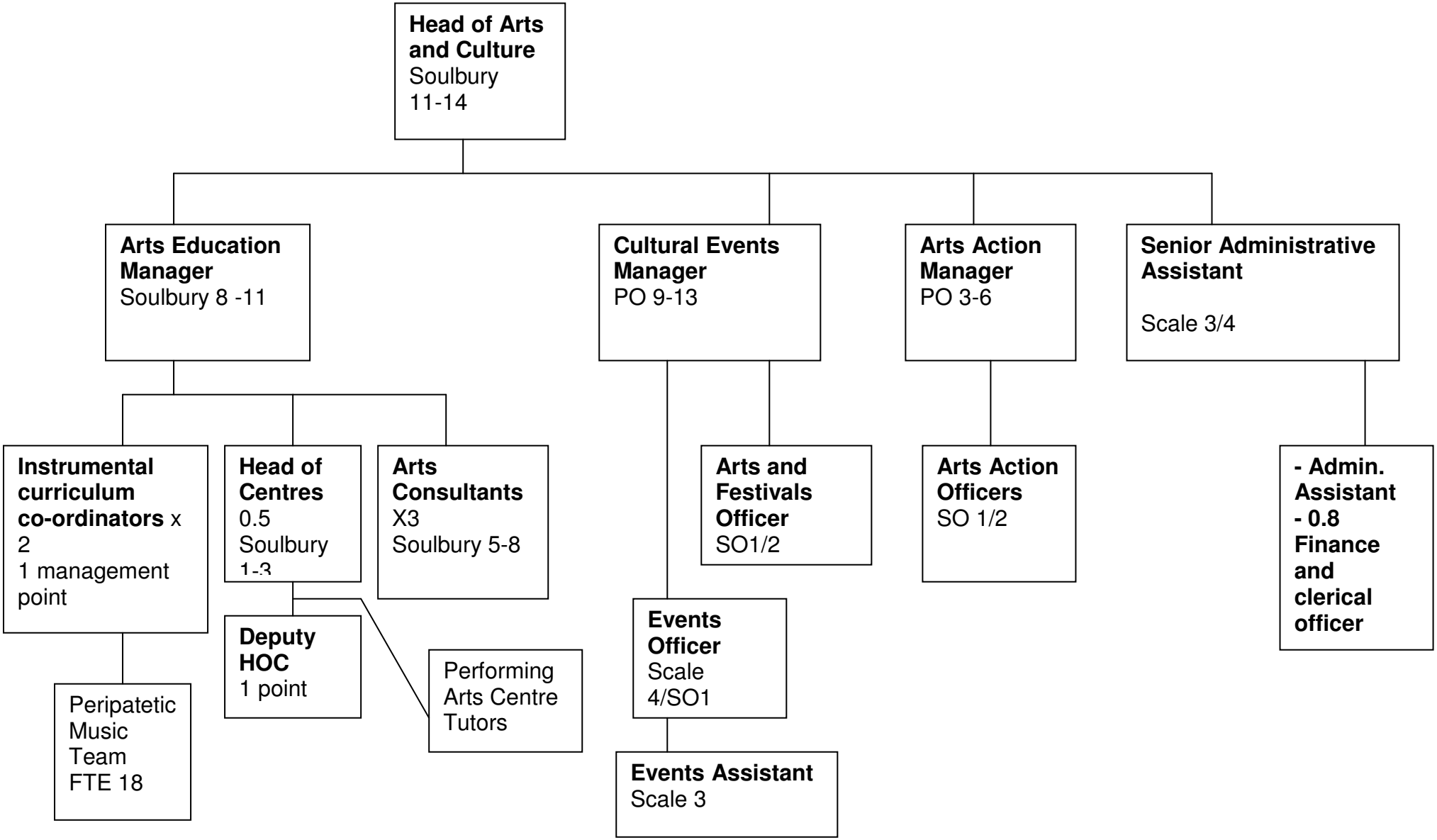Staff Structure for Arts and Culture from Sept 2004