1) Reminder: AGM - Australia ICOMOS Members

The Australia ICOMOS Annual General Meeting will be held at 5.30 pm on Saturday 26 November, 2005 at the RACV Club, 501 Bourke Street, Melbourne, Victoria.

The notice of Annual General Meeting has been posted to all Individual Members, Retired Members, Honorary Members, Young Professional Members and Institutional Members of Australia ICOMOS Inc.

If you wish to give your apologies for the AGM please send them to the Secretariat.

The Secretariat can be emailed on austicomas@deakin.edu.au

2) APTI [Australian Chapter] Technology Forum Event Next Friday
APTI Australasian Chapter invites 'Corrugations' conference attendees and interested others to look at recent examples of rooftop additions to heritage places in a guided walk around Melbourne.

Friday 25th November 2005
Melbourne City
2.00pm to 5.00pm - Tour leader Donald Ellsmore (Chapter Convenor)
Meet at RACV Club, 501 Bourke Street, Melbourne at 2.00pm.
Finish at Melbourne Town Hall.

For further information and e-mail confirmation of attendance
Dr Donald Ellsmore
Deakin University
Tel: 03 92517109 Fax: 03 92517158 Mobile: 0411165011
e-mail: donald.ellsmore@deakin.edu.au

3) András Román
With much sadness, the ICOMOS International Secretariat forwards to you the news received from ICOMOS Hungary. Please send condolences to secretariat@icomos.hu
Our thoughts go out to our Hungarian colleagues and Andras Roman's family.
With best regards
Gaia

4) A Further lecture by Stuart Read in Canberra
- Managing Spain's Historic Parks & Gardens

**Canberra at the National Museum of Australia (to the Friends & ACT, Monaro & Riverina Branch of the AGHS)) on 19/2/06...

Stuart will be reporting on his recent study tour financed by the Pratt Foundation /International Specialised Skills Institute, where he found parallels including:
! The need for Central Government leadership in funding, guidelines and training to raise awareness and quality of management;
! The need to integrate tourism marketing to encourage visiting historic parks and gardens, and manage visitor impacts;
! The need to include heritage landscape components in all relevant tertiary and industry training.

Stuart will be giving two talks on his trip in November 2005:
1) Sunday 13/11/2005 to the Southern Highlands Branch in Bowral at Annesleigh Ballroom, Westwood Road, Bowral, 2pm &
2) Saturday 19/11/2005 to a combined event of the Victorian Branch of the Australian Garden History Society, and the Friends of the Royal Botanic Gardens, Melbourne in Mueller Hall, RBG Melbourne at 3pm (afternoon tea) and 3.30pm (talk)

More information & bookings on:
5) Ngarrindjeri Nation Obtains Support of World Archaeological Congress

The World Archaeological Congress (WAC) has come out in support of the Ngarrindjeri Nation of South Australia in their attempts to regain appropriate cultural control over the international repatriation of ancestors looted from graves by early colonists and archaeologists.

The Ngarrindjeri cry for help is in response to a change in Australian government policy. Until recently, the Australian government provided full financial support for Ngarrindjeri Elders to visit collections of human remains in overseas institutions so they could conduct spiritual cleansing ceremonies prior to human remains being returned to Australia, and finally to country. These remains are held in institutions throughout the world, including the British Museum. Following the recent abolition of the Aboriginal and Torres Strait Islander Commission (ATSIC), Senator the Hon Amanda Vanstone, Minister for Immigration and Multicultural and Indigenous Affairs (and Minister Assisting the Prime Minister for Indigenous Affairs) wrote to the Ngarrindjeri Nation informing them that this support would no longer be available.

A Ngarrindjeri Nation delegation attended the World Archaeological Congress Inter-Congress, 'The Uses and Abuses of Archaeology for Indigenous Populations' held in Auckland, New Zealand. At its closing Plenary session, delegates to the Inter-Congress unanimously voted to support 'the Ngarrindjeri Nation's right to have their Old People returned to country and to have full control over this process both nationally and internationally'.

Chair of the Ngarrindjeri Heritage Committee, Mr Tom Trevorrow, said 'The spirits of the Old People are not at rest because their bodies have been removed from country and interfered with. We don't want any evil spirits that have entered our Old People's remains to accompany them home to Australia. We must conduct a cultural spiritual cleansing ceremony at the places where Old People's remains have been held.'

President of WAC, Dr Claire Smith, stated "I am shocked and saddened by the Australian government's recent actions. Prior to this, Australia was a leader in international repatriation. The respectful treatment of the mortal remains of the dead is a fundamental human rights issue. It is essential that governments provide adequate resources so that Indigenous peoples, such as the Ngarrindjeri, have the capacity to
repatriate and rebury their ancestors in a culturally appropriate manner. This is a responsibility for all levels of government: in this case, the British government, the Australian government and the South Australian government."

"Such battles come at a great personal cost to Indigenous peoples," said Dr Smith. "Mr Trevorrow had a heart attack and emergency operation at the beginning of the conference, but later gave his presentation to conference delegates."

**BACKGROUND** The World Archaeological Congress (WAC) is a non-governmental, not-for-profit organization and is the only elected international body of practising archaeologists. WAC promotes interest in the past in all countries, to recognise the historical and social role and political context of archaeology, and endeavours to make archaeological studies relevant to the wider community. WAC acknowledges and recognises Indigenous methodologies for interpreting, curating, managing and protecting Indigenous cultural heritage.

Claire Smith, President, World Archaeological Congress, 14th November, 2005
Email: claire.smith@flinders.edu.au; URL: Ph: 61 (0)8 82012336; 61 (0)8 82781934; www.worldarchaeologicalcongress.org
Additional contact: Steve Hemming, steve.hemming@flinders.edu.au; Ph: 61 (0)8 82015593
Tom Trevorrow, nlpa@bigpond.com; Ph: 61 (0)8 85751557

6) Asia Pacific Week - Pacific Islands Workshop, Jan 2006

The Centre for the Contemporary Pacific, Research School of Pacific and Asian Studies, The Australian National University, Canberra, Australia 29 January - 2 February 2006.
Deadline for applications has been extended to 4 November.

The Pacific Islands Workshop 2006 is a five day program of activities designed to bring together honours, postgraduate and recent postdoctoral students with an interest in the Pacific Islands from around Australia and further afield.

The workshop is organised by the Centre for the Contemporary Pacific and is a part of the ANU's Asia Pacific Week during which a range of academic, social and cultural activities will be held. The Pacific Islands Workshop 2006 is open to honours-level and postgraduate students as well as recently completed postdoctoral students currently enrolled in any Australian university. Students enrolled in overseas universities will also be welcome.

The workshop aims to provide a forum for the building of networks among young Pacific scholars through the exchange of knowledge and experiences surrounding the study of the Pacific Islands in the social sciences and humanities.

Students from all disciplines within the humanities and social sciences are eligible. Limited funds are available to help defray travel and accommodation costs for
participants who are making presentations.

For further information and how to apply see URL
http://rspas.anu.edu.au/asiapacificweek/
Internet Archive

7) US/ICOMOS advises
World's Top Heritage Preservation Prize
Awarded In China

Ann Webster Smith of Washington, DC, has received the Piero Gazzola Prize, the highest international award bestowed on an individual by the International Council on Monuments and Sites (ICOMOS) on behalf of the global heritage conservation community. With headquarters in Paris, France, ICOMOS represents over 8,000 practitioners, professionals and advocates for the conservation of cultural heritage places in more than 130 countries.

The United States Committee of ICOMOS announced that the outstanding dedication of its Chair Emerita Ann Webster Smith to the international advancement of heritage protection was recognized last October 17th at the 15th ICOMOS General Assembly held in Xi'an, China. Awarded every three years, the Gazzola Prize is considered by many to be the closest equivalent of a Nobel Prize in Heritage Conservation. The Prize is awarded to an individual or group of individuals who have contributed with distinction to the universal heritage conservation aims and objectives of ICOMOS.

Ms Smith's nomination was unusually strong in that, in addition to being nominated by US/ICOMOS, her host National Committee as is required, 30 illustrious historic preservation leaders from Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, Cuba, the Dominican Republic, Egypt, Indonesia, Israel, Italy, Jamaica, Malta, Mexico, the Netherlands, Russia, South Africa, Spain, Sri Lanka, Venezuela and Zimbabwe joined Ms Smith's nomination and made it a true universal recognition of her contribution and commitment to international cultural cooperation.

In presenting her merits, the nomination recounts:

"The work and achievements of Ms Smith in fostering a global culture of protection for the cultural heritage of the entire world are so prolific and varied that they defy description. Her unwavering dedication, passion and generosity for ICOMOS, where a large part of her work on behalf of international preservation has taken place, are universally known, almost legendary by now.

"Her service to ICOMOS has been uninterrupted for 30 years, and continues to this day. A true visionary never fearing change for the sake of improvement, she has conceptualized, supported, championed and enabled numerous cultural programs for international cooperation; influenced major decision-makers towards the preservation ethic; steered private and public funds for the support of international preservation initiatives; mentored dozens of young preservationists into their full
professional capacity; and given her unfailing support and assistance to new and young ICOMOS members. Fortunately for all, she remains as active, dedicated, generous and enthusiastic today as she was 30 years ago."

Established in 1979, the Prize commemorates the first President of ICOMOS, Piero Gazzola of Italy, an outstanding personality in the history of heritage conservation, and closely linked to the creation of ICOMOS in 1965. Salvador Aceves of Mexico, Cevat Erder of Turkey, Birgitta Hoberg of Sweden, Yukio Nishimura of Japan and Roland Silva of Sri Lanka constituted the distinguished 2005 Gazzola Prize Selection Panel. Messrs Silva and Erder are respectively former recipients of the award in 1999 and 2003.

Directly below are excerpts from Ms Smith's worlds of acceptance:

"I am deeply grateful to ICOMOS and its members for the enormous honor you have bestowed upon me in naming me as Gazzola Prize Laureate for 2005.

"Also, may I express my thanks to all of my ICOMOS colleagues who, I am told, supported my candidacy. I would like to express my particular thanks to the Prize Committee for 2005. and to acknowledge the memory of another American, Dr. Ernest Allen Connally, another Gazzola Prize winner and the mentor who first brought me into the world of ICOMOS 30 years ago

"Piero Gazzola for whom the prize is named was not only the founder or ICOMOS. He and Professor Raymond Lemaire [of Belgium], were the guiding spirits behind the organization and the enunciation of its objectives. Together they and their associates as well as those who have followed them, sought to ensure the preservation and conservation of the monuments and sites, the cultural treasures which make up the heritage of all peoples and in particular to guide those whose daily objective is to ensure that these properties are preserved and enhanced for the enrichment of the minds and lives as well as for the pleasure of society today and that of those who will come after us.

"Piero Gazzola was a much loved man, an inspiration to all those who had the privilege and distinct honor of working with him, his colleagues at home in Italy and his friends and associates at ICOMOS. He would be proud to see how the organization has grown and thrived. And I am proud to have played a part in ICOMOS and its work; never quite so proud and pleased as I am by the honor you do me today. Thank you! Thank you all."

Contact name: Gustavo Araoz or Donald Jones
Phone: 1-202-842-1866 Fax: 1-202-842-1961
e-mail: garaoz@usicomos.org Website: www.icomos.org/usicomos
2006 US/ICOMOS International Intern Program is now available on the US/ICOMOS website.

Through grants from private foundations, US/ICOMOS expects to offer between 10 and 15 internships overseas in 2006 for U.S. preservationists who are at the early stages of their careers. Through contributions from US host organizations, we also expect to offer between 10 and 15 internships in the United States for non-U.S. citizens.

Prospective interns
Applications are due January 30, 2006. Please read all information carefully before preparing and submitting an application. Interns must apply to the program as a whole, and not for a specific internship location, but please review the reports on the past three seasons to view the types of internships usually sponsored under this program.

Host organizations in the United States

US/ICOMOS is seeking additional host organizations overseas for the 2006 international intern exchange program. We raise a limited amount of funds through grants from foundations and donations from private individuals to send about 10 to 12 young American preservationists overseas to work with a variety of preservation organizations in other countries. In order to provide more opportunities, host organizations are needed that can provide housing for the intern and a full or partial stipend for the intern (for food and basic living costs).

Host organizations in the United States

US/ICOMOS is also seeking additional host organizations for the 2006 international intern exchange program. U.S. host organizations contribute funds to US/ICOMOS to cover recruitment and processing of intern applications, orientation in Washington for the interns, and distribution of stipends over the course of the internships. US/ICOMOS supplements the host contributions with grants and donations from private individuals.

For more information on the 2006 US/ICOMOS International Intern Program, visit our homepage at http://www.icomos.org/usicomos

Or go directly to
http://www.icomos.org/usicomos/Intern_Program/USICOMOS_International_Exchange_Program.htm

9) Call for Tender:
Conservation Management Plan Review and Update and Re-development Feasibility Study

The documents below can be obtained by either contacting Contract Procurement on 5320 5591 or in person through the Customer Service Officers, who are located in the
HER MAJESTY'S THEATRE, BALLARAT
Conservation Management Plan Review and Update and Re-development Feasibility Study

The City of Ballarat is inviting Tenders from suitably qualified consultants to:
• review all relevant documentation and reports, undertake existing fabric analysis as necessary, and update the 'Conservation Analysis and Conservation Policy of the Royal South Street Memorial Theatre' (2 vols) prepared in August 1987 by Clive Lucas and Partners Pty Ltd in association with Civil and Civic Pty Ltd; and
• investigate the feasibility of a number of identified development proposals in accordance with the developed Conservation Policies, and provide sketch designs, costings and a prioritised list of those proposals agreed by the Project Control Group to be functionally and statutorily possible

Please contact the following for any enquiries regarding this tender:

Technical Enquiries:
Janice Haynes, Director, Her Majesty's Theatre (03) 5333 5800
e-mail - hermaj@hermaj.com
or
Vicki Johnson, Heritage and Urban Design Officer
e-mail vickijohnson@ballarat.vic.gov.au (03) 5320 5580

Tender enquiries:
Lindsay Bogg, Manager, Contract Procurement (03) 5320 5548
e-mail enquiries preferred - lindsaybogg@ballarat.vic.gov.au

Document Fee: Nil
Tenders close at 12.00 noon on Wednesday 7 December 2005 and must be deposited in the Tender Box, located on the ground floor of The Phoenix Building, 25 Armstrong Street South, BALLARAT or posted to arrive before close to the Manager, Contract Procurement, City of Ballarat, PO Box 655, BALLARAT, Vic, 3353
Envelope must be clearly marked 'Tender Number 05129'

10) Situation Vacant
Principal Heritage Officer

Principal Heritage Officer
Office of the Director-General
Environmental Protection Agency

Location: Brisbane
Closing date: Friday 25 June 2005
Key responsibilities of the position include:

- Provide professional leadership within the Environmental Protection Agency, and to outside clients, including other government agencies, in regard to historic cultural heritage management, including the development of asset management processes and procedures, and protocol documents to manage development of complex heritage registered places.
- Provide high level, specialist advice to Agency officers, the Queensland Heritage Council and its committees, on the conservation management of places of historic cultural heritage significance.
- Develop and promote conservation management policies, practice guidelines and information sheets, and advise property owners, conservation practitioners, local authorities, government agencies and the development industry on appropriate conservation management practices and standards.
- Prepare correspondence, reports, submissions and briefing papers relating to the management and protection of historical cultural heritage places as required by the Manager, Queensland Heritage Council Secretariat.

Enquiries:
To obtain a Position Description and application details please go to the Jobs Online website [www.jobs.qld.gov.au](http://www.jobs.qld.gov.au) and refer to Vacancy Reference Number (VRN) EN298/05.

Further information may be obtained from Ken Horrigan, Manager Queensland Heritage Council Secretariat on telephone (07) 3227 8988 or e-mail ken.horrigan@epa.qld.gov.au

11) Career Opportunities at ICS

International Conservation Services Pty Ltd provides innovative solutions for the conservation and management of cultural heritage in Australia and overseas. It operates as four divisions, namely Materials Conservation, Collection Management, Exhibition Management and Architectural Conservation. The Exhibition Management team provides interpretation and display solutions for cultural and heritage sites, ranging from display of conserved objects in museum standard conditions through to the preparation of interpretation plans and documentation of interpretive devices. The Architectural Conservation division assesses, documents and delivers conservation solutions across the complete spectrum of cultural heritage places. Our projects range from small sculptures or wall paintings, to high-rise building facades or large engineering structures, for both public and private clients. We are passionate about the work we do, and seek equally enthusiastic and passionate people to help grow our business.

Heritage Interpretation Manager
We are currently looking for an interpretation manager to join our team to coordinate the delivery of our interpretation projects. Experience with all aspects of the
interpretation of cultural or heritage significance to a broad range of audiences will be favourably considered. In order to complement other members of our team, demonstrable experience with the management of both the physical aspects and people involved with all stages of interpretation planning, design and installation will be more highly valued than research skills or story-telling expertise. A tertiary qualification in arts, architecture, conservation or allied fields is desirable, with post-qualification experience in the interpretive field. A background of working on heritage building projects will be very favourably considered. Appointment will be at a level commensurate with demonstrated experience. This role has opportunities for career development in both technical and managerial directions.

**Architectural Conservator**

We are currently looking for an architectural conservator to join our team to provide consulting advice on conservation solutions and delivery of conservation works. A tertiary qualification in architecture, building, materials science or heritage conservation is required, with experience post-qualification across a range of building materials. Appointment will be at a level commensurate with demonstrated experience. This role has opportunities for career development in both technical and managerial directions.

If you would like to join this industry leading, dynamic organisation which is currently growing in several new areas, please request a position description for the relevant position by emailing personnel@icssydney.com. Applications required by 28 November 2005.

**David West**

Executive Director, Architectural Conservation international conservation services

53 Victoria Avenue
Chatswood NSW 2067
Australia
T: +61 (2) 9417 3311
F: +61 (2) 9417 3102
M: +61 (411) 692 696
E: d.west@icssydney.com
W: www.icssydney.com

cONServation & management of cultural material

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**12) Situation Vacant:**

**Heritage Officer Position**

- **Agency Name**: HERITAGE OFFICE, NSW
- **Job Classification**: Heritage Professional Officer, Level 1
- **Location**: Parramatta
- **Employment Status**: Permanent Full-Time
- **Vacancy Ref**: Job Reference No HER05/371
- **Closing Date**: Friday, 2 December 2005
Selection Criteria

University qualifications in either planning, architecture, landscape architecture, archaeology or other related conservation fields.
Professional qualifications or practical experience, and accumulated knowledge and interest in heritage conservation.
Knowledge of needs and issues relating to heritage conservation and familiarity with current best practice and relevant guidelines and policies.
Demonstrated knowledge of, and experience in, assessment of heritage items and assessment of the impact of development on heritage items.
An understanding of the relevant legislative framework for management of heritage items.
Experience in working within a multi-disciplinary team.
Proven communication, interpersonal and presentation skills to consult with, and influence government agencies and the community.
Demonstrated time management skills including demonstrated ability to balance priorities and meet deadlines. Computer literacy, drivers license.
Sound knowledge of, and capacity to implement equal employment opportunity (EEO)
Sound knowledge of, and capacity to implement ethical practice
Sound knowledge of, and capacity to implement Ethnic Affairs Priorities Statements (EAPS)
Sound knowledge of, and capacity to implement occupational health and safety (OHS)

Enquiries
Vincent Sicari - 02) 9873 8556, sicariv@heritage.nsw.gov.au

For Information Package contact Nikki Ward (02) 9873 8555 or visit our website http://www.heritage.nsw.gov.au

13) Situation Vacant:
Ranger (Park Services)

PARRAMATTA PARK TRUST

RANGER (PARK SERVICES)
Garden's Officer Level 7, Parramatta, Permanent, Full Time. Pos. No. 04/03. Total remuneration package valued to $53,879.00: Salary $47,409.00-$48,826.00.
Remuneration package includes salary, annual leave loading & employer
superannuation contributions. Award penalty rates applicable.

Parramatta Park is an 85ha urban park encompassing natural & cultural heritage values of state & national significance. It has a history of Aboriginal occupation, a Vice-Regal domain, early and important agriculture and as a major public park (1858). The park conserves archaeological sites, historic monuments, buildings, the Parramatta River, 10ha of Cumberland Plain vegetation. It is the largest area of open space in Parramatta and a key recreation destination for Sydney with 1.5 million visitors p.a.

The successful applicant will deliver natural & cultural heritage management, law enforcement & visitor services. **Selection Criteria:** Relevant tertiary qualifications or equivalent prior learning Experience in visitor & recreation operations & managing parks in an urban environment. Heritage management experience. Skills in word processing, spreadsheets & databases. Experience in delivery of educational/interpretation programs/tours or similar. Effective oral/written & interpersonal communication. Demonstrated experience in supervision of volunteers, work experience placements or similar. Liaison, negotiation/conflict resolution skills. Senior First Aid Certificate & NSW Class C Driver's Licence or equivalent. Common selection criteria also apply.

**Notes:** Prepared to work weekends, provide on-call service for Park Security & wear uniform.

To apply for this position applicants must obtain the Information Package. The package contains the Selection Criteria for this position (under the heading titled "Knowledge, Skills and Experience") that must be addressed in your application.

**Inquiries:** Susan Clunie (02) 8833 5012.  **Information Packages:** Anna Vukojevic 02 8833 5000 Applications Marked "Confidential" To: Apply online at [www.jobs.nsw.gov.au](http://www.jobs.nsw.gov.au) or HR Section, Parramatta Park Trust, PO Box 232, Parramatta, 2124 parramatta.park@ppt.nsw.gov.au Closing Date: 9/12/05

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14) Situation Vacant:

**Cultural heritage practitioner required for contract position**

Re-advertised. Please re-apply.

Previous applications lost in computer crash

**Cultural heritage practitioner required for contract position in NSW State Government agency.**

A cultural heritage practitioner is required in the Environment Section of a NSW State Government agency for a period of six months (with a possibility of on-going employment).
The successful candidate will be required to provide support to the agency's heritage advisor. This will involve the provision of advice to project managers on archaeological and broader cultural heritage management issues, and assisting in the management of projects, including the preparation of conservation management plans and strategic heritage studies. The role will also include assisting the development of strategies and protocols to help the agency meet its legislative requirements under relevant State and Federal environment and heritage legislation.

Experience in both indigenous and non-indigenous cultural heritage management would be an advantage. The position would suit a recent graduate, or a practitioner with up to five years professional experience. Training and hands-on experience provided.

This position is available because the previous contractor has moved to a permanent position.

**Pre-requisites**
- Degree and/or experience in archaeology, history, cultural heritage management or a related field.
- Current motor vehicle driver's licence.

The successful applicant may be required to travel within NSW and work outside normal working hours on occasions. The position is based in Western Sydney.

Please send your resume to: hr@hamble.com.au, or call Greg Newling at Hamble Human Resources on (02) 9987 2640

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**15) Situation Vacant**
**Heritage Advisor**

Ref No PD 007
Flexible Working Arrangements
* Attractive Salary Package to be Negotiated

We are looking for someone who has a passion for heritage buildings and issues to fill this important position with the City. We offer the opportunity to take on this position on either a full time or part time basis and are willing to work with the successful applicant to further develop the position.

Bendigo is known for its heritage buildings and landmarks dating back to the gold rush era. The role of the City's Heritage Advisor is to assist owners of heritage properties, advise Statutory Planners on permit applications, advise Council on its heritage assets, attend Heritage Advisory Committee meetings and assist with the implementation of the Heritage Restoration Fund.

Applications, addressing the selection criteria, must be received by 4pm on Monday
December 5, 2005.

You can obtain Position Descriptions by direct download from [www.bendigo.vic.gov.au](http://www.bendigo.vic.gov.au); by contacting HR at our Lyttleton Terrace offices on (03) 5434-6283; or by e-mail to recruitment@bendigo.vic.gov.au

You can obtain Position Descriptions and further information by direct download from [www.bendigo.vic.gov.au](http://www.bendigo.vic.gov.au); by contacting HR at our Lyttleton Terrace offices on (03) 5434-6283; or by e-mail to recruitment@bendigo.vic.gov.au.

Applications, addressing the Key Selection Criteria, should be marked "Confidential" and be addressed to the Recruitment Officer, City of Greater Bendigo, PO Box 733, Bendigo 3552

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If you would like to suggest an event, story, course etc for the Australia ICOMOS E-Mail News or submit an article, send an e-mail to the Australia ICOMOS Secretariat at: austicomos@deakin.edu.au

Disclaimer: Opinions expressed in the Australia ICOMOS Email News are not necessarily those of Australia ICOMOS Inc. or its Executive Committee. The text of Australia ICOMOS Email news is drawn from various sources including organizations other than Australia ICOMOS Inc. The Australia ICOMOS Email news serves solely as an information source and aims to present a wide range of opinions which may be of interest to readers. Articles submitted for inclusion may be edited.

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Australia ICOMOS Secretariat
Nola Miles, Secretariat Officer
Cultural Heritage Centre for Asia and the Pacific
Deakin University
221 Burwood Highway
Burwood Victoria 3125
Telephone: (03) 9251 7131
Facsimile: (03) 9253 7158
Email: austicomos@deakin.edu.au
http://www.icomos.org/australia