Rate
Permanent	182	179	1.65%
Contracts	49	48	2,1%

Table 4. Annual turnover rates by salary levels for the period 1 January 2003 to 31 March 2004

Occupational levels	Number of employees as on 1 April 2003	Appointments and transfers into the institution	Terminations and transfers out of the institution	Turnover rate	Number at 31/3/2004
Senior Management	7	0	0	0	7
Professionally qualified and experienced specialists and mid-management	30	0	0	0	30
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	82	5	14	10.97%	73
Semi skilled and discretionary decision-making	73	0	6	8.22%	67
Unskilled and defined decision-making	2	0	0	0	2
Total	194	5	20	7.73%	179

Table 5. Reasons why staff members are leaving the institution

Termination Type	Number	% of total
Death	1	0.55
Resignations	11	6.01
Expiry of contract	0	-
Dismissal: operational changes	0	-
Dismissal: misconduct	3	1.64
Dismissal: in-efficiency	0	-
Discharged due to ill-health	0	-
Retirement	5	2.73
Other	0	-
Total number of employees who left	20	
Total number of employees who left as a % of the total employment		10.93

Employment equity

Table 6. Total number of employees in all post levels at 31 March 2004

Post level	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	2	0	2	0	3	7
Professionally qualified and experienced specialists and mid-management	0	2	0	15	0	2	0	11	30
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	4	21	0	7	3	11	0	27	73
Semi skilled and discretionary decision-making	8	23	0	3	10	20	0	3	67
Unskilled and defined decision-making	0	2	0	0	0	0	0	0	2

(continued ...)

Total Permanent employees	12	48	0	27	13	35	0	44	179
Non-permanent employees	5	17	0	6	5	11	0	4	48
Total	17	65	0	33	18	46	0	48	227

In terms of the goals of the Employment Equity Plan, a black Director or Head of Department must be appointed in the 2004-2005 financial year.

If a position does not become available as a result of natural attrition, Iziko will have to offer an early retirement package. While funding for exhibitions and public programmes could be obtained from funding institutions such as the National Lotteries Board, it is not possible to obtain funding for staff-related projects from funding institutions other than DAC.

Iziko therefore submitted a proposal for transformation funding for early retirement packages in an attempt to address the imbalance of the workforce profile, particularly at senior and middle management level. This project did not receive funding.

LEARNING AND DEVELOPMENT PROGRAMME

One percent of the payroll is allocated to the Learning and Development Programme. A skills audit has been completed and a Learning and Development Programme based on the audit has been developed. There are many employees who require training to be able to do their job effectively. This is largely due to the fact that, in the past, museums generally did not prioritise the learning and development of all staff. Also, many employees were given opportunities in the Iziko structure and would therefore require training and coaching to perform the functions of their new job effectively. It will take at least another year to deal with the competency deficit before Iziko can focus on investing in the competency of staff.

Employees were also invited to attend training sessions in Xhosa for Beginners, Advanced Xhosa, Afrikaans, and English Business Communication.

Table 10. Training needs identified 1 April 2003 to 31 March 2004

Gender	Number of employees as at 1 April 2003)	Training needs identified at start of reporting period			
		Learnerships	Skills Programmes & other short courses	Other forms of training (Voluntary)	Total
Male	90	0	242	59	301
Female	93	0	209	75	284
TOTAL	183	0	451	134	595

Table 11. Training provided 1 April 2003 to 31 March 2004

Gender	Number of employees as at 1 April 2003)	Training provided since the start of the reporting period			
		Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Female	93	0	108	87	195
Male	90	0	106	69	175
TOTAL	183	0	214	156	370

FUTURE INITIATIVES

The HR Division is developing a number of strategies to assist Iziko to deliver its strategic goals. One of these strategies, an internal communication plan, will assist in the development of healthy workplace relations.

Staff members will be consulted on a Performance Evaluation Policy and Performance Assessment before the final draft of these documents will be submitted to Council for ratification.

FUNDRAISING AND MARKETING DIVISION

OVERVIEW

The division operated mainly as a marketing department in the absence of a Director for Fundraising and Marketing and reports directly to the CEO. As in previous years, the division focused primarily on marketing Iziko Museums through media promotions, creating partnerships and events co-ordination. In respect of the latter, the Marketing Department generated over R500 000 in the past year.

The Press Office, located within the Marketing Department, remained Iziko's main communication link with daily and community newspapers, magazines, newsletters, radio stations and television channels. Events organised by Iziko's three Friends' organisations, publicised via the Press Office, further enhanced public interest in the amalgamated institution.

HIGHLIGHTS

Through venue hire of its various sites, Iziko generated R589 491 last year. The 119 venue hire events and functions held at these museums were attended by 31 592 people. Though generating funds is important to Iziko, the extra visitors drawn into our

museums through special events and venue hire are of greater significance to Council and management.

Equally important was the R265 315 generated through photo shoots, which constitutes an increase of 38% over the previous year. Iziko's prominence in this regard stemmed from Cape Town's growing popularity as a photo shoot destination for commercials for television and other media.

Iziko events featured in publications and magazines such as Garden & Home, House & Leisure, The Big Issue, Cape Librarian, Tribute Magazine, Highway SA, Sawubona and Cape Odyssey in 2003/2004. Articles submitted by our press coordinator were reproduced verbatim and given prominent coverage, giving the Iziko good exposure at no cost.

It was also pleasing that the media started to use the brand name Iziko more regularly when listing sites, e.g. Iziko Slave Lodge, instead of referring only to the museum site name (new maps and guides of Cape Town still refer incorrectly to the Iziko Slave Lodge as the South African Cultural History Museum).

Of special note are the excellent exhibitions launched in 2003/2004: /QE-The power of rock art at Iziko South African Museum, Echoes from the Lodge at Iziko Slave Lodge, Co-existence at the Iziko South African National Gallery and World Press Photo exhibition at the Castle of Good Hope. A particular objective with the promotion of these and other exhibitions was the development of new audiences. By the beginning of 2004 most of them had succeeded in generating renewed interest in Iziko and contributed towards changing the perception of national museums in Cape Town as merely Western elitist entities.

In order to increase our visitor numbers and strategically align ourselves with other entertainment and educational initiatives, we have established the following partnerships:

Institutional partnership between Iziko South African Museum, Iziko South African National Gallery, Iziko Bertram House, and Iziko Slave Lodge, and the Holocaust Centre, South African Jewish Museum, and the National Library of South Africa. This initiative brought together all the cultural heritage institutions based along Government Avenue - Cape Town's most prominent and well-known cultural axis - in a cultural partnership, which promotes this precinct as a totality.

A more sustainable link with the Cape Town Festival Committee, co-hosting the Cape Town Festival in the Company's Garden precinct.

Membership of the City of Cape Town's Company's Garden Steering Committee and Action Team, focusing on the development of the Company's Garden.

An Iziko/ Southern Sun Woza Breaks partnership whereby the hotel group purchased Iziko Supertickets as part of their Woza Breaks winter offer. This consisted of a Cape Town value-added accommodation package for only the domestic market.

A special venue hire agreement with the North Sea Jazz Festival to host some of their events and workshops at the Iziko South African Museum.

The Marketing Department successfully completed a direct mail campaign and also generated additional e-mail contacts. The listed organisations and individuals received regular updates of all events and exhibitions at Iziko.

INTERNATIONAL LINKS

Iziko established a good working relationship with tour operators and tour guides, leading to an increased number of international tour groups. This is vital in promoting our sites as venues for meetings of incentive groups, international corporate groups, tour groups and conference groups.

Many international film companies used Iziko sites as locations for filming.

The uniqueness of the Iziko venues, such as the Iziko South African Museum's Whale Well, made them popular choices to host functions for overseas delegates.

VISITOR FIGURES

2003/2004 Visitor Statistics Overall

Total visitors during the period were 419 233, representing an overall 8% decrease on last year's figures. A strategy is being developed to address this worrying phenomenon.

It should however be noted that the overall visitor figure was influenced by the following variables:

- The partial closure of six of our museums due to restoration had a negative impact on visitor figures
- In total five of our museums were temporarily closed to the public because of logistical problems
- Direct and indirect competition from other entertainment attractions and educational centres
- A decision was taken not to use the Manor House at Groot Constantia and the foyer of the National Mutual Building for events because of the sensitivity of these areas and the state of the buildings.

Individual museums

The Iziko South African National Gallery hosted temporary exhibitions on a continuous basis which drew a steady stream of visitors. It is clear from the media reports that galleries in and around Cape Town are hosting exciting exhibitions. As other galleries become more innovative, so it will become increasingly difficult to draw more visitors to the Gallery.

Total number of visitors was 39 924. This represents a decrease of 8% on last year's figures.

The Iziko South African Museum was Iziko's best-visited site, with the **Planetarium** being a huge drawcard. A new Rock Art exhibition opened in December but did not have a major impact on visitor figures. It is hoped that it will draw more visitors as it becomes better known. The museum experiences a decline during school holidays. The education programmes attract many school groups during school terms.

Total number of visitors was 176 884. This represents an increase of 1% on last year's figures.

Iziko Bertram House was only open to the public for three days of the week from December 2003 until the end of February 2004 due to logistical constraints. The museum was open to the public only by appointment. As it was extremely difficult to re-introduce a site when it had been partly taken off the market, we had at the time of writing this report not yet seen a recovery of visitor figures.

Total number of visitors was 1 049. This represents a decrease of 0.6% on last year's figures.

Iziko Slave Lodge was closed to the public from January to July 2003. Only school groups were allowed to visit. The Echoes from the Lodge exhibition opened in December 2003 and a steady increase in visitor figures followed.

Total number of visitors was 12 739. This represents a decrease of 48% on last year's figures.

Iziko Rust en Vreugd was only open to the public for three days of the week (on the same basis as Bertram House; see above). Rust en Vreugd used to be one of the prime venue hire sites, but is presently used as corporate office space and therefore no private corporate functions were hosted there, which had a negative affect on our visitor figures.

Total number of visitors was 952. This represents a decrease of 31% on last year's figures.

Iziko Koopmans-De Wet House was only open to the public for three days of the week (see Bertram House above). It was also closed to the public from 1 April 2003 to 3 June 2003 for restoration of the building.

Total number of visitors was 805. This represents a decrease of 52% on last year's figures.

Iziko Natale Labia Museum was only open to the public for three days of the week (see Bertram House above). It was also closed to the public from 1 December to the end of February 2003 for restoration of the building.

The fact that this site was only open by appointment has effectively taken this site off the market as visitors find it difficult to access.

Total number of visitors was 1 458. This represents a decrease of 27% on last year's figures.

Iziko Michaelis Collection was closed to the public from 1 April 2003 to 30 November 2003. This museum has been under restoration for most of the year, which obviously impacted negatively on the visitors figure.

Total number of visitors was 5 328. This represents a decrease of 40% on last year's figures.

Iziko West Coast Fossil Park had a steady stream of visitors and receives most visitors in the flower season and over the December holidays.

Total number of visitors was 10 333. This represents an increase of 16% on last year's figures.

Iziko Groot Constantia received a steady stream of visitors and attracts most visitors during the tourism season. The decrease in visitor figures to the museum is of great concern as the Groot Constantia Trust reported positive figures over the report period. Visitors are also under the impression that when they visited the wine sales at the entrance gate that they have seen Groot Constantia and do not know that the museum is situated further up in the historical core.

Total number of visitors was 18 052. This represents a decrease of 58% on last year's figures.

Iziko South African Maritime Museum received a steady stream of visitors and attracts most visitors during the tourism season. The many attractions at the V&A Waterfront presented stiff competition. Iziko will have to cross-market with the Two Oceans Aquarium in order to attract more visitors.

Total number of visitors was 24 513. This represents a decrease of 15% on last year's figures.

Iziko William Fehr Collection at the Castle of Good Hope received a steady stream of visitors with most visiting over the December holidays and during the tourism season.

Total number of visitors was 114 519. This represents a decrease of 9% on last year's figures.

Iziko Bo-Kaap Museum has a steady stream of visitors and receives most visitors during March and April because of the Cape Town Festival activities.

Total number of visitors was 10 010.

This represents a decrease of 19 % on last year's figures.

Iziko Friends organisations

The Friends organisations are a great asset with regard to both goodwill and raising funds for Iziko.

- Friends of the Iziko South African Museum – 426 members
- Friends of the Iziko South African National Gallery – 820 members
- Friends of the Iziko Michaelis Collection – 450 members

The focus of the Friends is to support and assist in the promotion of the museums in their spheres of interest whilst providing the members with interesting activities and generating interaction between the widely diverse communities in our society.

With these objectives in mind, the Friends arrange regular public lectures, walkabouts of exhibitions, day outings to places of interest in and around Cape Town and weekend field trips.

PROPERTY SERVICES AND DEVELOPMENT DIVISION

OVERVIEW

The Property Services and Development Division is a support division for Iziko, and provides operational, logistic and infrastructure services to the organisation. Operations are the responsibility of the Head of Department Mr. Heinrich Brumfield, while Site Presentation and Development resorts under Head of Department Ms. Michelle van der Merwe. The former Department oversees the day-to-day running of Iziko's fifteen sites, while the latter is responsible for site maintenance and building improvements.

HIGHLIGHTS

Buildings – repair and maintenance programme

The Division has enjoyed excellent support from the Department of Public Works in developing a roll-out programme for renovation and repair of buildings as well as a capital works programme.

As part of the repair and maintenance programme, three important sites of both historical and architectural significance were renovated by contractors appointed by the Department of Public Works. These were the Iziko Slave Lodge, Iziko Michaelis Collection (Old Town House) and Iziko Koopmans-De Wet House. These buildings are in the city centre, and have been transformed from a dilapidated state to a condition where they are now proud examples of Iziko's range of museum sites.

In December 2003 contractors were also appointed to refurbish the interior and exterior of the Iziko William Fehr Collection housed in the key Block F of the Castle of Good Hope. The vastly improved appearance of this block has led to the Castle Control Board approving the upgrading of other surrounding wings.

At Muizenberg the Iziko Natale Labia Museum, which required urgent renovation, was refurbished during the summer months and is now a stunning landmark along the coast road.

A planned maintenance programme was set in place by the Department of Public Works in conjunction with Iziko, and tenders for maintenance of security and air-conditioning were issued.

Buildings – capital works

As part of the Capital Works programme, tenders were called for and received for new collection storage spaces in the basement level of the Iziko SA Museum. This contract involves the excavation of backfilled areas beneath the Museum, and the provision of two large stores to accommodate collections which are presently inadequately housed. Tender documents for another major works project, namely air-conditioning in the public areas of Iziko South African Museum, are currently in preparation.

The National Mutual Building

For the last two years discussions have been taking place with the Department of Public Works regarding the state and the future of the Iziko National Mutual Building. This five-storey building is a landmark in Church Square in central Cape Town, and houses the collections and a number of staff of Iziko's Social History Division.

The building has fallen into a state of serious disrepair, to the extent that some areas have had to be vacated due to damp, leaks and rotten structures. The Department of Public Works commissioned a report from a team of consultants on the feasibility of renovating and upgrading the building to accommodate the collections safely and according to acceptable museum standards. The report recommends a total refurbishment of the building, as well as the addition of new levels on the Plein Street side, to accommodate collections which are now hopelessly overcrowded.

The report, with a motivation from Iziko, is now with the Department of Arts and Culture. The present condition of the National Mutual Building, and the consequent threat to the safety of a large part of our collection holdings, is one of the chief concerns facing Iziko at present.

Exhibition support

The Division assisted with the preparations for, and installation of, three major exhibitions during the year. These were the new Rock Art exhibition at Iziko SA Museum, the Echoes from the Lodge exhibition at the Iziko Slave Lodge and the Democracy X exhibition at the Castle of Good Hope.

In all three instances input and support from the Department of Public Works was also obtained, to provide for the infrastructure preparation required.

Vehicles

Tenders for providing Iziko with new vehicles to replace old and unroadworthy vehicles were called for during the year, and an agreement with Stannic was reached whereby a new fleet of Toyota vehicles, including field vehicles and light panel vans, was acquired on a leasing basis. New rules were introduced to ensure proper and accountable use of Iziko vehicles.

Security

In an effort to reduce the incidents of minor crime and visitor and staff harassment by vagrants in the neighbourhood of the Iziko SA Museum and Iziko SA National Gallery, the Division has joined forces with the security section of the Jewish Community Centre adjacent to the Iziko SA National Gallery, as well as the Cape Town Partnership which is in the process of upgrading the Company's Garden. This has led to a marked improvement in the situation. The Department of Public Works has also installed security lighting in strategic places, making security monitoring after dark easier and safer.

SAS Somerset

In the course of the year, approval was given by the Minister of Arts and Culture, in consultation with the Minister of Finance, for a lease agreement between Iziko Museums and the V&A Waterfront Company, whereby the museum ship SAS Somerset

received a permanent berth at the Waterfront. The ship has been moved into its new position, and will be opened to the public once a repair and maintenance programme has been completed.

Staff

Site Managers and coordinators in the Division attended courses in first-line management, as well as courses in computer software programmes. These courses had a most beneficial effect on the quality of work which these staff members produce.

Statistics

The division is responsible for producing monthly visitor and entrance fee income statistics for all Iziko sites. An important database has been produced to compare these figures over the last two years. Development of this system is ongoing.

CENTRAL SERVICES DIVISION

OVERVIEW

The Central Services Division is responsible for the financial management as well as the information and technical support services of Iziko. The division oversees the Finance and Administration, Information Technology, Photography, Printing and Library services.

Staff members and management in the division received training and attended courses in Excel, business writing skills, HIV/AIDS, ACCPAC accounting modules and IT Management as well as in-house training and mentoring. M. Jabaar, the HOD Information and Technical Services, successfully completed the AIM (Associate in Management) course at the University of Cape Town Graduate School of Business. M. Hill, the assistant librarian, wrote her examination on cataloguing. J. Boltman, the end-user administrator, completed his formal training in the computer systems and operating MOUSE course. C. Goliath, the Network Controller, is attending the Microsoft Certified System's Engineer course on a part-time basis.

FINANCE AND ADMINISTRATION

The staff members in the Finance and Administration department collectively performed the functions of the Cashbook Administrator between November 2002 and July 2003, working extraordinary hours to ensure the provision of the monthly financial statements to the Directing Team and quarterly statements to the Council and the Department of Arts and Culture. The Cashbook Administrator post was filled with effect from 1 July 2003.

In compliance with the Public Finance Management Act (PFMA) the financial report was submitted to the Department of Arts and Culture and the Council every quarter and to the Directing Team on a monthly basis during this year.

In the past, fixed assets were never capitalised, but were always written off within the

same financial year. To comply with the requirements of the PFMA all current and new fixed assets acquired with depreciation values were processed and transferred onto the new Fixed Asset Module. Inventory lists of all assets previously written off were recorded by the various divisions and are being processed onto the Fixed Assets Module.

The ACCPAC accounting system was evaluated and its optimal utilisation was implemented in four phases. Staff members received appropriate training during each phase. The system was also upgraded from version 4.2 to version 5. The IT team assisted the ACCPAC service provider during the installation.

The Payroll Administrator post and its functions were transferred from the Finance and Administration department to the Human Resources Division. The Payroll Administrator was trained to manage payroll administration on the Paywise Payroll System. The payroll system with the support of the IT team was transferred to the Human Resources Division during March 2004.

Analogue copiers and fax machines were replaced with monochrome multi-functional machines and bundled software, thus cutting down on total running costs as well as offering added functionality such as network printing, scanning and faxing.

INFORMATION TECHNOLOGY

The Information Technology department serviced all users within Iziko and assisted external service providers with Iziko website development, Wide Area Network (WAN) Router configurations and the maintenance of the telephone system over the WAN. The IT team provided individual training to end-users in Microsoft Outlook.

The MS Projects software was installed on 31 end-user computers and Trend Microsystem's Office Scan virus protection was installed across the WAN. The ACCPAC accounting package and Paywise payroll system were successfully transferred from the Novell Netware 3.2 server and installed on the SAM-TS server. New network points were installed where required.

Server administration, housekeeping and all backup domain controllers were checked and maintained on an ongoing basis. An assessment with the view of upgrading and expansion of Iziko IT infrastructure was completed during the period under review.

PHOTOGRAPHIC SERVICES

Despite the long absence of a full-time photographer (P. Warne was appointed a curator in the Art Collections division from May 2003) the photographic department was still able to provide a service to the public and divisions in Iziko. H. Mair, the Specialist Technician in the Iziko Planetarium, was transferred to the Photographic Services department from 1 March 2004.

Documentation in various formats and digital images of exhibitions, educational programmes, special events, and works from the permanent collections in the Art and Social History Collections was completed. Digital images and slides were also provided to the divisions, including for use in Iziko corporate publications. A variety of external photographic requests for images and image copyright were received and processed.

Our internet service provider, Tertiary Education Network (TENET), used photographs

of the Iziko South African Museum and Iziko South African National Gallery for their annual report. Images by C. Kortje, the assistant photographer, appeared in the German publication Postfrisch and on the cover of the publication, 'Living, Loving and Lying Awake at Night'.

Among other work undertaken were documentation in different photographic formats of the restoration work at the Iziko Slave Lodge site and colour slides of the Iziko Slave Lodge excavations; the exhibition Decade of Democracy at the Iziko South African National Gallery; digital images of the exhibition Moon as Shoe. The department also assisted the Education and Public Programmes Department by documenting educational programmes and activities at Iziko sites and at a number of EPP outreach programmes in and around Cape Town.

PRINTING SERVICES

During this period there was a marked increase in printing requests by divisions. The printing team produced admission tickets, pamphlets, guide books and various administration stock and stationery including invoice, receipt, order and requisition books, business cards and letterheads.

An electronic paper and document collator was acquired to collate large volumes of documentation where previously this was done manually.

The printing and collating of 1000 copies of the 2002/2003 annual report was successfully completed.

LIBRARY SERVICES

There are four reference libraries particularly useful to researchers, students, scholars and members of the public (see library statistics in Appendix I).

The John H. Marsh Maritime Research Centre at the Iziko South African Maritime Museum houses a maritime book collection, an extensive collection of photographic images of ships and related subjects, a postcard collection, periodicals and other maritime reference material. There is a special naval section dealing with wartime shipping.

The Natural History Collections Library at the Iziko South African Museum is a reference library on the life and earth sciences, specialising in taxonomy and systematics. There is also a collection of books, pamphlets and periodicals on anthropology, pre-colonial archaeology and early travel descriptions of the country.

The Art Collections Library at the Iziko South African National Gallery holds a collection of books, journals on art, museology and photography, art videos and slides. Sets of reference material on current South African artists are available to students. The Art Index and the Dictionary of Art, amongst others, are useful research reference tools.

The Social History Collections Library at the National Mutual Building is a reference library on the decorative arts, cultural and maritime history, conservation, numismatics and ancient civilisations. The collection includes works on the Cape colonial era, including slavery at the Cape and other social aspects.

Publications, photographs, researchers' notes, photocopying and scanning facilities were available to the public at reasonable cost.

In the period under review the libraries continued to serve Iziko staff and the public by providing access to information and ensuring that the collections were kept and developed in an orderly manner. The libraries were visited by interested members of the South African public as well as by foreign visitors.

The stronger Rand enabled the libraries to accommodate budget cuts without compromising the holdings of important research material. New books and overseas journals were acquired and added to the library holdings. Donations such as photographs, catalogues, periodicals, Time-Life books on art, photographs of wartime ships were accepted and added to the library holdings.

Volunteers assisted with shelf reading, news cuttings, shelving, labelling, processing and indexing of the invitations and art boxes. On request from the University of Western Cape Library, one of their students did his practical fieldwork in the Social History Collections library from August to October 2003. He was mentored on classification, cataloguing and other library functions.

Researchers' notes were sought after and the sales thereof as well as catalogues generated additional income during this period. Newspaper clipping files provided a comprehensive resource of current information, not only about art and artists but also about the museums and art galleries in South Africa. This information is available for sale on CD-ROM.

The John H. Marsh Research Centre's website generated interest worldwide in the collection's images of historical ships and material of interest to researchers of family histories. The volume of sales of photographs via the Internet increased considerably, raising much-needed revenue for the further development of the Centre. With the continued support and sponsorship of the Marsh family, the contract for the Library Assistant at the John H. Marsh Research Centre at Iziko SA Maritime Museum was extended for another year.

The 2003/2004 library exchange programme of the Natural History Collections library was successfully completed with 1245 copies of the Annals of the South African Museum mailed to exchange partners. In exchange Iziko received extensive material that augmented the library collection. The library assisted the Education and Public Programmes Division during the period when the Publications posts were vacant by handling purchase orders of the Annals.

As a cost-saving initiative postage using franking labels was implemented, resulting in the receipt of a discount of 4% on the costs of postage.

IZIKO MUSEUMS OF CAPE TOWN

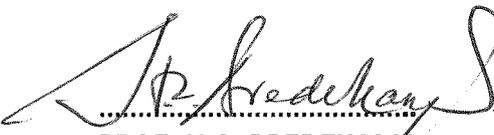
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2004

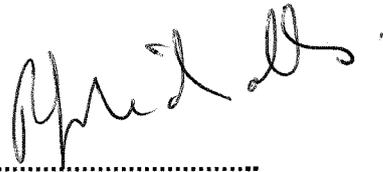
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APPROVAL OF THE ANNUAL FINANCIAL STATEMENTS

The annual financial statements as set out on pages 52 to 66 have been approved and authorised for issue on 29 July 2004 by the Council and are signed on its behalf by:


.....
DR. E. LINKS
Chairperson of Council


.....
PROF. H.C. BREDEKAMP
Chief Executive Officer


.....
N. NICHOLLS
Chairperson of Audit Committee

REPORT OF THE AUDIT COMMITTEE

The Iziko Audit Committee is pleased to present its report for the financial year ended 31 March 2004.

Audit committee members and attendance

The Audit Committee has been operating from 5 March 2004. It consists of the members listed below and has met three times to undertake its responsibilities which have culminated in the issue of this report.

Name of Member	No. of Meetings Attended	
R. G. Nicholls	(Chairperson) (Independent)	3
M. C. Brewis	(Independent)	3
Adv. D. J. Mitchell	(Independent)	3
Dr. M. Fabricius	(Council Member)	3
Dr. E. Links	(Chairperson of Council)	3

Audit Committee responsibility

The Audit Committee reports that it has complied with its responsibilities arising from section 38(1)(a) of the Public Finance Management Act and from Treasury Regulations 3.1.13 and 27.1.10.

The Audit Committee also reports that it has drafted appropriate formal terms of reference as its Audit Committee Charter. This charter is currently with Iziko's Council for adoption. The Audit Committee has regulated its affairs in compliance with this draft charter and has discharged all possible responsibilities as contained therein.

The effectiveness of internal control

It is noted that Iziko's system of internal control is not effective as certain policies and procedures are not in place. Several instances where functional controls are inadequate or where there is statutory non-compliance were reported by the Auditor-General in its management letter for the year under review. The effects of these control weaknesses have been included in the annual financial statements and in the report of the Accounting Officer.

The Accounting Authority consists of a Board of trustees which does not have a Financial Sub-Committee to deal with the management and annual financial statements and other financial matters.

Management accounts do not contain sufficient analysis and variance reporting to provide the required variance analysis control.

Key areas requiring improvement or attention are the following:

- There is no formal risk management strategy or fraud prevention plan as envisaged in Treasury Regulation 3.2.1, while no framework has been developed for assessing acceptable levels of materiality and significance of risk, as envisaged in Treasury Regulation 28.1.5.

- There is no system of internal audit, as required by Treasury Regulation 27.2.2, and it should be noted that the Audit Committee was appointed shortly before the end of the March 2004 financial year.
- Iziko operates according to standing procurement guidelines rather than in terms of a formally approved procurement policy, while a supply chain management policy (which is a new Treasury requirement) must still be developed.
- While an inventory has been compiled of operating fixed assets held at various museum sites, a centralised fixed asset register must still be compiled. In the interim, there are control weaknesses in that certain assets with a value or utility have previously been written off while no central register is maintained of heritage assets.
- Iziko has only one bank account with the Standard Bank which is in the name of Iziko. However, the short-term investments accounts held at the various financial institutions are still maintained in the names of the different museum sites. The financial institutions required a mandate to change the name and amalgamate the investments account from the Accounting Authority, which was obtained during the June 2004 Council meeting. No bank charges are incurred on the short-term investment accounts.
- While investments are placed with recognised financial institutions in accordance with approved National Treasury guidelines and directives, a more focused investment and treasury management policy is required in the longer term.
- Leave records have not been strictly controlled and the provision for leave pay has not been reconciled to the leave register.
- Medical aid benefits provided to retired employees are expensed on a pay-as-you-go basis, whereas a better accounting approach would be to include an actuarial estimate of expected future costs as a current expense provision.

Financial Misconduct

We were advised that an allegation of financial misconduct had been reported in the financial year to March 2003. We were informed that this matter had been investigated by Iziko and that the allegation had been proven and dealt with in compliance with the internal disciplinary procedures. Furthermore, the matter was referred to the S. A. Police Service, and is now being pursued in full compliance with the relevant laws.

Management informed us that no new incidents of financial misconduct have been detected or reported during the 2003-2004 financial year.

The Audit Committee holds the view that financial misconduct is a key risk area which must be controlled with an effective fraud prevention plan and with strong internal controls, especially as regards payroll-related matters.

Internal Audit

The Accounting Authority has called for tenders from service providers to undertake the internal audit and risk assessment functions

The Audit Committee is however of the opinion that, given its special nature, Iziko's interests may be better served through the establishment of an in-house internal audit and risk management function.

This matter is now prioritised for progressing to a conclusion.

Evaluation of Financial Statements

The Audit Committee has:

- reviewed the audited annual financial statements which are included in the annual report, and has discussed these with the Auditor-General and the Accounting Officer,
- reviewed the Auditor-General's management letter and management's response thereto, and
- reviewed all significant adjustments and amendments that resulted from the audit.

It is noted that Iziko has, through its prudence and tight expense control, succeeded in reversing an accumulated operational deficit and has achieved a meaningful surplus for the financial year to March 2004. This financial discipline gives Iziko a firm base for its future activities.

The Audit Committee concurs with the conclusions of the Auditor-General on the annual financial statements and is of the opinion that the audited annual financial statements should be accepted and read together with the report of the Auditor-General.



.....
N. NICHOLLS
Chairperson of the Audit Committee



REPORT OF THE AUDITOR-GENERAL TO THE PARLIAMENT ON THE FINANCIAL STATEMENTS OF THE IZIKO MUSEUMS OF CAPE TOWN FOR THE YEAR ENDED 31 MARCH 2004

1. AUDIT ASSIGNMENT

The financial statements as set out on pages 52 to 66 for the year ended 31 March 2004, have been audited in terms of section 188 of the Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996), read with sections 3 and 5 of the Auditor-General Act, 1995 (Act No. 12 of 1995) and section 11 of the Cultural Institutions Act, 1998 (Act No. 119 of 1998). These financial statements, the maintenance of effective control measures and compliance with relevant laws and regulations are the responsibility of the accounting authority. My responsibility is to express an opinion on these financial statements, based on the audit.

2. NATURE AND SCOPE

The audit was conducted in accordance with Statements of South African Auditing Standards. Those standards require that I plan and perform the audit to obtain reasonable assurance that the financial statements are free of material misstatement.

An audit includes:

- examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements;
- assessing the accounting principles used and significant estimates made by management; and
- evaluating the overall financial statement presentation.

Furthermore, an audit includes an examination, on a test basis, of evidence supporting compliance in all material respects with the relevant laws and regulations which came to my attention and are applicable to financial matters.

I believe that the audit provides a reasonable basis for my opinion.

3. AUDIT OPINION

In my opinion, the financial statements fairly present, in all material respects, the financial position of the IZIKO Museums of Cape Town at 31 March 2004 and the results of its operations and cash flows for the year then ended in accordance with generally accepted accounting practice and in the manner required by the Public Finance Management Act, 1999 (Act No. 1 of 1999) (PFMA).

4. EMPHASIS OF MATTER

Without qualifying the audit opinion expressed above, attention is drawn to the following matters:

4.1. Non-recognition of post retirement medical benefit

As stated in note 14.2, page 66, Iziko provides a medical benefit of 2/3 of total contributions to all retired employees. This is an obligation, which has not been provided for and disclosed in terms of generally accepted accounting practice. Iziko's contributions in the current year amounted to R593 000 and their obligation in respect of the next financial year is projected to be R 745 000.

4.2. Non-compliance with the Public Finance Management Act

A risk management strategy and fraud prevention plan has not been developed in terms of section 51(1)(a)(i) of the PFMA and Treasury Regulations 27.2.1.

A system of internal audit was not functional for the year under review as prescribed in terms of section 51(1)(a) of the PFMA

A supply chain management system had not been developed in terms of section 76(4)(c) of the PFMA and regulations published in terms of the framework of supply chain management (Regulation 1734 in Government Notice dated 5 December 2003).

5. APPRECIATION

The assistance rendered by the institution's staff during the audit is sincerely appreciated.

WJ Swart
for Auditor-General

Cape Town
30 July 2004

IZIKO MUSEUMS OF CAPE TOWN
BALANCE SHEET AS AT 31 MARCH 2004

	<u>Notes</u>	<u>2004</u>	<u>2003</u>
		R	R
ASSETS			
Non-current assets			
Property, Plant and Equipment	2	1,463,550	1,366,045
Current assets			
		25,756,987	14,963,071
Inventories	3	164,989	81,870
Trade and other receivables	4	8,595,629	934,871
Cash and cash equivalents	5	16,996,368	13,946,330
Total assets		<u><u>27,220,537</u></u>	<u><u>16,329,116</u></u>
EQUITY AND LIABILITIES			
Funds and reserves			
		6,282,202	3,948,422
Accumulated reserves		6,280,006	3,946,226
Trust funds		2,196	2,196
Current liabilities			
		20,938,335	12,380,694
Trade and other payables	6	413,264	261,769
Provisions	7	4,415,971	4,294,914
Deferred income	8	16,109,099	7,824,011
Total equity and liabilities		<u><u>27,220,537</u></u>	<u><u>16,329,116</u></u>

IZIKO MUSEUMS OF CAPE TOWN

INCOME STATEMENT FOR THE YEAR ENDED 31 MARCH 2004

	<u>Notes</u>	<u>2004</u>	<u>2003</u>
		R	R
REVENUE		41,844,572	38,329,111
Government Grant: Department of Arts & Culture		30,163,000	27,823,000
Donations		6,144,202	5,372,526
Interest Received		1,438,957	1,354,937
Other Income		4,098,413	3,778,648
		(39,575,544)	(39,016,938)
NET SURPLUS/(DEFICIT) FOR THE YEAR	9	2,269,028	(687,827)

IZIKO MUSEUMS OF CAPE TOWN

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH 2004

	<u>2004</u>	<u>2003</u>
	R	R
Accumulated Reserves		
Balance at beginning of the year	4,010,978	7,249,659
Balance as previously stated	3,946,226	-
Adjustments	64,752	-
Change in accounting policy	-	(2,615,606)
Net surplus/(deficit)	2,269,028	(687,827)
Balance at end of the year	6,280,006	3,946,226

IZIKO MUSEUMS OF CAPE TOWN

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2004

	<u>Notes</u>	<u>2004</u>	<u>2003</u>
		R	R
Net cash inflow from operating activities		3,397,515	4,735,163
Cash generated from operations	10.1	1,958,558	3,371,190
Cash receipts from customers and donors		32,553,871	33,169,312
Cash paid to suppliers and employees		(30,595,313)	(29,798,122)
Interest received		1,438,957	1,363,973
Net cash outflow from investing activities		(347,477)	(866,150)
Purchase of fixed assets		(640,627)	(866,150)
Proceeds from sale of fixed assets		293,150	-
Net increase in cash and cash equivalents		3,050,038	3,869,013
Cash and cash equivalents at beginning of the year		13,946,330	10,077,317
Cash and cash equivalents at end of the year		16,996,368	13,946,330

IZIKO MUSEUMS OF CAPE TOWN

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDING 31 MARCH 2004

1. Accounting Policies

The financial statements have been prepared in accordance with the statements of Generally Accepted Accounting Practice. The following are the principal accounting policies of Iziko Museums of Cape Town (Iziko) which are consistent, in all material respects, with those applied in the previous year, except as otherwise indicated.

1.1 Basis of preparation

The financial statements have been prepared on the historical cost basis.

1.2 Property, Plant and Equipment

1.2.1 Land and buildings

Land and buildings are registered in the name of the Department of Public Works and are made available to Iziko on a permanent basis.

1.2.2 Vehicles, furniture and equipment

Assets comprising of computer equipment and software, furniture, fittings and equipment as well as motor vehicles, are stated at historical cost less accumulated depreciation. Depreciation is calculated on the straight-line method writing off the cost of each asset over its estimated useful life at a rate of 20% per annum.

1.2.3 Acquisitions of Collections

In line with similar organisations, the value of collections are not capitalised in the financial statements because it cannot be reliably measured. Acquisitions of collections, including library books, are recognised as an expense in the period in which it is incurred.

1.3 Leases

1.3.1 Finance Leases

No finance lease agreements are in place.

1.3.2 Operating Leases

Operating leases are leases where the lessor retains the risk and reward of ownership of the underlying asset. Payments made under operating leases are charged to the income statement over the period of the lease.

1.4 Inventories

Inventories are carried at the lower of cost or net realisable value. The cost is determined on the weighted average method.

1.5 Deferred Income

Deferred income is income received for special projects that has a life cycle of at least two years and more. The income is recognised on a systematic basis over the periods necessary to match the income received with the related costs.

1.6 Financial Instruments

Financial instruments carried on the balance sheet include cash, bank balances, call and notice deposits, receivables and creditors. These instruments are initially measured at cost. Subsequent to initial recognition these instruments are measured as set out below:

1.6.1 Trade and other receivables

Trade and other receivables are stated at cost less provision for doubtful debts. A provision for doubtful debts is recognised by taking into account debts that had been outstanding for a period exceeding 90 days.

1.6.2 Cash and cash equivalents

Cash and cash equivalents are stated at cost which equates their fair value. Interest on cash in bank, call and notice deposits are accrued for on a day to day basis.

1.6.3 Trade and other payables

Trade and other payables are recognised at cost.

1.7 Provisions

Provisions are recognised for a present legal obligation as a result of past events, for which it is probable that an outflow of economic benefits will be required to settle the obligation, and a reliable estimate can be made of the obligation.

1.8 Post-Employment benefit costs

Iziko offers post-employment benefits, comprising retirement benefits and post retirement medical aid plan to their employees.

1.8.1 Pension fund

Iziko operates both defined contribution and defined benefit plans. The assets are generally held in three separate trustee-administered funds; Iziko Retirement Fund that is a defined contribution fund and the other two funds, Museums Pension Fund and the Associated Institutions Pension Fund are defined-benefit funds. The Iziko Retirement Fund and Museums Pension Fund is administered on behalf of Iziko by pension fund administrators and is governed by the Pensions Fund Act, 1956 as amended, while the Associated Institutions Pension Fund Act, 1963 (Act 41 of 1963) governs the Associated Institutions Pension Fund. An independent Board of Trustees manages each fund.

The Museums Pension Fund requires an actuarial valuation every three years.

1.8.2 Post-retirement medical benefit

Iziko provides post-retirement healthcare benefits to its retirees based on the following policy:

An employee who joins the medical aid scheme contributes one third (1/3) of the total healthcare contribution and Iziko the balance.

The entitlement to post-retirement healthcare benefit is based on the employee remaining a contributing member of the medical aid schemes and remaining in the service up to retirement age.

The assets are generally held in separate trustee-administered medical aid funds, namely, Fedhealth and Bestmed Medical Scheme.

1.9 Cash and cash equivalents

For the purpose of the cash flow statement, cash and cash equivalents comprise cash on hand and at bank as well as notice deposits held on call with banks.

1.10 Revenue recognition

Revenue is recognised on the accrual basis.

Government grants are the subsidy allocation paid by the Department of Arts & Culture on a monthly basis. Government grants and donations received are accrued during the period in which Iziko became entitled to receive them.

Revenue from the sale of goods and services are recognised when significant risks and rewards of ownership of the goods and services are transferred to the buyer.

Interest income is accrued on a time proportion basis, taking account of the principal outstanding and the effective rate over the period of maturity.

1.11 Taxation

Iziko is exempt from taxation in terms of the provision of Section 10(1)(cA)(i) of the Income Tax Act as amended.

1.12 Comparative figures

Where necessary, comparative figures have been adjusted to conform to changes in presentation in the current year.

2. Property, Plant & Equipment

	R	R	R	R	2004 R
	Furniture	Vehicles	Equipment	Computers	TOTAL
Gross carrying amount the beginning of year	304,837	796,968	818,452	1,816,281	3,736,538
Accumulated depreciation at beginning of year	(143,733)	(350,241)	(551,898)	(1,324,620)	(2,370,493)
Net carrying amount the beginning of year	161,104	446,727	266,554	491,660	1,366,045
Movements during the year					
Acquisitions	101,973	-	260,829	277,824	640,627
Depreciation expensed for the year	(44,807)	(159,394)	(111,810)	(227,112)	(543,122)
Disposals					-
Net carrying amount the end of year	218,271	287,333	415,574	542,373	1,463,550
Gross carrying amount the end of year	406,811	796,968	1,079,282	2,094,105	4,377,165
Accumulated depreciation at end of year	(188,540)	(509,635)	(663,708)	(1,551,733)	(2,913,615)

3. Inventories

	<u>2004</u>	<u>2003</u>
	<u>R</u>	<u>R</u>
Merchandise: Promotional items	82,222	81,870
Stationery and consumables	82,767	-
	<u>164,989</u>	<u>81,870</u>

4. Trade and other receivables

Value added tax refund due	327,331	371,373
Staff loans	33,699	54,603
Accounts receivable	891,302	873,839
	<u>1,252,332</u>	<u>1,299,815</u>
Provision for doubtful debts	(373,400)	(364,944)
	<u>878,932</u>	<u>934,871</u>

4.1 Grants receivable

Department of Arts & Culture	7,383,697	-
National Lottery Board	333,000	-
	<u>7,716,697</u>	<u>-</u>

5. Cash and cash equivalents

Call and notice deposit accounts	7,155,731	6,539,629
Cash at bank and on hand	9,840,637	7,406,701
	<u>16,996,368</u>	<u>13,946,330</u>

Call and notice deposit accounts are short-term, highly liquid investments that are held with registered banking institutions with maturities of 40 days or less and that are subject to insignificant interest rate risk.

6. Trade and other payables

Rent deposits	7,980	3,980
Trade creditors and accruals	405,284	257,789
	<u>413,264</u>	<u>261,769</u>

7. Provisions

	<u>2004</u> R	<u>2003</u> R
Gross carrying amount at beginning of the year	4,294,914	3,171,047
Utilised during the year	(696,873)	(280,944)
	<u>3,598,041</u>	<u>2,890,103</u>
Increase in provisions	817,930	1,404,811
Gross carrying amount at the end of the year	<u><u>4,415,971</u></u>	<u><u>4,294,914</u></u>

Leave Pay

The provision for leave pay represents Iziko's obligation to pay as a result of employees' services provided up to the date of the balance sheet. The provision is measured as the additional amount that is expected to be paid as a result of unused leave entitlement that has accumulated as at the balance sheet date, taking into account the undiscounted amount of current cost to employer per employee.

Annual Bonus

The provision for annual bonus represents Iziko's obligation to pay as a result of pro-rata annual bonus for the period November 2003 up to the balance sheet date of 31 March 2004 due to employees. The provision is measured at the additional amount that is expected to be paid as a result of bonuses payable annually in November, retrospective for the period November to October of each year.

8. Deferred Income

Projects per division

	Number of projects	Total Deferred Income R	To be utilised within 1 year R	To be utilised in year 2 and thereafter R
Natural History Collections	26	2,722,188	2,406,618	315,570
Social History Collections	17	5,162,945	5,031,788	131,157
Art Collections	14	1,851,186	1,528,497	322,689
Central Services	4	376,517	356,517	20,000
Human Resources	1	108,706	108,706	-
Education & Public Programmes	11	1,887,557	1,721,980	165,577
Property Services	1	4,000,000	4,000,000	-
Total		<u>16,109,099</u>	<u>15,154,106</u>	<u>954,993</u>

9. Net surplus (deficit) for the year

Net surplus (deficit) has been arrived at after charging:

	<u>2004</u>	<u>2003</u>
	R	R
Personnel Expenses	26,396,466	27,690,644
Audit fees	299,683	257,451
Bank and legal costs	101,795	93,940
Consultants	116,764	222,066
Depreciation	543,122	395,068
Operating leases	246,507	190,237
Insurance	428,339	429,851
Debt written off	106,299	88,281
Provision for doubtful debts	8,456	364,944
Irrecoverable costs	59,032	-
Licenses & Networking fees	228,408	139,986
Computers and printers	29,323	95,814
Furniture & Equipment	58,227	55,408
Library costs	329,606	390,062
Museum core function activities	7,373,374	4,968,123
Other operating expenses	3,250,143	3,635,064
	<u><u> </u></u>	<u><u> </u></u>

10. Cash Flow Statement

10.1 Reconciliation of cash generated in operations

Net surplus/(deficit) for the year	2,269,028	(687,827)
Depreciation	543,122	395,068
Profit on disposal of fixed assets	(293, 150)	-
Interest received	(1,438,957)	(1,363,973)
Operating surplus/(deficit) before working capital changes	<u>1,080,043</u>	<u>(1,656,732)</u>
Working capital changes	813,763	9,191,977
(Increase)/decrease in trade and other receivables	(7,660,758)	328,884
(Increase)/decrease in inventories	(83,119)	6,747
Increase in trade and other payables	8,557,641	8,856,346
Adjustments	64,752	(4,164,055)
Cash generated in operations	<u><u>1,958,558</u></u>	<u><u>3,371,190</u></u>

11. Financial Instruments

11.1 Credit risk

Financial assets, which potentially subject the Council to concentrations of credit risk, consist primarily of cash and cash equivalents as well as trade and other receivables. The amount presented in the balance sheet is net of provision for doubtful debts, estimated on prior experience and the current economic environment.

11.2 Interest rate risk

The Council is not locked into long-term interest rates because cash and cash equivalents are call and notice deposit funds held at registered banks with high credit ratings. During the year under review the Council earned average interest rates of approximately 7.8%.

11.3 Fair value of financial instruments

At year-end the carrying value of all cash and cash equivalent, trade and other receivables, other payables, deferred income and provisions approximated their fair value due to the short-term maturities of these assets and liabilities.

12. Operating leases

The operating leases comprise of rentals charged for telephone, vehicles and photocopiers.

The total future minimum lease payments under these leases are as follows:

	<u>2004</u> R	<u>2003</u> R
Due within one year	468,182	207,528
Due between one to five years	1,435,984	639,878
	<u>1,904,166</u>	<u>847,406</u>

13. Emoluments of Council Members and Executive

Emoluments of Council Members

No emoluments were paid to the Council Members during this period. All travelling and accommodation costs incurred for attendance of Council meetings were covered by Iziko and charged to the income statements.

Emoluments of CEO and Directors

2004

		Salaries	Bonus	Allowances	Employer Contributions	Total
<u>Chief Executive Officer</u>						
Prof HC Bredekamp	CEO	401,700	34,272	112,878	57,189	606,039
<u>Directors</u>						
Mrs F Allie	Central Service & CFO	206,085	17,583	52,850	22,792	299,310
Ms VC Carelse	Education & Public Programmes	206,083	17,583	52,850	22,791	299,307
Dr MA Cluver	Property Services	236,998	20,220	52,850	36,019	346,086
Ms D Crous	Human Resources	237,000	20,220	52,850	23,014	333,084
Dr PJ Davison	Social History Collections	244,436	20,855	41,800	33,754	340,844
Ms M Martin	Art Collections	281,101	23,983	52,850	35,165	393,099
Dr HG Robertson	Natural History Collections	207,771	17,726	52,850	35,323	313,671
		2,021,173	172,442	471,780	266,046	2,931,440

2003

		Salaries	Bonus	Allowances	Employer Contributions	Total
<u>Chief Executive Officer</u>						
Prof J Lohman	Resigned 31 July 2002	160,000	-	-	780	160,780
Prof HC Bredekamp	Appointed 1 November 2002	159,405	-	34,716	45,070	239,191
<u>Directors</u>						
Mrs F Allie	Central Service & CFO	196,271	16,356	51,124	54,030	317,781
Ms VC Carelse	Education & Public Programmes	192,105	16,355	51,124	52,908	312,492
Prof A Chinsamy-Turan	Natural History Collections	200,786	22,310	30,700	16,511	270,307
	Resigned 31 December 2002					
Dr MA Cluver	Property Services	224,119	18,809	52,210	84,384	379,522
Ms D Crous	Human Resources	225,712	18,809	51,124	52,217	347,862
Dr PJ Davison	Social History Collections	232,796	19,400	40,600	75,122	367,918
Ms M Martin	Art Collections	267,715	22,310	51,124	82,469	423,617
Dr HG Robertson	Natural History Collections	32,980	-	8,354	14,462	55,796
	Appointed 1 February 2003					
		1,891,889	154,348	351,076	477,952	2,875,265

Remuneration is shown at cost to company package, based on basic salary, bonuses, allowances and employee benefit contributions by Iziko up to balance sheet date. Remuneration costs are charged to the income statements in the year to which it relates.

14. Post-Employment benefit costs

14.1 Pension fund

The defined contribution and defined benefit plans are generally funded by payments from Iziko and the employees, taking into account the recommendations of independent qualified actuaries. The Museums Pension Fund was actuarially valued at 31 March 2001. No provision is made for actuarial losses.

The rules of the Museums Pension Fund were amended to include a defined contribution category and that no additional members will join the defined benefit category with effect from 1 April 2003. All new employees appointed with effect from 1 April 2003 will join the defined contribution category while the existing employees will remain members of the defined benefit category of the Museums Pension Fund at the existing contribution rate.

Payments to the defined contribution and benefit plans are charged to the income statement in the year to which it relates.

The following rates of contribution are applied:

Iziko Retirement Fund

Defined Contribution category:

Employee contribution is 7.5% of pensionable salary (basic salary plus annual bonus) and the employer contributes 20,62%

Museums Pension Fund

Defined Benefit category:

Employee contribution is 7.5% of pensionable salary (basic salary plus annual bonus) and the employer contributes 24.6%

Defined Contribution category:

Employee contribution is 7.5% of pensionable salary (basic salary plus annual bonus) and the employer contributes 12.76%. The employer contribution rates can fluctuate as a result of changes to the insured benefit rate.

At balance sheet date only one employee has joined this category of the fund.

Associated Institutions Pension Fund

Defined Benefit category:

Employee contribution is 7.5% of pensionable salary (basic salary only) and the employer contributes 12 %

14.2 Medical aid

The medical schemes are funded by payments from retirees and Iziko. Iziko's contribution to the medical schemes is charged to the income statement in the year to which it relates.

No provision is made for future liability in the financial statements. The cost for future medical liability for 2004/2005 is made up of 2/3 contributions of the total premium and amounts to R 745,331.

A total of forty one (41) retirees participate in this scheme and therefore it is probable that this liability could increase.

15. Contingent liabilities

Iziko has contingent liabilities to the value of R116,917 relating to first mortgage bonds in respect of 100 % housing loan guarantees on behalf of employees who are members of the Iziko Retirement Fund. Fifty seven (57) employees participate in this pension fund and therefore it is probable that this liability could increase.

16. Public Finance Management Act (PFMA)

16.1 Section 55 (2)

No material losses due to criminal conduct nor any unauthorised expenditure, irregular expenditure, fruitless or wasteful expenditure have occurred during the current financial year.

16.2 Section 53 (3)

The Council may not accumulate surpluses unless prior written approval of the National Treasury has been obtained. Approval was obtained from National Treasury that all schedule 3 A Public Entities is exempted from investing their surplus funds with the Corporation for Public Deposits as prescribed in treasury regulation 31.

16.3 Section 54 (2)

In terms of the PFMA and National Treasury regulations 28.1.5, the Council has not developed and agreed a framework of acceptable levels of materiality and significance. The required framework will form part of the Council's annually revised Strategic Plan and will be developed in consultation with the external auditors and newly appointed Audit Committee during the 2004/2005 financial year.

APPENDICES

APPENDIX A: PUBLICATIONS

NATURAL HISTORY COLLECTIONS DIVISION

Scientific publications

- Avery, D.M. 2004. Size variation in the common mole rat *Cryptomys hottentotus* from southern Africa and its potential for palaeoenvironmental reconstruction. *Journal of Archaeological Science* 31: 273–282.
- Avery, D.M., Avery, G. & Colahan, B.D. 2003. Micromammals and Barn Owls in the Free State, South Africa: prey distribution and predator behaviour. *Navorsing van die Nasionale Museum, Bloemfontein* 19: 1–18.
- Halkett, D., Hart, T., Yates, R., Volman, T.P., Parkington, J., Orton, J., Klein, R.G., Cruz-Uribe, K. & Avery, G. 2003. First excavation of intact Middle Stone Age layers at Ysterfontein, Western Cape Province, South Africa: implications for Middle Stone Age ecology. *Journal of Archaeological Science* 30: 955–971.
- Jones, T.H., Zottig, V.E., Robertson, H.G. & Snelling, R.R. 2003. The venom alkaloids from some African *Monomorium* species. *Journal of Chemical Ecology* 29: 2721–2727.
- Klass, K.D., Picker, M.D., Damgaard, J., van Noort, S. & Tojo, K. 2003. The taxonomy, genitalic morphology and phylogenetic relationships of southern African Mantophasmatodea (Insecta). *Entomologische Abhandlungen* 61: 3–67.
- Klinger, H.C. & Kennedy, W.J. 2003. Observations on the Systematics, geographic and stratigraphic distribution and origin of *Diplomoceras cylindraceum* (Defrance, 1816) (Cephalopoda: Ammonoidea). *Annals of the South African Museum* 110: 171–198.
- Klinger, H.C. & Kennedy, W.J. 2003. Observations on *Pseudoxybeloceras matsumotoi* Collignon, 1965 (Cephalopoda: Ammonoidea). Ontogeny, shell structure, differential preservation and intraspecific variation. *Annals of the South African Museum* 110: 199–218.
- Klinger, H.C. & Kennedy, W.J. 2003. Cretaceous faunas from Zululand and Natal, South Africa. The ammonite families Nostoceratidae Hyatt, 1894 and Diplomoceratidae Spath, 1926. *Annals of the South African Museum* 110: 219–336.
- Parr, C.L., Robertson, H.G. & Chown, S.L. 2003. Apomyrminae and Aenictogitoninae: two new subfamilies of ant (Hymenoptera: Formicidae) for southern Africa. *African Entomology* 11: 128–129.

- Retallack G.J., Smith, R.M.H. & Ward, P.D. 2003. Ecosystem extinction across the Permian-Triassic boundary in the Karoo Basin of South Africa. *Bulletin of the Geological Society of America* 115: 1133-1152.
- Roeleveld, M.A.C., Goud, J. & Gleadall, I.G. 2003. Types of Recent Cephalopoda in the National Museum of Natural History, Leiden. *Zoologische Mededelingen, Leiden* 77: 253-257.
- Sullivan, C., Reisz, R. & Smith, R.M.H. 2003. The Permian mammal-like herbivore *Diictodon*, the oldest known example of sexually dimorphic armament. *Proceedings Royal Society of London*. 270: 173-178.
- Van Noort, S. 2003. Fig wasps and the pollination of figs, pp 12-21. In Burrows, J. and Burrows, S. *Figs of southern and south-central Africa*. Umdaus Press, Hatfield, 379 pp.
- Van Noort, S. 2004. Ichneumonid (Hymenoptera: Ichneumonidea) Diversity across an elevational gradient on Monts Doudou in southwestern Gabon. *California Academy of Sciences Memoir* 28: 187-216.
- Van Noort, S. 2004. Fig wasp (Hymenoptera: Chalcidoidea: Agaonidae, Pteromalidae, Eurytomidae and Ormyridae) and *Ficus* (Moraceae) species richness and biogeography of Monts Doudou in southwestern Gabon. *California Academy of Sciences Memoir* 28: 217-233.

In press

- Botha, J. and Smith, R.M.H. *Lystrosaurus* species composition across the Permian/Triassic boundary of South Africa. *Palaeos*.
- Compagno, L.J.V. Sharks of the World. Volume 1. Hexanchiformes, Squaliformes, Squatiniformes, and Pristiophoriformes. An annotated and illustrated catalogue of the shark species known to date. FAO Species Catalogue for Fisheries Purposes.
- Compagno, L.J.V. 17 chapters and sections, and 31 Red List assessments, on chondrichthyan systematics and conservation, in Fowler, S.L., M. Camhi, G. Burgess, G. Cailliet, S. Fordham, R. Cavanagh, and J. Musick. Sharks, rays and chimaeras: the status of the chondrichthyan fishes. IUCN SSC Shark Specialist Group. IUCN, Gland, Switzerland.
- Hoving, H. -J.T., Roeleveld, M.A.C., Lipinski, M.R. and Melo, Y. Reproductive system of the giant squid *Architeuthis* in southern African waters. *Journal of Zoology, London*
- Klein, R.G., Avery, G., Cruz-Urbe, K., Halkett, D., Parkington, J.E., Steele, T., Volman, T.P. and Yates, R. The Ysterfontein 1 Middle Stone Age site, South Africa, and early human exploitation of coastal resources. *Proceedings of the National Academy of Science*.
- Pusch, C., Hulley, P.A. & Kock, K-H. Community structure and feeding ecology of mesopelagic fishes in the slope waters of King George Island (South Shetland Islands, Antarctica). *Deep-sea Research*.
- Roeleveld, M.A.C. & Augustyn, C.J. Description of a new species of *Uroteuthis* (*Photololigo*) from the Mozambique Channel. CIAC 2003 conference proceedings in: *Phuket Marine Biological Center Special Publication*.
- Sidor, C.A. and Smith, R.M.H. A new galesaurid (Therapsida: cynodontia) from the Late

Permian of South Africa. *Journal of Vertebrate Palaeontology*

- Smith, R.M.H. and Rubidge, B.S. A new burnetiamorph (Therapsida: Biarmosuchia) from the late Permian of South Africa: implications for trans-Pangaeian therapsid migration. *Journal of Vertebrate Palaeontology*
- Van Noort, S. & van Harten, A. Fig wasp (Hymenoptera: Chalcidoidea: Agaonidae, Pteromalidae) and *Ficus* (Moraceae) species richness of Yemen. *Fauna of Arabia*.

Technical reports

- Compagno, L.J.V., & Human, B.A. 2003. Checklist of chondrichthyans for the Subequatorial African region, Atlantic, Indian, and Antarctic Oceans. Revised version, July 18, 2003. SRC Technical Report SRC20030718, prepared at the behest of the IUCN Shark Specialist Group and used for the August Red List workshop at the Natal Sharks Board, Umhlanga Rocks, August, 2003
- Robertson, H.G. & van Noort, S. 2003. Effects of agricultural practices on ants and other Hymenoptera in four farming areas of South Africa. *GEF Conservation Farming Project Report*. Pp 1- 125.

Popular publications

- Avery, G. 2003. Step back in time – 100 000 years! Birds – for food, tools and clothing. *Promerops* 256: 12-14.
- Van Noort, S. 2004. How fig trees are pollinated – the ultimate challenge. *Veld & Flora* March 2004: 13-15.

Student thesis supervised by natural history staff

- Manthi, F.K. 2003. The taphonomy of a micro mammalian faunal assemblage from the Saldanha Bay Yacht Club Site: a contribution to the study of the South African west coast palaeoenvironments. Unpublished M.Sc. thesis, University of Cape Town (co-supervisor: D.M. Avery)

SOCIAL HISTORY COLLECTIONS DIVISION

Publications

- Klinghardt, G. P. 2003. 'Structure and Process in the Local Government of Pella, 1874-1980'. *Annals of the South African Museum* 109: 1-153.
- Shaw, E.M. 2004. 'The Basketwork of Southern Africa. Part 3: Basketwork of the Southern Nguni' (Edited by G. Klinghardt and L. Hooper). *Annals of the South African Museum* 111: 1-77.
- Yates, R. (in association with Arcus Gibb (Pty) Ltd) 2004. Archaeological Heritage Resources Assessment. Western Cape Olifants/Doring Irrigation Study, Environmental Synthesis, Annexure C. Contract No 259 – 2000/2001, Provincial Government Western Cape: Department of Agriculture.

Popular Publications

- Abrahams, G. 'Exhibitions a gateway to deal with scars of the past', 28 April 2003, *Cape Argus*; and an interview report by Hilary Benjamin for *Cape Community*

Newspapers on Heritage Day, 24 September 2003, 'Unearthing the truth about city slaves'.

Hooper, L. Esther Mahlangu 2003 Exhibition catalogue. Published by Irma Stern Museum, UCT [re-published extract from Hooper, L. 1988. The art of Ndebele beadwork. *Sagittarius* 3 (4)].

Members of the Division contributed to *What's On at Iziko*. G. Klinghardt wrote on the exhibition 'Women Anthropologists' at the South African Museum, W. van Delen on 'Echoes from the Lodge' and L. Meltzer on 'Democracy X'.

ART COLLECTIONS DIVISION

Publications

Books

Bedford, E. ed. 2004. *A Decade of Democracy: South African Art 1994 – 2004 from the Permanent Collection of Iziko: South African National Gallery*. Double Storey Books and Iziko, Cape Town. With essays by the following staff: E. Bedford, J. Dolby, M. Martin, P. Warne.

Bedford, E. ed. 2003. *Fresh: Tracey Rose*. Iziko, Cape Town.

Bedford, E. ed. 2003. *Fresh: Moshekwa Langa*. Iziko, Cape Town.

Contributions to Books

Martin, M: 'HIV/Aids in South Africa – can the visual arts make a difference?' in: Kauffman, Kyle D. and Lindauer, David L. eds. 2004. *AIDS and South Africa: The Social Expression of a Pandemic*. Palgrave-Macmillan, London.

Catalogues

Kauffman, Kyle D. and Martin, M. 2003. *AidsArt/South Africa*. Iziko, Cape Town.

Bedford, E. 2003. 'In the Eye of the Storm: Reflections on Ground Zero' in: *The Ampersand Foundation 1997 – 2003*. Warren Siebrits Modern and Contemporary Art, Johannesburg.

2004. *Tremor: Contemporary Art from South Africa*. Iziko and Brussels: Contemporary Art Centre, Cape Town.

Magazines

Bedford, E. 'Venice in June: What can South Africans expect from the 50th Venice Biennale?'. *Art South Africa* vol 01, issue 03, Autumn 2003.

Bedford, E. 'Circuiting the globe'. *Art South Africa* vol 01, issue 04, Winter 2003.

Bedford, E. 'Lynne Lomofsky'. *Art South Africa* vol 02, issue 01, Spring 03.

Bedford, E. 'Istanbul and elsewhere: South Africans on the international circuit'. *Art South Africa* vol. 02, issue 02, Summer 2003.

Newspapers

M. Martin wrote a monthly column, *Kuns vir die Oog*, for *Rapport*, between March and October 2003.

APPENDIX B: LOANS

NATURAL HISTORY COLLECTIONS DIVISION

Marine invertebrates

A total of 11 loans were sent: 2 within South Africa, 1 to Italy, 1 to Australia, 1 to Japan, 2 to Spain, 1 to United Kingdom, 1 to Chile and 2 to Netherlands. Eight loans were returned.

Marine vertebrates (Fishes)

A total of 5 loans consisting of 58 lots were sent: 1 within South Africa, 2 to Canada, 1 to France, and 1 to Japan. Ten loans consisting of 61 lots were returned.

Terrestrial vertebrates

A total of 21 loans were sent within South Africa. Nineteen loans were returned.

Terrestrial invertebrates

A total of 24 loans were sent: 7 within South Africa, 1 to Australia, 1 to Denmark, 3 to Germany, 1 to Italy, 1 to Poland, 2 to Russia, 1 to the UK, and 7 to the USA. Thirteen loans were returned.

Invertebrate palaeontology

Cretaceous ammonites from Madagascar on loan from the Collignon collection were returned to the Geological Institute in Dijon. Two other loans were returned. Ten reminders were sent.

Karoo palaeontology

A total of 10 loans were sent: 6 within South Africa, 1 to the USA, 1 to Spain, 1 to Canada, and 1 to the UK. Nine loans were returned, and 12 were extended. There was a partial return of 4 loans: 1 within South Africa and 3 from Harvard University. Two very important specimens returned from Harvard were the skeleton of *Heterodontosaurus tucki*, an early South African dinosaur, and *Erythrotherium parringtoni*, an early South African mammal. These specimens had been on loan for 39 years.

SOCIAL HISTORY COLLECTIONS DIVISION

Outgoing loans

Anglo-American Farms, Vergelegen Estate: Chinese ceramics.

University of Stellenbosch: furniture for Mosterdsdrif homestead.

National Library of South Africa: Arabic-Afrikaans books were lent for the exhibition 'From Cape to Timbuktu', at the President's Guesthouse, Pretoria.

George Museum: archaeological material from Oakhurst was loaned for exhibition.

MTN Sciencentre: material was loaned for the 'Inventions that changed the world' exhibition.

Arabella Sheraton hotel: an anchor excavated at the Cape Town Convention Centre site was loaned to the hotel now on the site.

Military Museum, Castle: the loan of silver items relating to the military history of the Cape and a VOC sword, was negotiated.

Chief Directorate – Land Surveys and Mapping: a late 17th century theodolite of Dutch design, purchased with assistance from the Roland and Leta Hill Trust, was placed on long-term loan.

International loan

Batavian furniture and silver on loan from Gemeentemuseum, The Hague, for the exhibition 'Echoes from the Lodge'.

Loans returned

Prof. Singer: Physical anthropology specimens returned to Iziko SA Museum.

Cape Town City Council: a painting, *The subsiding of the Nile*, returned to Cape Town Convention Centre.

Ship models to owner.

An organ to owner.

Long-case clock returned from Kleinschuur [DPW].

A pistol returned to Military Museum [Castle].

ART COLLECTIONS DIVISION

Works of art on long-term loan to Anglo American Farms, Vergelegen

Zelda Nolte 93/9, *Bust of Jan Smuts*, bronze

Sir Jacob Epstein 595, *The Rt. Hon. Winston Churchill*, bronze

Heinrich Von Michaelis 1384, *Falcon and Duck*, bronze

Alfred Stevens 611, *Valour and Cowardice*, bronze

Alfred Stevens 612, *Truth and falsehood*, bronze

John Herring Snr. 1618, *Hunting Scene (set of 4)*, oil on canvas

Simon Elwes 1509, *Portrait of Mrs I. Smuts*, oil on canvas

Simon Elwes 1508, *Portrait of Field Marshal Jan Smuts*, oil on canvas

Charles Thompson 1279, *Portrait of Sir Herbert Baker*, oil on canvas

Constance Rea 643, *Midsummer Eve*, oil on canvas

E.M. Ward 875, *The Cavalier's Pets*, oil on canvas

Archibald Barnes 655, *The Fountain*, oil on canvas

William Bradley 781, *A Lancashire Witch*, oil on canvas

Edward Roworth 1408, *The Hon. Thomas Boydell*, oil on canvas

George Winkles 815, *Portrait of the late Alfred Beit*, oil on canvas

Nita Spilhaus 1113, *Portrait of the Botanist Dr Rudolf Marloth*, oil on canvas

Sir William Nicholson 724, *Portrait of the late J.W. Jagger of Cape Town*, oil on canvas

Johannes Bosboom 49/19, *Church Interior*, oil on canvas

Willem Heda 337, *Still life on table*, oil on canvas

Charles Gow 935, *War and Peace (after Rubens)*, oil on canvas

Jan de Bray L52/2, *Portrait of a man*, oil on canvas

Unknown artist 780, *A Dutch Lady*, oil on canvas

School of Christopher Amberger 291, *Portrait of Andres Imhoff*, oil on canvas

Lena Dodd 294, *Portrait of a man after Frans Hals*, oil on canvas

Robert Gwelo Goodman 420, *Dining Hall Groot Constantia*, oil on canvas

Robert Gwelo Goodman 87/22, *In the Country, Westmoreland*, oil on canvas

Jan Westerbaen 338, *Portrait of a man*, oil on canvas

Edward Le Bas 1487, *Everlasting Flowers*, oil on canvas

Sir William Nicholson 5427, *Still Life with Petunias*, oil on canvas

Follower of Sir Joshua Reynolds 796, *Portrait of a Lady*, oil on canvas

Francois Lemoyne 330, *Neptune and Venus*, oil on canvas

Attributed to Sir Godfrey Kneller 813, *Portrait of Mrs Temperly*, oil on canvas

Attributed to Sir Godfrey Kneller 1296, *Portrait of Captain Temperly*, oil on canvas

Emma Ciardi 642, *The Library of San Marco of Venice*, oil on canvas

Emma Ciardi 639, *Ducal Palace from San Giorgio Maggiore*, oil on canvas

Theophile De Bock 180, *A Sedgy Stream*, oil on canvas

Heinrich Hermann 826, *Knysna Forest*, oil on canvas

Sydney Percy 776, *Landscape with Horse*, oil on canvas

George Vincent 580, *Landscape with River, cattle and figures*, oil on canvas

Thomas Gotch 8737, *Mont aux Sources, Witzies Hoek, Drakensberg*, oil on canvas

Marinus Koekoek 70/68, *Landscape*, oil on canvas

Julius Ibbetson 764, *Wagon Crossing a Bridge*, oil on canvas

George Morland 1594, *A Sportsman Setting Out*, oil on canvas

John Opie 1624, *Portrait of Mrs Whiteford*, oil on canvas

George Romney 1658, *Portrait of Miss Jane Parry*, oil on canvas
 Attributed to Sir Godfrey Kneller 218, *Portrait of a Lady*, oil on canvas
 Charles Rolando 802, *Cape Landscape*, oil on canvas
 Charles Rolando 822, *Cape Landscape*, oil on canvas
 Albert Edward Gyngell 83/6, *Portrait of Vera van Rij*, oil on canvas
 Copy after Nicolas Poussin 97/42:S, *Landscape with a Calm*, oil on canvas
 Giovanni Boldini 1392, *Portrait of Lady Phillips, wife of Lionel Phillips*, oil on canvas
 Charles Rolando 890, *Ostrich Farm Stellenbosch*, oil on canvas
 J.H. Pierneef, 1216, *Corn Fields Near Koelenhof*, oil on canvas
 Bertram Dumbelton 7831, *Portrait of Mrs Raubenheimer*, oil on canvas
 Julius Ibbetson 749, *Coastal scene*, oil on canvas
 Peter Barbiers 68/67, *Forest view with figures*, oil on canvas
 Jean Belin de Fontenay 71/22, *Flower Piece*, oil on canvas
 Marion Walgate 528, *Head of a girl*, oil on canvas

Works in the Office of the CEO of Iziko Museums of Cape Town

Sophie Maziza 95/95, *Untitled*, acrylic on board
 Emma Mahlangu, Study Collection, *Untitled*, acrylic on board
 Louis Jansen van Vuuren 91/308, *Hanukkah*, pastel on paper
 Albert Adams 79/1, *Cape Town Harbour*, oil on canvas
 Anna Matshiye (Naan) 95/94, *Untitled*, acrylic on board
 Isabel Thompson 91/327:8,9, *From the Pata Pata series*, linocut
 Reggi Bardavid 90/20, *Primeval Forces*, oil on canvas
 Eleanor Esmonde-White 64/9, *Group of Women in Cyprus*, oil on canvas
 Sue Williamson 91/26, *A Few South Africans*, screenprint
 Milunghisi Maswanganyi, Study Collection, *Untitled*, beadwork

Works on Loan to Tuynhuys, Cape Town

James Eddie 1420, *Hadje Izak Fatah*, oil on canvas
 Dorothy Kay 92/134, *Xhosa Woman Waiting*, conté on paper
 Francois Krige 51/2, *Basuto Store*, oil on canvas
 Neville Lewis 754, *Native Smoking Pipe*, oil on canvas
 Hugo Naude 92/62, *Namaqualand*, oil on canvas
 George Pemba 96/1, *The Dream*, oil on hardboard

Cecil Skotnes 72/1, *African Landscape*, coloured and incised woodpanel
 Unknown, Venda 97/100:2, *Lidded Vessel*, ceramic, graphite
 Unknown, Northern Nguni-Zulu 94/45:47, *Umginggo*, tubular Necklace (with tab),
 grass support, cloth, sinew, brass buttons

Works on Loan to the Jewish Museum

Irma Stern 71/59, *Portrait of Frau Kammacher*, oil on canvas
 Irma Stern 69/24, *Woman Lying Down*, work on paper
 Irma Stern 66/37, *Young Girl*, oil on canvas
 Irma Stern 66/42, *Woman with Mantilla*, oil on canvas
 Irma Stern 66/40, *Portrait of Lippy*, oil on canvas
 Irma Stern 69/23, *Portrait (Mrs Goodman)*, oil on canvas

Works on Loan to Constitutional Court, Johannesburg

Gerard Sekoto 2000/5, *The Smoker*, oil on canvas
 Gerard Sekoto 2000/4, *African Woman with Turban*, oil on canvas
 Gerard Sekoto 2000/8, *Buildings across the Seine*, oil on canvas
 Gerard Sekoto 2000/4, *Nude of a Young African Women*, oil on canvas
 Gerard Sekoto 2000/1, *Senegal Women*, oil on canvas
 Gerard Sekoto 2000/3, *The Song of the Pick*, oil on canvas

Works on Long-term Loan to the High Court

Cecil Higgs 87/10, *Basutoland Ravine Landscape*, oil on canvas
 Pranas Domsaitis 65/26, *Three Figures*, oil on board
 Andrew Verster 65/60, *Old Women*, oil on board
 Lippy Lipshitz 87/61, *Studio Interior*, gouache on paper
 Edward Roworth 83/52, *Landscape*, oil on board
 Henry Pilkington 88/6, *Mine – Headgear*, watercolour on paper
 Johannes Smith 872, *The Old Ruin*, oil on board
 Otto Schroder 84/48, *Landscape*, gouache on paper
 Otto Schroder 73/106, *Landscape SWA*, pastel on paper
 Walter Westbrook 66/46, *Building, Kimberley*, oil on board
 Maurice van Essche 75/32, *Kalk Bay*, oil on canvas

Works on Loan to the Castle (Democracy X)

Struan Robertson 2003/1:1, *Park Bench in Joubert Park*, silver print

Struan Robertson 2003/1:2, *Pass arrest*, silver print

Struan Robertson 2003/1:3, *Black woman servant on 'Whites Only' beach, Cape Peninsula*, silver print

Struan Robertson 2003/1:4, *Apartheid sign in Joubert Park*, silver print

Bob Gosani 90/135, *Boxing Madiba*, black/white photography

Gerard Sekoto 64/6, *Street Scene*, oil on masonite

Gavin Younge 83/5, *Botha's Baby*, steel sculpture

Anton Momberg 93/21, Maquette for the Gandhi Statue, bronze

Work on Loan to Parliament

Alistair Findlay 91/117, *Land*, mixed media

Work on Loan to Artscape

Andries Botha 91/179, *alleenspraak in paradys*, rubber, wood, metal, neon tubing

Works on Loan to Convenso, CTICC

Unknown/Baule people/ Ivory Coast 70/40, *Two Figures*, bronze

Unknown/Lozi people/ Ivory coast 97/35, *Food Bowl with House*, pokerwork lid

Unknown/ Northern Nguni people/ SE Africa 95/17, *Ithunga* (milkpail), wood, pokerwork

Unknown/ Tsonga people/ SE Africa 95/18, *Headrest*, wood, pokerwork

Unknown/ Lozi people/ Zambia 94/35, *Wood Bowl with 'House' Finial*, wood, pokerwork

Unknown/ Venda people/ SE Africa 97/102:1, *Flat Bowl with Fish Motif*, ceramic, graphite

Unknown/ Venda people/ SE Africa 97/102:2, *Flat Bowl with Fish Motif*, ceramic, graphite

Unknown/ Zulu people/ SE Africa 96/172, *Ithunga* (milkpail), wood, pokerwork

Unknown/ Zulu people/ SE Africa 96/173, *Ithunga* (milkpail), wood

Johanna Nqabindi 91/92, *Doll*, (Ndebele beads), wooden beads, grass coils

Unknown/ Tsonga people/ SE Africa 94/41:4, *Headrest*, wood, pokerwork

Unknown/ Tsonga people/ SE Africa 94/41:3, *Headrest*, wood, pokerwork

Unknown/ Zulu people/ SE Africa 94/41:1, *Headrest*, wood, pokerwork

Unknown/ Swazi people/ SE Africa 96/174, *Headrest*, wood, pokerwork

Unknown/ Tsonga people/ Zimbabwe 94/36, *Stool with Animal Figure*, wood

Unknown/ Northern Nguni people/ SE Africa 94/41:2, *Headrest*, wood

Unknown/ Nigeria 96/40, *Man's Hat / Cap with Tassle*, glass beads, fabric, thread

Unknown/ Northern Nguni people/ SE Africa 95/16, *Ceremonial Vessel*, wood, pokerwork

Bheki Myeni 86/61:3, *Untitled*, wood

Amani 96/45, *Headstone*, soapstone

Bheki Myeni 86/61:1-9, *Untitled*, wood

Unknown/ Yoruba people/ Nigeria 96/42, *Chief's Crown*, glass beads, canvas fabrics/ thread

Unknown/ Yoruba people/ Nigeria 96/43, *Crown*, glass beads, canvas fabrics/ thread

Clementina van der Walt 91/118, *Urn for Colonial Ashes*, ceramic

Tiffany Wallace 97/96, *Birdy and the Bloom*, ceramic

Tiffany Wallace 97/98, *Ethnic Spirals*, ceramic

Tiffany Wallace 97/97, *Ethnic Tray*, ceramic

Tiffany Wallace 97/95, *Untitled*, ceramic

Unknown/ Zulu people/ KZN/ S Africa 91/227, *Isidwaba/ Married women's skirt* cattle-hide, glass beads, pigment

Unknown/ Zulu people/ KZN/ S Africa 92/318, *Itete/ Frontal apron*, glass beads, thread, brass buttons

Unknown /Zulu people/ KZN/ S Africa 92/242:2, *Umutsha/ Waistband*, glass beads, sinew on vegetable fibre core, buttons

Unknown/ Zulu people/ KZN/ S Africa, Study Collection, *Inkehli/ Womens head-dress*, felt, human hair and ochre, cloth support

Unknown/Tsonga people /Limpopo 92/328, *Sigelo/Maiden's dance skirt*, cotton (salempore cloth), glass beads, thread, metal safety pins

Unknown/Asante people/ Ghana 71/6(1), *Kuduo Urn*, bronze

Unknown/Asante people/ Ghana 71/6(2), *Kuduo Urn*, bronze

Unknown/Asante people/ Ghana 71/6(3), *Kuduo Urn*, bronze

Unknown/Asante people/ Ghana 71/6(21), *Ceremonial Oil Lamp*, bronze

Unknown/Northern Namibia/ Angola, Study Collection, *Drum*, wood, hide, pokerwork

Hylton Nel 87/3, *Parrots*, ceramic

Hylton Nel 91/13, *Ora Pro Nobis*, ceramic

Hylton Nel 91/12, *Fluted Bowl with Female Profile*, ceramic

Bonnie Ntshalintshali, Education Collection, *Zebra and Crocodile*, ceramic

APPENDIX C: ACQUISITIONS

NATURAL HISTORY COLLECTIONS DIVISION

Marine Biology

109 new invertebrate acquisitions were accessioned, including 34 new cephalopod lots. 300 new fish acquisitions of 1100 lots were accessioned.

Terrestrial Vertebrates

28 new specimens were accessioned. 153 specimens were prepared and incorporated into the collection.

Terrestrial Invertebrates

Approximately 30 000 insects were collected during an ongoing inventory survey at the West Coast Fossil Park conducted by S. van Noort. He also collected approximately 2000 insects during a number of field trips conducted in the Western Cape. 9 274 new records were added to the specimen databases.

Karoo Palaeontology

A total of 212 specimens were added to the collection, mostly mammal-like reptiles collected by R. Smith and his team, and some fossil frogs from Banke, Namaqualand, collected by Drs Reuning and Boonstra circa 1930 that had never been accessioned.

Cenozoic Studies

Four collections of barn owl pellets from the Northern Cape were accessioned. 150 reptile specimens from Langebaanweg were accessioned. Prey remains from Black-breasted sparrowhawk and Crowned eagle were received. Black mussel samples were collected from Ysterfontein beach.

SOCIAL HISTORY COLLECTIONS DIVISION

Through the generous support of the Rowland and Leta Hill Trust, Social History acquired a rare watercolour depicting a theatrical performance in the African Theatre in Riebeeck Square, Cape Town, probably dating to the first decade of the 1800s. Its uniqueness lies in the scarcity of visual depictions of interiors of buildings at the Cape in the early colonial period, viz. seventeenth to the first part of the nineteenth century.

Ndau, Chopi and Sena material from Mozambique, included domestic artefacts, musical instruments and weapons.

Wire and bead figures representing gumboot dancers.

Donations

Commemorative cloth and T-shirts.

Embroidered picture of the Castle, 1920s.

Photographs and items related to nursing, early 20th century.

Photographic lenses.

Sorbaan, Mecca, Saudi Arabia, 1983.

Silver presentation keys and trowels belonging to Mr. Harry Gordon Lawrence (1901–1973), member of the South African Parliament from 1929–1961.

19th century furniture from the Pellemans bequest.

Record 150 Flooring Clamps of the screw type.

ART COLLECTIONS DIVISION

Work purchased from a transformation fund grant of R700 000 that was made available by the Department of Arts and Culture

Repatriation

Cow horn engraved with scenes of the Anglo-Zulu War, circa 1879, North Nguni, South-East Africa, R70 184,00, from Michael Stevenson Contemporary

Stick with a figure of an African man with a headring, late 19th century, SE Africa, R162 000,00, from Michael Stevenson Contemporary

Stick with a baboon figure, late 19th century, R37 737,00, from Michael Stevenson Contemporary

Albert Adams *Celebration* (2002), oil on canvas, R94 281,00, from the artist in London

Previously disadvantaged artists

Sipho Ndlovu *Organic ploughing* (2003), oil on canvas, R16 000,00, from the artist

Mgcineni Pro Sobopha *Blanket series* (2000), branding on textile, 3 at R8 000,00 each, R24 000,00, from the artist

Thando Mama *(un)hea(r)d* (2002), DVD, R6 000,00 and

We are Afraid (2003), R6 000,00, from the artist

Robin Rhode *He Got Game* (2001), DVD, R21 587,00, from the artist

Tracey Rose *The Kiss* (2001), lambda print, R23 190,00, from the Goodman Gallery

Usha Seejarim *The Opposite of Illustration 1* (1999), DVD, R5 000,00 and

Sequence City (2002), griplocks and cotton on silk sari, R17 000,00, from the artist

Moshekwa Langa *Where do I begin?* (2001), video, R25 850,00, from the Goodman Gallery

Colbert Mashile *Tsa Ka Mafuri (Lurking Behind)* (2003), gouache on paper, R17 833,00, from the NSA Gallery, Durban

The Egazini Battle of Grahamstown (2000), portfolio of 28 prints, R25 536,00, from Dominique Thorburn

Theminkosi Goniwe *Untitled*, from *Returning the Gaze* (2000), pigment ink on cotton

paper, R30 000,00, from the artist

Andile Dyalvane *Headrest* (2003), stoneware, R3 000,00, from the artist

Esther Mahlangu *Suid Afrika Vorentoe (South Africa Ahead)* (2003), acrylic on ballroom shoes, R2 375,00, from the Irma Stern Museum

Zwelethu Mthethwa *Untitled* (sugar cane cutter) (2003), c-print, \$7 500,00 (R52 500,00 plus transport R7 000,00) from Jack Shainman Gallery, Inc., NYC.

A collection of beadwork from the Eastern Cape, R31 080,00, from Africando

Works purchased from the Iziko Art Collections Division Budget

Rossina Maepa *Mbeki – What do you do?* (2002), embroidered cloth, R1 100,00, from J van der Merwe, Mapula

Selinah Mahlangu *Depth of pain at Ellis Park Stadium* (2002), embroidered cloth, R1 100,00, from J van der Merwe, Mapula

Churchill Mace *Devil's Peak from Waterloo Glen, Wynberg* (c. 1915–20), oil on canvas, R3 000,00, from Quagga Trading

Beatrice Hazell *Flowers in a Vase* (c. 1910), oil on canvas, R6 000,00, from Andrew Newall

Nerine Desmond *Pagel's Circus* (c. 1940s), oil on canvas, R9 000,00, from Johans Borman Fine Art

Clementina van der Walt *Platter* (2003), earthenware, coloured slip, R880,00, from the artist

Doreen Southwood *Table* (2002), wood, duco, hessian rope, R14 850,00, from Bell-Roberts Art Gallery

Lynn Lomofsky *Cross Sections II* (2000), mini DV, R8 000,00, and *BC DC AC* (2003), mini DV, R8 000,00, from the artist

Guy Tillim *Fiorinda Ngoma, her mother Rosalina Nahamba holding baby Filomena Lasinda, and her sister Rosali Sindali holding baby Guerra; Justino Ngene, Laurino Bongue and Faucino Hando; Albertina Natatu and Amelia Catembo; Sophia Salala and Ermalinda Chihhanala*, from *Kunhinga Portraits, Angola* (2002), R4 500,00 each, from Michael Stevenson Contemporary

Jane Alexander *African Adventure: Adventure Centre* (2000), pigment ink on cotton paper, three prints at R10 000,00 each, from the artist

Sue Williamson *From the Inside: Benjy* (2000), digital print, R15 000,00, from João Ferreira

Chris Ledochowski *Montaleni, Pondoland* (2001), pigment ink on cotton paper, R3 948,00, from Michael Stevenson Contemporary

Diane Victor *Corporate em-brace II*, (2003) charcoal, embossing, R14 500,00, from Michael Stevenson Contemporary

Work purchased by the Friends of the South African National Gallery

Rose Kgoete *The death of Hector Petersen* (2002), embroidered cloth, R1 100,00, from J van der Merwe, Mapula

Selinah Makwana *Adam and Eva and the Big Fish* (2002), embroidered cloth, R1 300,00, from J van der Merwe, Mapula

William Kentridge *Atlas Procession I (Tondo)* (2000), etching, aquatint, drypoint, letterpress and hand painting, R57 000,00, from Michael Stevenson Contemporary

David Goldblatt *Blue asbestos fibres on a tailings dump at the Owendale Asbestos Mine. There are occupied houses one kilometre from here. The prevailing wind is in the direction of those houses. Postmasburg district, Northern Cape 26 October 2002* (2002), archival pigment ink on cotton paper, R31 500,00, from Michael Stevenson Contemporary

Presentations

Marlene Dumas *The Next Generation* (1994–1995), mixed media on paper, presented by the artist

The Struan Robertson archive, presented by the artist

Matts Leiderstam *The Power and Pleasure of Breeding* (1999), oil on canvas, presented by the artist

Willem Boshoff *KYKAFRIKAANS* (1890/2003), portfolio of 12 screenprints, presented by Sanlam

Gerard Sekoto *Untitled* (1981), ink on paper, presented by Dr. Abdul Bulbulia

Colbert Mashile *Untitled* (2003), colour etching, presented by David Krut

Penny Siopis *Baby in Red* (2000), cibachrome photograph, presented by Wellesley College, Boston

Antoinetta Brandeis *Santa Maria Della Salute, Venice* (1880), oil on canvas, anonymous donor

From Mrs. Donna Nicholas:

Antonin Mercie (1845–1916) *Gloria Victis* (c. post-1870), bronze

Gaston Veuvenot Leroux (1854–1942) *Aida seated on the broken stone head of a Pharaoh* (19th century), bronze

Jean Jules Frere (1851–1906) *The Indian Boy* (19th century), bronze

Paul Ponsard (1882–1915) *The Ploughman* (19th century), bronze

APPENDIX D: HONOURS AND AWARDS

NATURAL HISTORY COLLECTIONS DIVISION

S. van Noort was awarded a National Research Foundation International Science Liaison grant of R100 000 for a project to inventory parasitoid wasps in South Africa in collaboration with Prof. M. Olmi (University of Tuscia, Italy).

G. Avery was awarded a grant of R160 000 from the National Research Foundation under the France/South Africa Science and Technology Cooperation agreement for research on modern and Pleistocene hyenas in South Africa and France.

D.M. Avery was awarded two grants totaling R98 000 by the Palaeo-Anthropological Scientific Trust (PAST) in support of her project on Middle Pleistocene palaeoenvironments in central South Africa.

D.M. Avery was elected a Vice-President of the International Union for Quaternary Research and a Council Member of the Royal Society of South Africa, and was appointed an Honorary Research Associate of the University of the Witwatersrand.

R. Smith was awarded R80 000 per year for two years from the National Research Foundation Distinct South African Research Opportunities programme to run a project entitled "Palaeoecology of Gondwana".

D. Ohland and M. Cochrane procured an NRF grant of R60 000 to upgrade the Scanning Electron Microscope to take digital images. The cooling system was also improved.

SOCIAL HISTORY COLLECTIONS DIVISION

H. Vollgraaff has been elected a national SAMA Council member.

P. Davison successfully completed the Senior Management Programme at the University of Stellenbosch Business School.

Six members of the Social History Collections Division completed a project management course (L. Meltzer, G. Klinghardt, H. Vollgraaff, W. van Delen, G. Abrahams, and T. van der Merwe).

ART COLLECTIONS DIVISION

See full details in Director's Report.

APPENDIX E: HONORARY AND EXTERNALLY FUNDED STAFF, STUDENTS AND VOLUNTEERS

NATURAL HISTORY COLLECTIONS DIVISION

Externally funded staff

H. Stummer, part-time vertebrate fossil preparator (until December 2003; NRF funded).

Z. Erasmus and T. Malambe, trainee Karoo vertebrate fossil preparators (Transformation Fund)

J. Botha, post-doctoral student working with R. Smith (NRF funded).

B.N. Goci, research assistant to S. van Noort (until December 2003; NRF funded).

E. Bartnick, research assistant to S. van Noort (until December 2003; NRF funded).

D. Adams and L. Dingiswayo, research assistants to D.M. Avery (PAST funded).

Associates

Prof. R.G. Klein, Honorary Research Associate, Stanford University: writing up Duinefontein Project and Ysterfontein Project, and studying Spreeuwal fauna and comparative black mussel samples.

Dr. P.A. Hulley, marine biologist working on the ecology and systematics of lanternfishes.

SOCIAL HISTORY COLLECTIONS DIVISION

A. Kriel, Curator of Groote Schuur, funded by the Department of Public Works.

Volunteers

E. Zwarenstein, historical archaeology.

Y. Adams, collections assistant in pre-colonial archaeology.

P. Hine, collections assistant in pre-colonial archaeology.

ART COLLECTIONS DIVISION

E. Bedford co-ordinated and supervised the following graduate interns: Amelia Pleasant and Jena Balton from the United States, Sharon Ballard from the United Kingdom, Wang-yu Houng from China via the United States, and Philip Schrooten from Belgium. C. Kaufmann also worked with the latter.

APPENDIX F: MEMBERSHIPS, COLLABORATIONS AND MAJOR PARTNERSHIPS

NATURAL HISTORY COLLECTIONS DIVISION

University of Cape Town collaborations

The following Natural History staff are Honorary Research Associates at UCT: D.M. Avery (Archaeology), G. Avery (Archaeology), R. Smith (Geology), H. Klinger (Geology), H. Robertson (Zoology), S. van Noort (Zoology), M. Roeleveld (Zoology) and L. Compagno (Zoology).

D. Hamerton lectured on Collection Management to M.Sc. Systematics and Biodiversity Science students from UCT, University of Stellenbosch and University of the Western Cape.

S. van Noort taught the Biodiversity Assessment module of three university courses: B.Sc. Zoology second year, at University of Cape Town; and M.Sc. in Systematics and Biodiversity Science run jointly by University of Cape Town, University of the Western Cape and University of Stellenbosch.

H. Robertson taught second year Zoology courses on Social Insects and Medical Entomology.

H. Klinger delivered his annual lecture course on an introduction to palaeontology, in the Department of Geological Sciences.

D.M. Avery lectured to the Environmental and Geographical Science Honours course students.

D.M. Avery is a board member of the Quaternary Research Unit.

G. Avery gave a seminar entitled 'Spreeuwal: 50 000 year old vlei, fauna and people' at the Archaeology Department, University of Cape Town.

Other

D.M. Avery: Executive of the International Union of Quaternary Research

D.M. Avery: Council of Royal Society of South Africa

D.M. Avery: Council of the South African Archaeological Society

D.M. Avery and G. Avery: Council of the Southern African Association of Archaeologists

G. Avery: Permits Committee of Heritage KwaZulu-Natal

G. Avery: President and Chairman of Board and Council of the Wildlife and Environment Society of South Africa

P.A. Hulley: Advisory Editor to the International Journal of Ichthyology: *Cybium*

P. A. Hulley: External Assessor to the Zoologiske Museum, University of Copenhagen

SOCIAL HISTORY COLLECTIONS DIVISION

Honorary Research Associates of the University of Cape Town: G. Abrahams, P. Davison, L. Meltzer, R. Yates

G. Abrahams: Cape Town Heritage Trust

G. Abrahams and J. Boshoff: South African Association of Archaeologists

A. Boshoff and J. Boshoff: South African Heritage Resources Agency PACTS Committee

P. Davison: International Council of Museums, UNESCO

P. Davison: International Council of Monuments and Sites, UNESCO

P. Davison: Rowland and Leta Hill Trust Committee

P. Davison: SA Steering Committee of the Programme on Institutions of Public Culture at the Center for the Study of Public Scholarship, Emory University, Atlanta

P. Davison: Association for Anthropology in Southern Africa

L. Meltzer: Trustee of the District Six Museum

L. Meltzer is a member of a National Research Foundation-funded research group, 'Company, Castle Control', together with lecturers from UCT and UWC.

L. Meltzer and P. Davison: Castle Control Board (for part of this year).

H. Vollgraaff: SAMA National Council

ART COLLECTIONS DIVISION

See full details in Director's Report.

APPENDIX G: RESEARCH VISITORS

NATURAL HISTORY COLLECTIONS DIVISION

Marine Biology

Dr. A. Asakura (Natural History Museum & Institute Chiba, Japan) examined the hermit crab collection.

Dr. E. Buecher (Marine and Coastal Management, Cape Town) donated a collection of jellyfish from the east coast of South Africa.

Mr. C. Clarke and Mr. T. Campbell (Save Our Seas Foundation) met with L. Compagno and H. Robertson concerning the Sharkworld exhibition.

Dr. S. Daniels and Mr. G. Gouws, University of Stellenbosch, donated crustaceans to the collection.

Dr. D. Ebert (Moss Landing Marine Laboratories, USA) worked on the shark collection and met with L. Compagno.

Ms. S. Fowler (IUCN Shark Specialist Group) met with L. Compagno.

Prof. Y. Iwatsuki (Myazaki University, Japan) examined fish collection (families Sparidae and Gerridae).

T. Nangammbi (Natal Museum, Pietermaritzburg) examined *Tricolia* molluscs.

B. Fernholm (Swedish Museum of Natural History, Stockholm) examined recent acquisitions of hagfishes.

Prof. Kaichiro, Japan, examined pycnogonids.

Dr. K. Kowame (University of the Western Cape) used Marine Biology Xray facilities on molarats.

Dr. M. Grundlingh (SADCO, Stellenbosch): meeting regarding databases.

Prof. C. Griffiths, University of Cape Town: donation of invertebrates.

Mr. K. Hidaka (Myazaki University, Japan) examined fish collection (family: Albulidae).

Dr. K. Hutchings (University of Cape Town) examined fish collection (family: Sciaenidae).

Dr. E. Ritter (Greenmarine, Bahamas, and German Shark Project) met with L. Compagno.

Dr. & Mrs. C.F.E. Roper (Smithsonian Institution) examined giant squid (*Architeuthis*) specimens.

Dr. P. Skelton (South African Institute of Aquatic Biodiversity) met with L. Compagno and H. Robertson.

Dr. K. Sink, Marine Ecology Programme Coordinator, and African Coelacanth Ecosystem Programme: collaboration on collecting and curation of invertebrates collected. Dr. Sink donated invertebrate material from the St. Lucia to Mozambique coast.

Dr. M. Smale (Port Elizabeth Museum) met with L. Compagno.

Mr. J. Visser, International Shark Exhibits, Jeffrey's Bay.

Terrestrial vertebrates

Prof. R. Clapen-Bockhoff (University of Mainz, Germany): Comparative study of sugarbird beak structure.

C. Cohen (Percy Fitzpatrick Institute of African Ornithology, University of Cape Town): DNA study of Egyptian vulture.

R. de la Cruz (University of Witwatersrand) examined mammal collection.

G. Dewar (University of Cape Town): study of faunal remains from coastal archaeological site in Namaqualand.

N.H. Fourie (Archaeology Department, University of Cape Town): sampling from collection for study of baboon diets.

Ms. C.J. Frey (University of Washington): study of tortoises.

D. Grieg (sculptor): study of eland anatomy.

A. Heinrich (Rutgers University): study faunal remains from the Castle of Good Hope.

Mr. A. Kandel (University of Tübingen): identification of birds and mammals from Geelbek.

Dr. J.P. Kerbis (Field Museum, Chicago): study cercopithecoid material.

Ms. S. Kirkman (University of Cape Town): identification of feathers.

Dr. C.B. Krug (Conservation Ecology Department, University of Stellenbosch) examined the small mammal collection.

D. Lizmansky (author): examined ostrich neck vertebrae.

Dr. N. Milne (University of Western Australia): comparison of mammalian limb bones.

Dr. Y. Moodley (Cardiff University): DNA study of bushbuck.

Dr. P. Nilssen (Mossel Bay Project): identification of faunal remains from shell midden.

K. Rob (Arizona State University) examined Sitatunga and Lechwe material.

S. Tugwell (sculptor) examined leopard skeleton.

Ms. P. Wester (University of Mainz, Germany): comparative study of sugarbird beak structure.

Terrestrial invertebrates

Dr. E. Arias (University of California, Berkeley) examined beetle collection.

Dr. W. Barkemeyer (Flensburg Natural History Museum, Germany) examined hoverfly (*Syrphidae*) collection.

Dr. G. Caddis (American Museum of Natural History) examined bug collection (family *Miridae*).

Dr. D. Clarke (Field Museum, Chicago) studied Staphylinidae beetle collection.
Dr. D. Clarke (London Zoo): interest in new order Mantophasmotodea.
Dr. G. Davies (Natal Museum) studied *Scapter* bee collection.
Dr. T. Dikow (Cornell University) studied Asilidae fly collection.
Dr. U. Göllner-Scheiding (Humboldt University Natural History Museum, Berlin) examined Pentatomidae bug collection.
Dr. T. Griswold (Utah State University) examined Megachilidae bee collection.
Mr. A. Heath, amateur Lycaenidae butterfly specialist.
Dr. V. Kolyada (Zoological Museum, Moscow) examined parasitic wasp collection (Proctotrupidae).
Dr. D. Mann (Oxford University) examined Scarabaeidae beetle collection.
Dr. L. McCleod (Cambridge, England) studied *Acraea* and *Colias* butterfly collection.
Dr. M. Mostovski (Natal Museum) examined Phoridae fly collection (2 visits).
Dr. A. Newton (Field Museum, Chicago) studied Staphylinidae beetles.
Dr. T. Schick (American Museum of Natural History): Miridae bug specialist.
Dr. A. Smith (University of Nebraska) studied Scarabaeidae beetles.
Dr. A. Solodovnikov (Field Museum, Chicago) studied and loaned Staphylinidae beetles.
Dr. M. Thayer (Field Museum, Chicago) studied and loaned Staphylinidae beetles.
Dr. C. Turner (Oxford University): Dytiscidae water beetle specialist.
Mr. S. Woodall, Johannesburg, examined butterfly collection.

Karoo Palaeontology

Dr. Paul Barrett, Researcher (Department of Palaeontology, Natural History Museum, London) studied the skulls of *Massospondylus* for descriptive anatomy.
Mr. R. Butler, Ph.D. student (Department of Earth Sciences, University of Cambridge) examined Ornithischian dinosaur specimens.
Dr. S. Callis, medical doctor, came to compare South African *Glossopteris* with those from Antarctica.
Mr. J. Cisneros, Ph.D. student (Bernard Price Institute, University of Witwatersrand) examined *Procolophon*, *Barasaurus*, *Pareiasaurs*, and *Owenetta*.
Mr. L. Claessens, Ph.D. student (Museum of Comparative Zoology, Harvard University) examined Archosaur postcrania, especially *Euparkeria* and *Orthosuchus*.
Mr. P. Druckenmiller, Ph.D. student (University of Calgary, Canada) examined the type of *Leptocladus capensis* for his study of marine reptiles.
Ms. K. Folinsbee, graduate student (University of Toronto at Mississauga: Biology Dept), Canada, came with Dr. R. Reisz to examine the Karoo collection, and also visited our archaeology department.

Ms. Eva Gebauer, Ph.D. student (Institute and Museum of Geology and Palaeontology, Tübingen, Germany) was interested in the morphology of skulls and postcrania of Gorgonopsids.

Mrs. K. Herrmann, Ph.D. student (George Washington University, USA) examined ornithischian specimens.

Prof. L. Jacobs and K. Newman (Southern Methodist University, Dallas) examined dinosaur specimens.

Ms. S. Kümmell (University of Witten, Germany) studied evolutionary trends and patterns in therapsids by measuring and comparing their limbs.

Mr. D. Pol, Ph.D. student (American Museum of Natural History: Palaeontology Division) examined *Massospondylus*, *Notochamspa*, and *Orthosuchus*.

Dr. R. Reisz (University of Toronto at Mississauga: Biology Dept) came to choose suitable material for his students to study in the new year.

Dr. A. Renault, Research officer (Bernard Price Institute: Palaeontology, University of the Witwatersrand) examined Gorgonopsian material.

Dr. A. Renault came again to examine Gorgonopsian holotypes for his work on Gorgonopsian taxonomy.

Dr. J. van Heerden (University of Fort Hare) worked with Dr. Yates on the re-description of *Melanorosaurus readi*.

Mr. C. Vasconcelos, M.Sc. student (Bernard Price Institute, University of the Witwatersrand) studied *Massospondylus*, *Thecodontosaurus*, *Gryponyx* and also the type material of small to medium-sized southern African Prosauropods.

Ms. G. Warren-Brown, journalist, and her photographer, came to photograph a display specimen for an article in the magazine *Popular Mechanics*.

Ms. R. Whatley, Ph.D. student (University of California) studied Rhynchosauria and basal Archosauromorph outgroups.

Dr. B. Weiz (South African Institute of Maritime Archaeology) examined collection.

Dr. D. Wolvaardt, engineer and amateur palaeontologist, worked with R. Smith to determine the exact locality of the *Euparkeria* collected by Gogga Brown.

Dr. A. Yates, Postdoctoral Research Fellow (Bernard Price Institute: Palaeontology, University of the Witwatersrand), did an examination of the types of large dinosaurs from the Elliot Formation.

Cenozoic Studies

Prof. A. Chinsamy-Turan (University of Cape Town): project on ostrich evolution with Prof. A. Elzanowski and G. Avery.

Ms. O. Curtis, M.Sc. student, and Mrs. A. Koeslag (University of Cape Town): assisted by G. Avery in identifying prey of Black-breasted sparrowhawks.

Mr. J.L. Davis (Rutgers University): assistance from G. Avery for study of faunal remains.

Ms. G. Dewar (University of Cape Town): assistance from G. Avery for study of faunal remains and information on springbok.

Prof. A. Elzanowski (University of Wroclaw, Poland): study of ostrich evolution with G. Avery.

Ms. K. Folinsbee (University of Toronto at Mississauga) examined Plio-Pleistocene primates for possible Ph.D. project.

Dr. B. Fougea, producer, French/Canadian television series "The Odyssey of Sapiens": assisted by G. Avery.

Mr. G. Hancock, author: assisted by G. Avery in the photography of Blombos Cave Middle Stone Age beads.

Mr. J. Heaton (Indiana University): comparison of primate material from Sterkfontein and Taung.

Dr. Z. Jacobs (Quaternary Dating Unit, CSIR) discussed dating at Spreeuwal and Die Kelders with G. Avery.

Ms. C. Kay (Director of Conservation, Wildlife and Environment Society of South Africa): discussions with G. Avery on conservation issues.

Ms. L. Kemp, M.Sc. student (University of Cape Town): information on tidal fish traps provided by G. Avery.

Dr. J.P. Kerbis (Field Museum, Chicago): study of cercopithecoid remains in Crowned and Black eagle prey assemblages with G. Avery.

Prof. R.G. Klein and Dr. T. Steele (Stanford University) studied archaeological and Quaternary faunal samples and modern shells.

Mr. B. Malauzat, French Cultural attaché, was shown the Blombos engraving and associated artefacts by G. Avery and discussed the South African Archaeological Bulletin with D.M. Avery.

Ms. S. McNab: vocational guidance.

Dr. W. Mourey, French CNRS representative, Pretoria: met with G. Avery and toured collections.

Ms. L. Potter, M.Sc. candidate (University of Cape Town): assistance from D.M. Avery in identifying barn owl pellet contents.

Ms. J. Thompson, Ph.D. candidate (Arizona State University): assistance from G. Avery in identifying damage on bones.

Mr. Jon Weinberg (MTN Sciencentre): discussions with G. Avery on new exhibit at the MTN Sciencentre.

Dr. B. Werz (Southern African Institute of Maritime Archaeology): discussions with G. Avery regarding involvement in a diving project in Table Bay, which may lead to the recovery of fossil bones.

SOCIAL HISTORY COLLECTIONS DIVISION

Pre-Colonial Archaeology

Prof. N. Conard (University of Tübingen, Germany): research on materials from Geelbek in the Pre-colonial Archaeology Collections.

J. Davis, post-graduate student (Rutgers University): research on stone tools from Klasies River and Die Kelders in the Pre-colonial Archaeology Collections.

Mr. H. Dietl, post-graduate student (Tübingen University): research on materials from Geelbek dunes in the Pre-colonial Archaeology Collections.

Ms. C. Frey, post-graduate student (University of Washington): research on the faunal collections from Kasteelberg and Die Kelders in the Pre-colonial Archaeology Collections.

A. Heinrich, post-graduate student (Rutgers University): research on faunal analysis of collections from the Castle.

Mr. A. Kandel (Tübingen University): research on Geelbek dunes in the Pre-colonial Archaeology Collections.

Prof. R. Klein (Stanford University): research on faunal materials from Dunefield Midden, Yzerfontein 1, and Diepkloof Rock Shelter in the Pre-colonial Archaeology Collections.

Mr. B. Ludwig, post-graduate student (University of Cape Town): research on the organic artefacts from Nelson Bay Cave in the Pre-colonial Archaeology Collections.

Mr. T. Minichillo, post-graduate student (University of Washington): research on stone artefacts from Hangklip and other sites in the Pre-colonial Archaeology Collections.

Mr. J. Orten, post-graduate student (University of Cape Town): research on artefacts from Oakhurst Shelter in the Pre-colonial Archaeology Collections.

Associate Professor A. Smith (University of Cape Town) and post-graduate student: research on Khoekhoe pottery in the Pre-colonial Archaeology Collections.

Dr. M. Smith (National Museum of Australia): research on potential loan objects in the Pre-colonial Archaeology Collections for an exhibition 'Extremes: Great Deserts of the Southern Hemisphere'. R. Yates, L. Hooper and G. Klinghardt.

Dr. M. Soressi, post-doctoral student (University of Bordeaux, France): research on stone artefacts from Blombos Cave, in the Pre-colonial Archaeology Collections.

Dr. T. Steele, post-doctoral student (Stanford University, USA): research on faunal materials from Yzerfontein 1, and Diepkloof Rock Shelter in the Pre-colonial Archaeology Collections.

Prof. T. Volman (Cornell University): research on cultural materials from Peers Cave and Yzerfontein 1 in the Pre-colonial Archaeology Collections.

Dr. B.S. Williamson (University of the Witwatersrand): research on stone tools from Blombos Cave, in the Pre-colonial Archaeology Collections.

Dr. Sarah Wurz, post-doctoral student (University of Stellenbosch): research on the ADRC records in the Pre-colonial Archaeology Collections.

Historical Studies

P. Watts (Director of the Historic Houses Trust of New South Wales): artworks with connections to Australian history in the Fehr Collection. L. Meltzer.

Dr. H. Bradford, historian, researching images depicting the Eastern Cape in the Fehr Collection. L. Meltzer.

L. Jordan, PhD archaeological student (working under Prof. Carmel Schrire of Rutgers University, and investigating a mainly early 19th century site on Table Mountain, Platteklip where washerwomen were active): interested in pictorial depictions of the subject in the Fehr Collection. L. Meltzer.

P. van Ledden, postgraduate student (Leiden University), doing research on the 1952 commemoration of Jan van Riebeeck in the Netherlands. He was interested in the research undertaken for the exhibition 'Y350' at the Castle. L. Meltzer.

Prof. Carmel Schrire investigated Castle archaeology collections excavated by UCT and stored at the Castle. L. Meltzer.

S. Legene (senior curator of the Tropenmuseum, Amsterdam) visited the Castle. She was interested in learning about the curatorial ideas behind the 'Democracy X' exhibition. L. Meltzer.

N. Desai (UCT): musical instruments. L. Hooper

H. Bradford (UCT): Nongqawuse and Xhosa women's dress. L. Hooper.

F. Wood (Friends of Pitt Rivers Museum): southern African basketwork. L. Hooper.

D. Mdlalose: Indigenous knowledge systems, patterns and mathematics. L. Hooper.

B.J. Barker, Cape Town: Zetlari rifle. A. Boshoff..

J. Klose: ceramics from the wreck of the Middelburg. E. Esmiol.

Ancient Cultures

Dr. T. Wilkinson (Cambridge University): Egypt & Rock Art. A. Boshoff.

Prof. I. Cornelius and students (University of Stellenbosch): Egypt. A. Boshoff.

A. Ryan (University of Natal): Greek vases. A. Boshoff and E.Esmiol.

S. Masters (University of Cape Town): Greek vases. A. Boshoff.

Research information provided

M. le Roux: former VOC collection. A. Boshoff.

A. Georgiou (Darnestown, USA): Greek vase with wrestlers. A. Boshoff.

Prof. I. Cornelius and students (University of Stellenbosch): Egypt. A. Boshoff.

E. Thompson (Yale University Press) and Prof. Boardman (Ashmolean Museum, Oxford): Greek vases. A. Boshoff & E. Esmiol.

SARS African currency calendar: co-ordinated selection of objects, photography and copy for calendar. L. Hooper.

APPENDIX H: CONFERENCES AND TRAVEL

NATURAL HISTORY COLLECTIONS DIVISION

In addition, to R. Smith's expeditions to Niger and Antarctica, he led the Karoo palaeo-team of A. Crean, H. Stummer, our new trainees Z. Erasmus and T. Malambe, post-doctoral researcher J. Botha and volunteer P. October, on two three-week long trips to Bethulie and Graaff Reinet. These trips were funded through R. Smith's NRF grant and were specifically aimed at finding out how the terrestrial fauna recovered after the largest mass extinction ever recorded, some 251 million years ago. Many fine fossils were recovered, including a very rare large dicynodont with a parrot-like beak known as *Dinanomodon*. This is only the third and the most complete specimen ever found and will be a valuable new addition to the Fossil Stories exhibition. Both trips included a week spent with 35 members of the Friends of the SA Museum, allowing them to experience the fascination of fossil finding and demonstrating how to read the rocks.

D.M. Avery presented a poster paper on 'Pleistocene hominid biogeography in southern Africa from micro-mammalian evidence' and chaired meetings of the Commission on Human Palaeoecology and Evolution at the 16th Congress of the International Union for Quaternary Research in Reno, Nevada.

G. Avery attended a workshop on the Last Glacial Maximum at the University of Cape Town.

G. Avery attended the Department of Science and Technology's workshop on the future of palaeontology in Pretoria.

L. Compagno attended a BENEFIT (Benguela Environment Fisheries Interaction and Training) Biodiversity workshop in April 2004 at Swakopmund, Namibia.

L. Compagno (and B. Human) attended the August IUCN Shark Specialists Group Workshop hosted at the Natal Sharks Board (September 4-8, 2003), and spearheaded a biodiversity approach to shark conservation. He also visited the South African Institute for Aquatic Biodiversity in October 2003 for research on the new electric ray and for discussing cooperation with SAIAB and the Coelacanth project.

L. Compagno attended chondrichthyan working group meetings of Marine and Coastal Management in August 2003.

S. van Noort spent two months in Europe (funded by NRF), where he visited ten scientific institutions to photographically document the type specimens of African ichneumonid parasitic wasps (as part of an E-type and bioinformatics world wide web initiative), and to study fig wasp types.

H. Robertson spent six weeks in the USA (NSF funding through B. Fisher and NRF funding to H. Robertson), where he attended the Ant Course at Southwestern Research Station in Arizona as an instructor and worked at the California Academy of Sciences in San Francisco. The work in San Francisco was focused on developing the African Ants website and photographing ant specimens for the website using their automontage

microscope apparatus. He also visited the Page Museum La Brea Tar Pits in Los Angeles, with a view to understanding common principles for public fossil sites, between it and the West Coast Fossil Park. He visited the Los Angeles County Museum in Los Angeles to work on their ant collection and met with ant expert Dr. R. Snelling.

Public understanding of science

See also University of Cape Town collaborations, Appendix F.

Staff members of the Planetarium, especially A. Fairall and T. Ferreira, have participated in numerous radio and TV interviews. The Planetarium is seen as an authoritative source and fields many queries each day from the public.

M.A.C. Roeleveld was interviewed live on Cape Talk Radio about the colossal squid *Mesonychoteuthis hamiltoni*. She gave a talk entitled "War in the Oceans!" to Friends of Iziko: South African Museum, and another, "Sex in the Giant Squid," to Summer School.

Natural History staff played an important role in SET week, held by the Department of Arts, Culture, Science and Technology at Canal Walk, 5–9 May 2003, and in the Heritage week events organised by the Education and Public Programmes Division at West Coast Fossil Park (week of 18 September 2003).

H. Klinger and K. van Willingham represented the Natural History Division at the Science Day held in February at St. Matthews School in Beaufort West.

S. van Noort (in collaboration with M. Picker, UCT) developed a website on the newly discovered order of insects: *Mantophasmatodea* (Heelwalkers):

<http://www.museums.org.za/bio/insects/mantophasmatodea/index.htm>

S. van Noort (in collaboration with J.Y. Rasplus, INRA, France) developed a web site on Figs and Fig wasps: <http://www.figweb.org>

S. van Noort presented a talk on the biodiversity of the Congo Basin to the Biological Society (UCT).

S. van Noort lectured on biodiversity assessment to University of Stellenbosch Ecological Assessment M.Sc. students.

G. Avery and Prof. R.G. Klein conducted a South African Archaeological Society excursion to west coast archaeological and palaeontological sites.

G. Avery conducted a behind-the-scenes visit on Quaternary fossils from Spreeuwal for a group organized by the Education and Public Programmes Division.

G. Avery assisted Japan Africa in the selection of items for filming and was interviewed at Die Kelders Cave on the development of modern human behaviour for a Japanese television documentary.

G. Avery assisted Japan Africa in the filming of aspects of early human development at Die Kelders Cave.

G. Avery lectured to West Coast Fossil Park volunteers and West Coast National Park Honorary Rangers on Elandsfontein and other Quaternary sites.

G. Avery conducted a behind-the-scenes visit on Quaternary fossils for learners taking part in the Science Leadership Initiative.

G. Avery lectured to members of the Muizenberg Section of the Association for Retired Persons and Pensioners.

G. Avery updated his chapter on archaeological careers for the 2004 edition of *The A to Z of Careers*, published by Don Nelson.

G. Avery assisted with the 'Meet the Scientists' activities at the West Coast Fossil Park.

G. Avery assisted Ballistic Films with arrangements and heritage advice for the joint French/Canadian television series 'The Odyssey of Sapiens' at Die Kelders.

G. Avery identified artefacts and bones brought in by members of the public.

G. Avery and K. van Willingham conducted a behind-the-scenes lecture on Cenozoic fossils for Grade 6 learners of Elkanah House.

R. Smith and post-doctoral student J. Botha spent a week in the Karoo with a Japanese film crew making an episode on the End-Permian mass extinction for a documentary called 'Miracle Planet II' to be screened on NHK, the Japanese public TV station.

SOCIAL HISTORY COLLECTIONS DIVISION

SAMA Loans workshop: *Towards guidelines on the management of international and national loans of museum objects*. The workshop, held at Iziko South African Museum on 8 September 2003, was organised by L. Hooper and co-hosted by Iziko and SAMA Western Cape. About 70 national participants and 20 speakers took part in a lively one-day workshop that was judged very useful, and many contacts were made.

At the SAMA Western Cape Conference, 10 – 12 September 2003, members of the Division facilitated workshops on Collection policies (L. Hooper) and the care and restoration of furniture (A. Hunter). H. Vollgraaff was one of the main conference organizers. P. Davison gave the keynote address.

Workshop on Memorial Museums for Victims of Public Crimes was attended by H. Vollgraaff and L. Meltzer. This was co-hosted by Iziko, SAMA Western Cape and the Holocaust Centre, and led by Thomas Lutz from Berlin who outlined the work of Memorial Museums: In Remembrance of Victims of Public Crimes in Germany (27 August 2003).

L. Meltzer and P. Davison attended a two-day workshop held at the District Six Museum Homecoming Centre, entitled 'ID Documents: Images and Inauguration in Public Culture', 12 – 13 March 2003, organised jointly by the Centre for the Study of Public Culture, the District Six Museum, Iziko Museums and Robben Island Museum.

J. Boshoff attended the World Archaeology Conference in Washington, USA, 21 – 26 June and read the following papers: 'Uncovering the slave ship Meermin – a project to reclaim the hidden heritage of slavery in South Africa' (J. Boshoff & J. Gribble), and 'Avocational involvement in Underwater Heritage Management in South Africa'. He also

spoke on the Meermin project at the South African Cultural History Conference in April 2003.

In June 2003 J. Boshoff visited the Netherlands at the invitation of the Netherlands Museums Association. The aim was to see how maritime museums and other maritime heritage organisations are structured and to build up contacts for future liaison.

G. Abrahams visited Mauritius from 16 July to 23 July where she met politicians and several members of the archaeological and museum community. Four archaeological sites and the Nelson Mandela Centre for African Culture were visited. She also visited the Greenwich Museum in connection with slave artefacts.

APPENDIX I: LIBRARY SERVICES STATISTICS

LIBRARY SERVICES STATISTICS FOR APRIL 2003 TO MARCH 2004

Visitors	Natural History Collections Library	Social History Collections Library	Art Collections Library
Public (including students & researchers)	265	885	1 015
Staff	2 126	1 789	1 583
Organisations based at Iziko SAM	578	Included above	Included above
Total visitors	2 969	2 674	2 598
Accessioned and Catalogued			
Pamphlets	80	–	276
Journals	1520	198	435
Books	36	178	237
Indexed			
Journals	N/A	N/A	102
Other			
Scanning of illustrations	N/A	50	N/A
Books/Periodicals issued	1617	276	122
Inter-Library Loans			
Outgoing Books	247	5	9
Incoming Books	42	–	15
Outgoing Video	N/A	–	–
Incoming Video	N/A	–	–
Outgoing Art boxes	N/A	N/A	2
Sales			
Catalogues	N/A	–	1364
Annals	496	N/A	N/A
Other Publications	346	–	–
Exchange Programme	1245	N/A	660