This information was collected for the 2022 M&G NSW Sector Census and utilises data from 38 medium sized public museums with a Full Time Equivalent range from 0.8 to 30.0 FTE. It includes organisations from the local government and university sectors.

Staffing

All responding organisations have paid staff, with an average of 4.4 Full Time Equivalent (FTE).

Organisations identified having the following salaried positions:	
Director	63%
Curator	63%
Administrator/Office Manager	60%
Public Programs Officer	60%
Education Officer	45%
Communications and/or Marketing	35%
Registrar	27%
Volunteer Manager	25%
Installer	22%
Assistant Curator	18%
Philanthropy/Sponsorship Manager	10%
Conservator	9%

13% respondents indicated that staff positions had been amended in the previous 4 years to support operations outside their facility (such as supporting other cultural organisations, departments or events in their Local Government).

Salaries

Salary ranges below have been sourced from advertised roles from 2022 to 2024 or direct contact with organisations. The breakdown of FTE between organisation size differs between museums and galleries to ensure representative spread within each sector.

Org FTE:	Director	Curator	Programs / Education
Up to 4.9 FTE	$80,000 - $115,000	$77,806	$76,664
5.0 - 7.9 FTE	$104,717 - $125,555	$67,000 - $86,530	$67,000 - $86,530
8.0 - 14.0 FTE	$102,588 - $145,651	$81,807 - $124,366	$73,616 - $109,912

Volunteers

87% of organisations have volunteers, with an average of 21.9 volunteers each.

Of those with volunteers, the main functions for volunteers were:	
Collection care	55%
Tour Guides	51%
Front of house, front desk, ticketing	51%
Research	49%
Public programs and events	37%
Digitisation	29%
Cleaning	23%
Outreach/Community Engagement	17%
Building maintenance	17%
Funding applications and fundraising	3%

Budgets

Operational Budgets ranged from $100,000 to $4,700,000. Average budget was $873,082.

Organisations receive and generate revenue across a range of sources, with local government representing the biggest share.

% organisations receiving revenue from following sources:	
Local Government	63%
*Those receiving more than 75% of their funding from local government	53%
Gift shop	55%
Entry fees	47%
Create NSW	45%
Member fees including through Friends groups	42%
Philanthropy, Private Donors & Sponsorship	37%
Commercial activities	31%
M&G NSW	16%
Creative Australia (Australia Council)	3%

Programs and visitation

*note these figures were for 2021, and as such highly impacted by Covid-19 restrictions.

A total of 164 exhibitions were presented, representing an average of 3.7 exhibitions per venue.

Attendances totalled 908,016 with an average of 28,375 per venue.

88% of organisations deliver engagement programs, with 95,252 people attending these programs.

Number of Engagement Programs Delivered	
None delivered	12%
Less than 5	32%
5 - 10	15%
10 - 40	20%
40 - 60	6%
60 and over	15%

Collection Items

Respondents identified the following number of collection objects:	
No collection	0%
100 items or less	0%
101 - 1,000	13.5%
1,001 - 5,000	40.5%
5,001 - 10,000	13.5%
More than 10,000	32.5%

Benchmarking based on Full Time Equivalent

Org FTE:	% orgs in FTE bracket	% orgs with Director salaried director	Operational budget range	Average budget	Visitation range*	Average visitation	Exhibition no. range	Average no. exhibitions	% orgs with 1,000+ collection objects
Up to 2.9 FTE	47%	39%	$100,000 - $580,000	$306,638	1,000 to 55,000	15,503	1 to 14	3.1	35%
3.0 - 6.9 FTE	32%	75%	$550,000 - $1,200,000	$797,012	13,000 to 62,000	24,792	1 to 18	5.9	42%
7.0 - 30.0 FTE	21%	100%	$520,000 - $4,700,000	$2,128,239	5,000** to 147,925	68,740	2 to 12	5.87	75%

* Visitation and Programs based on 2021 data, therefore impacted by Covid-19 restrictions
** Represents gallery closed for redevelopment