

ART GALLERIES AND MUSEUMS ASSOCIATION OF NEW ZEALAND (Inc.)

AGMANZ NEWSLETTER, No.5. JANUARY, 1956.

EDITORIAL:

Evidence of the Council's awareness of the need to improve the conditions and status of the museum profession is clearly shown in the present issue. Attention has been focussed on two matters amongst others, first the question of salaries, and second the institution of a title of merit to be known as a fellowship. The question of the fellowship has been fully discussed at several Council meetings and the scheme as recommended by Council will be submitted to the Annual General Meeting for approval. When approved, fellowship holders will know that they possess the hallmark of competence and experience in the museum profession. In our view this will do much to improve the standing of the profession, both in the eyes of those engaged in museum work and in that larger sphere occupied by the general public.

COUNCIL ACTIVITIES:

Council has given careful attention to a scheme for the granting of fellowships by the Association. The matter was fully discussed at the October and December meetings. At the latter meeting the proposed fellowship rules were endorsed unanimously by the Council and a motion was carried that they be submitted to the next Annual General Meeting for approval.

The establishment of the fellowship would improve the status of museum workers and would be a title of merit. Important provisions proposed include the following:-

Being satisfied that the development of the museum movement and of museum services in New Zealand now warrants it, the Association in furtherance of the object set out in paragraph (2(4)) of its Rules hereby institutes as a title of merit a fellowship of the Association entitling the holder to the title Fellow of the Art Galleries and Museums Association of New Zealand (Inc.). The letters to be used by any such holder shall be F.M.A.N.Z.

The grant of a fellowship shall indicate that in the opinion of the body granting it the grantee has the necessary academic or similar qualifications and has actually exhibited outstanding qualities in museum leadership or ability in the museum movement to warrant the grant of the highest title of merit in the gift of the Association.

A fellowship may be granted only to an ordinary member of the Association.

The Council of the Association shall be the body

authorized to grant fellowships under these Rules and to establish and maintain the Register.

The fellowship granted on the terms laid down in these rules shall be open to any ordinary member of the Association who can satisfy the following initial requirements:

(a) That he is not less than 35 years of age.

(b) That he has held for at least ten years and has competently discharged the duties of a museum post which involves the possession of the higher skills of museum work or of the administrative ability to ensure the proper functioning of a museum, or has materially advanced the practice of museum practice.

Nominations shall be made at a meeting of the Council by a Council member.

The fee for registration of a Fellow shall be three guineas.

The fees from the registration of Fellows shall be kept in a special fund to be used at the discretion of the Council.

Council has again given consideration to the question of salaries. Extracts from a ten-page report, prepared by a subcommittee consisting of Dr. Archey, Mr. Fisher and Dr. Cooper (convener), which was adopted at a Council meeting held at Auckland on 6th. December, 1955, are reproduced here. Reference should also be made to an earlier report published in Newsletter No. 3.

Report of A.G.M.A.N.Z. Salaries Subcommittee.

1. The report on the status and salaries of the staff of the New Zealand Metropolitan Museums dated 10th. May, 1954, adopted by the Council of A.G.M.A.N.Z. was based on returns furnished by the four metropolitan museums in 1953 and the Council resolved on 19th. October to appoint a new subcommittee consisting of Dr. Archey, Mr. Fisher and Dr. Cooper to bring the report up to date.
2. The extent to which the previous report has been adopted by controlling authorities is most gratifying to the subcommittee. Special mention must be made of the excellent response of the Canterbury Museum Trust Board, reported previously to Council, and the splendid results just achieved by the Hawke's Bay Art Gallery and Museum.
3. The findings of the previous subcommittee still apply however and are quoted again to emphasize their importance.

Findings

- a. The salary rate of N.Z. Museum workers compares unfavourably with the rates applying in other spheres where comparable duties are performed and similar qualifications are required.
- b. There are considerable differences in the status and salary received of persons performing the same duties in different museums.
- c. The general lack of a defined salary scale with regular increments does much to discourage suitable applicants from applying for museum positions and provides little assurance for present staff regarding present and future status.

It seems to us that the most important of the findings is the third and that a defined salary scale with regular increments is not only necessary to attract suitable applicants but is essential to maintain the morale of the present staff.

4. Duties as defined in the earlier report of 10th May, 1954, may require revision in view of the gradings recognised by several Museums within the titles "Keeper" and "Assistant Keeper" but the subcommittee has not felt it necessary to take action on this matter. It is considered however that the adoption of grades within these titles is necessary in view of the different responsibilities attaching to these posts.
5. The appointment of a Museum Extension Services Officer at Auckland is an innovation which must be mentioned.
6. The lack of preparators, and technical assistants, and of gradings for them at Auckland and Dunedin make a comparison difficult, and we have omitted clerical and other staff covered by awards.
7. In revising the old scale we have taken the following factors into consideration.
 - a. Already some controlling authorities have seen fit to amend or improve the old A.G.M.A.N.Z. scale.
 - b. The New Zealand Public Service Clerical and Professional Division salary scales have been increased twice since 1953.
 - c. The staff of New Zealand University Colleges are pressing for an improved scale at present.
 - d. The New Zealand Public Service rates for D.S.I.R. Technical Officers, Technicians and Technical Assistants are now in advance of those previously adopted by A.G.M.A.N.Z.

- e. Most members of the staffs of New Zealand Museums and Art Galleries are required to have specialist knowledge and exceptional qualifications. A comparison with the Public Service would be invidious but it should be remembered that it is possible to proceed to Class I in the Public Service (£1110 per annum) without specialist knowledge or exceptional qualifications. In addition public service officials have other privileges such as overtime, travelling expenses, sick leave and super-annuation which are not available to all who work in New Zealand Art Galleries and Museums.
- f. Training College staffs and Museum Education Officers have received a substantial improvement in salary since the old A.G.M.A.N.Z. scale was prepared:-

Senior Lecturer	<u>1952</u> 910-1000	<u>1955</u> 1070-1175
Lecturer	820-940	970-1105
Museum Education Officer	700-790	835-935

All these salaries are subject to the addition of

Married allowance (if eligible) £57.10. 0.

Academic qualifications -
Bachelor degree £10. 0. 0.

Master's degree (except 1st.
and 2nd.class honours) £20. 0. 0.

Master's degree (1st. & 2nd.
class honours). £30. 0. 0.

Recently A.G.M.A.N.Z. has made representations for an improvement in the salaries of Museum Education Officers. There is an anomaly here in that at their present rates they receive more than the majority of Keepers. The different responsibilities attaching to the post of Keeper are mentioned later but the principle that a Keeper is of at least equivalent value to a Museum Education Officer has been followed in fixing the minimum scale for the post.

8. The new scale proposed is:-

	<u>Old Scale</u>	<u>New Scale</u>
Director	£1500-1700	1500-2000

We consider that the post of Director should have equal status to that of a University Professor.

	<u>Old Scale</u>	<u>New Scale</u>
Assistant Director	£1200-1350	1400-1750
Keeper	950-1100	950-1500

We have made the margins very wide to allow for the recognition of different responsibilities attaching to this post and also to permit some special reward for experience, outstanding qualifications and the performance of extra duties. We have not attempted to lay down specific increments as it seems impossible to obtain uniformity but we do feel strongly that regular annual increments to carry an employee to the maximum shown are essential for morale and for the maintenance of the status of Museum officers.

Asst. Keeper	£600-800	650-900
Extension Services Officer	670-860 (Auckland only)	950 +
Keeper of Archives } Librarian }	600-850	950 +
Assistant Librarian	375-525	400-600
Preparator	600-800	800-950
Asst. Preparator	350-550	500-750
Tech. Assistant	425-650	500-750
Artist	500-600	500-750
Art. Assistant	375-475	375-500
Photographic Technician	550-750	600-900

Staff covered by clerical and other awards have not been included.

The Committee considers that the facts presented reveal the great desirability of there being a national salary scale for the staffs of New Zealand Museums. This would have the advantage already mentioned of attracting suitable applicants to the service and of maintaining the morale of staffs. A National scale would enable museum officers occasionally to move to other institutions, which would result in keener competition for positions when governing bodies advertise appointments.

VISIT OF DR. GRACE McCANN MORLEY:

The Director of the San Francisco Museum of Art, Dr. Grace McCann Morley, is paying a short visit to New Zealand as a United States specialist under

the International Exchange Programme of the Department of State. She will arrive at Auckland on February 20th. and will leave for Fiji on March 5th.

Agmanz is indeed pleased to welcome Dr. Morley and to have the opportunity of benefitting from her rich and varied experience. An outline of some of the outstanding positions held during her career follows.

After graduating M.A. from the University of California she obtained a doctorate from the University of Paris, France. In addition to holding the position of Director of the San Francisco Museum of Art, Dr. Morley was Director of the Division of Education, Fine Arts Building, Golden Gate International Exposition, San Francisco 1939; counsellor for museums International Secretariat, UNESCO, Paris, France, 1946-47; head of museums, UNESCO, 1950-52. Finally in May 1955, Dr. Morley was elected President of the American Association of Art Museum Directors.

In order to give our members an opportunity of meeting Dr. Morley, an open meeting of the Council will be held in the Dominion Museum, Wellington, at 10 a.m. on Thursday, 23rd. February, 1956. It is hoped that as many institutional representatives and ordinary members as possible will avail themselves of this opportunity. Dr. Morley will give an informal talk to be followed by discussion.

In the evening Dr. R. A. Falla, Director of the Dominion Museum, has arranged a meeting at the Museum for 8 p.m. at which he will act as host. All Agmanz members are also invited to this function.

AWARD OF THE C.B.E. TO DR. H. D. SKINNER:

The inclusion of Dr. H. D. Skinner's name as one of the recipients of the C.B.E. in the New Year Honours delighted all members and was an honour richly deserved. Dr. Skinner has given long service to anthropology in New Zealand and has a fine record at the Otago Museum, besides making a valuable contribution to the museum profession on a wider basis. To crown his lifelong efforts he was largely responsible for the enactment of the Otago Museum Trust Board Act.

ELECTION OF OFFICERS 1955:

At the Annual General Meeting the following Officers were declared elected:-

President: Mr. E. Westbrook.
 Vice-Presidents: Messrs. L. D. Bestall and V. F. Fisher.
 Honorary Secretary: Dr. R. C. Cooper.
 Honorary Treasurer: Mr. E. G. Turbott.
 Council: Drs. G. Archey, R. Duff and R. R. Forster;
 Messrs. R. K. Dell and M. Smart.

RESIGNATION OF THE PRESIDENT - MR. WESTBROOK:

At the last Council meeting held on December 6th. 1955, Mr. E. Westbrook, tendered his resignation following his appointment as Director at the National Gallery, Melbourne. Members of Council expressed the highest appreciation of the services rendered by Mr. Westbrook during his occupancy of the presidential position and recorded their warmest good wishes for his success in Australia.

VACANCIES ON COUNCIL:

Following Mr. Westbrook's resignation as President Mr. V. F. Fisher was appointed President for the remainder of the term. This created a vacancy in the office of Vice-President which was filled by the appointment of Mr. M. Smart of the Wanganui Museum. Mr. Smart is very well known, both for his services to the Council and for the very fine organization of the last Annual Conference at Wanganui. Mr. L. Lockerbie of Otago Museum was then appointed as a Council member.

MEETING OF AUSTRALIAN AND NEW ZEALAND ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE:

All members are reminded that the next meeting of A.N.Z.A.A.S. will be held at Dunedin from January 16th. to 23rd. 1957. This will be an important meeting, the last occasion when the Association met in New Zealand was 1937 when the sessions were held at Auckland.

MUSEUM NEWS:CANTERBURY MUSEUM:

£140,000 Contract let for Centennial Memorial Wing. With the letting of a contract on April 7th, 1955, for a Centennial Memorial Wing, the Canterbury Museum broke a building stale-mate which has lasted since 1882, when the building was undoubtedly the most impressive in New Zealand and widely regarded as the best in the Southern Hemisphere.

The contract price for the substantial Memorial Wing, which will double the floor area of the present building by adding 40,000 square feet in three new floors, was £140,750. The new wing, which will occupy a 70 feet frontage on Rolleston Avenue, and will extend 240 feet backwards towards the McDougall Art Gallery, represents the major portion of an overall rebuilding plan which was adopted as the result of a Dominion wide architectural competition in 1949, the winning design being submitted by Miller, White & Dunn of Dunedin. The Museum Trust Board faces a two year building contract with approximately £100,000 in hand towards the contract price. The £100,000 in turn represents an £85,000 residue of Canterbury's 1950-51 Centennial Celebrations funds of which were subsidized £1 in £3 by the New Zealand Government, plus £10,000 (excluding subsidy of £3,300) obtained during a householder appeal, throughout Christchurch and much of Canterbury organized by the Trust Board in March 1953.

Features of Memorial Wing.

Apart from the Rolleston Avenue frontage, which will be faced with Port Hills basalt in keeping with the present exterior walls, the Centennial Wing will be of reinforced concrete. The largest display gallery, a 99 by 40 ft. Maori and Polynesian Hall, will be in the ground floor; the other new galleries, all in the first floor, comprise:- New Zealand Fish (69 by 40 ft.); New Zealand Geology and Palaeontology (76 by 28 ft.); New Zealand Botany (58 by 20 ft.); New Zealand Marine Invertebrates; New Zealand Land Invertebrates.

As a direct result of the storage space provided by the mezzanine floor, extensive reorganization of the present building will make these new display topics possible: Hall of New Zealand Birds (80 by 50 ft.); Hall of Transport, Shipping and Exploration (90 by 48 ft.); Early Christchurch Street scene (77 by 15 ft.); Period Rooms (70 by 35 ft.) and Costume Gallery; Sir Robert Heaton Rhodes Stamp Room.

A substantial area (5000 sq. ft.) of the ground floor will be given over to Lecture Theatre (seating accommodation 300) for School Service and Adult Lecture Courses; the half of the balance not occupied by the Maori and Polynesian Hall, will be taken up by large workshops for Carpenters and Preparators, and a store room.

Library Provision.

Although representing only an interim solution, the Library, in the mezzanine floor, will have as an adjunct a public reading room and archives section.

DOMINION MUSEUM:

Uranium Display. This display was installed in November in the geology gallery soon after uranium ore was discovered in the Buller Gorge by Messrs. Jacobsen and Cassin. A large piece of granite containing the ore was presented by Mr. Jacobsen. Philips Electrical Ltd. of Wellington loaned a portable Geiger counter, a loudspeaker and an amplifier. The ore and the Geiger counter were mounted in a table case and the sounds produced by the radiation were amplified and transmitted to the speaker. The Geiger counter was switched on each morning and turned off in the evening. The small hearing-aid type batteries lasted for about ten days. The display was dismantled in late December.

AUCKLAND MUSEUM:

Provincial Services Extension Scheme. The aims and purpose of the service for country districts may be of interest as this is a new post:-

1. To give an educational service to the adult population in provincial and country centres throughout the Auckland Province by the provision of a series of museum exhibits and lectures. The exhibits being placed in a standard

show case provided by the local populace through the town or borough or City Council. By this means discharging the Museum obligation for the financial support given through the local authority.

2. To form a cultural group of local people into an Institute who will be sponsors of all local Museum activities and services.
3. The Museum staff would undertake to provide periodic changes of exhibit on the standard panel provided by the Institute group and the local authority to give as wide a scope as possible to the educational service.
4. To establish a lecture service, as far as possible, concurrent with the change of exhibit in the show case.
5. To promote interest in local history and the collection of material and specimens in each district, and to provide an identification service for such specimens and material.
6. To encourage local talent in all educational subjects commensurate with all Museum activities.
7. To assist any cultural activity within the scope of the Museum's interests.

NOTICE:

Members are notified that an open Council meeting to which all members are invited will be held in the Dominion Museum, Wellington, at 10 a.m. on Thursday, 23rd. February, 1956, to attend an informal talk by Dr. Morley. This will be followed by discussion. See p. 6 for full details.

NEW MEMBERS:

It is with pleasure that we announce the following new members:

Mrs. G. W. Malden of Havelock North; Miss H. M. Hull of the Hawke's Bay Art Gallery and Museum; Miss M. E. Stephens of Dominion Museum; Messrs. P. Webb, J. Henderson of the Auckland Art Gallery; G. C. Shaw of Dominion Museum, and R.A.L. Batley of Taihape.

PERSONALS:

Dr. R. E. Bell, Professor of Anthropology, at the Oklahoma University, U.S.A., arrived in New Zealand on August 19th. 1955, as a Fulbright Research Scholar. Dr. Bell, who brought his wife and two children, came to New Zealand following an application by the Council of Agmanz for a scholar who might initiate and give further insight into modern archaeological techniques. Although his headquarters are at the Auckland Museum, Dr. Bell has carried out important field work under the auspices of the Canterbury and Otago Museums. He plans, in the immediate future, to prosecute field work in the

Auckland area, and to attend and contribute to the first Conference of the New Zealand Archaeological Association to be held in Auckland during May. He expects to leave for England on May 17th. 1956

On November 15th. 1955, Mr. Benedict Sandin of the Sarawak Museum, who had spent twelve months in New Zealand under the terms of a Unesco Fellowship, set out on his return journey to Sarawak. While with us Mr. Sandin visited most of the museums and endeared himself to all by his ready wit, and his constant zest for further experience and knowledge.

Mr. A.W.B.Powell left in January as leader of an American expedition which is carrying out marine researches in the Geelvink Bay area, Dutch New Guinea.

Mr. C. McCahon, recently appointed Assistant Director at the Auckland Art Gallery, has been Acting-Director pending the arrival of the new Director, Mr. P. Tomory.

In order to carry out further study in England, Mr. T. Barrow, who recently graduated M.A. with first-class honours, left Wellington recently, accompanied by Mrs. Barrow.

After several years as Assistant Education Officer at the Auckland Museum, Mr. H.Grimson resigned in order to accept an appointment as headmaster of the Whangape Maori School. As successor to Mr. Grimson, Mr. E. Owen was appointed Assistant Education Officer.

Mr. N. G. Manley has been appointed Extension Services Officer at the Auckland Museum.

Miss E. M. Stephenson, who some years ago was Assistant Education Officer at the Dominion Museum, has resumed her old position.

Our Secretary, Dr. R. C. Cooper, is at present visiting Melanesian and Polynesian islands in order to pursue his studies on the taro.

Farewelled last year, Dr. M. H. Battey, formerly Geologist at the Auckland Museum, has taken up his new post at King's College, Durham University, Newcastle-upon-Tyne.

Mr. A. C. Blomfield, B.Com., A.R.A.N.Z., A.C.A.I., who has agreed to act as Hon. Auditor for the Association was duly appointed by the Council.

Auckland Institute and Museum,
P. O.Box 9027,
Newmarket, AUCKLAND S.E.1.

V. F. FISHER,
Hon. Editor.