

MANPOWER STUDY

IN RESPONSE to a suggestion from the Victorian Branch for program activities, General Council adopted the proposal from the Victorian Branch that a manpower study be conducted in 1979. The purpose of the study is to assess employment prospects for Australian library workers.

The original proposal suggested a joint study with the Department of Employment and Youth Affairs. Advantages of a joint study were seen to be:

- 1 The possibility of joint funding;
- 2 The Department would give the study official recognition;
- 3 The Department would have access to more accurate information for career prospects than it currently has.

Repeated attempts throughout 1979 to gain support from the DEYA and the Department of Productivity were unsuccessful. Such attempts included a submission to the Minister for Employment and Youth Affairs. Towards the end of 1979 it became evident that although the DEYA would be willing and in fact, keen to co-operate, it would not be able to contribute any resources other than advice. In so doing the Department indicated its continuing interest in the project and has been trying to encourage other professional groups to undertake similar projects.

By the beginning of 1980 therefore, it had become apparent that the Association would

have to undertake the project largely from its own resources. Although Mr S. Saunders from the DEYA has continued to liaise with the Committee, especially in relation to questionnaire design, a small group has been meeting weekly since February to plan the study. The Committee, consisting of Vanessa Bourne, Michael Hill and Barrie Mitcheson, was purposely kept small during the planning of the exercise. The Committee have now been joined by a group of volunteer helpers to assist in the detailed work of the study itself.

The basis of the study will be three questionnaires to be sent to library workers and employers on a randomly selected basis and all library schools listed in the 1980 LAA *Handbook*.

The questionnaire to individuals is being distributed almost coincidentally with this issue of *Incite*. Information collected from this document will form a major part of the study and the Committee would urge those people selected for the survey to return their completed questionnaires as quickly as possible.

The remaining two questionnaires will be distributed in early August. The Committee hopes to analyse the results of the questionnaires during September and October and prepare its report for presentation to the Victorian Branch and General Council during December.

Barrie Mitcheson

Convener, LAA Manpower Project

Post-Conference Seminars *continued*

Workshop for librarians in non-university tertiary institutions

NB. This workshop has been cancelled.

Adult Literacy workshop

Organised by NZLA Literacy Committee in consultation with Australian librarians. Title: *Adult literacy and libraries*. Panel of librarians involved with literacy schemes; discussions. Morning only.

Law Librarians workshop

Organised by LAA Law Librarians Group in consultation with NZLA representatives. Discussions and library visits.

Health Librarians workshop

Organised by NZLA Health Librarians Group in consultation with Australian colleagues. All day seminar for health, medical and related librarians. Title: *Sharing health information*. Discussions of various topics; visit to Canterbury Medical Library; special lunch.

University and College Libraries seminar

Organised by LAA University and College Libraries Section together with NZLA University, College and Research Libraries Section. Topic: *Tertiary library effectiveness*. General session followed by workshops. All day seminar.

Public Libraries seminar

Organised by LAA Public Libraries Section together with NZLA Public Libraries Section. Morning seminar. Topic: *Standards for public libraries*. Panels and discussion. (The NZLA's revised *Standards for public library service in New Zealand*, has just been published.)

Mobile libraries and mobile library services

Organised by LAA Bookmobile Special Interest Group in association with NZ representative. Afternoon seminar. Panels and discussion.

Any other special interest groups who wish to organise a post-conference seminar should write to Mrs Malvina Jones, Convenor, Business and Post Conference Sub-committee, PO Box 29037, Fendalton, Christchurch, New Zealand. Deadline 31 August, but the sooner you get in touch the better.

NZLA Sections and Divisions

NZLA Sections and Divisions invite LAA members to attend their AGM's which will be held as follows:

Tuesday 20 January, 3.45pm-5pm.
Children's and Young People's Section;
Special Libraries Section;
Public Libraries Section;
University, College and Research Section;
Local Authorities Division (please note change of day from Wednesday, as shown on registration form and preliminary program, to Tuesday.

AGM will be preceded by a speaker.
Wednesday 21 January: Following the LAA Presidential address.

Professional Division.

Cataloguers dinner

On 19 January the Cataloguers will hold a dinner at the Chung Wah Restaurant from 7pm-midnight. The price is NZ\$12 (incls wine) and a cheque for this amount should be sent to LAA/NZLA Conference, Atlantic & Pacific Travel Ltd, PO Box 2607, Christchurch, NZ.

Library Association of Australia Industrial Information Service Recommended Salary Scales for Special Libraries/ Private Enterprise

Professional Library Staff

Librarian — Defined as those eligible for Associate Membership of the Library Association of Australia (ALAA).

Librarian Grade 1	Librarian Grade 2	Senior Librarian Grade 1	Senior Librarian Grade 2
*\$11766	\$15666	\$19293	\$22339
\$12313	\$16210	\$20018	\$23173
\$12993	\$16754	\$20744	\$24009
\$13665	\$17298		
\$14330	\$17843		
\$15000	\$18568		

Executive Appointments Salary rates for executive positions by negotiation.

*For a 4-year (Full-time equivalent) trained librarian the minimum salary is \$12313 per annum.

For a librarian-in-charge of a special library (minimum of 3 years experience as a qualified librarian) the minimum salary is \$13665 per annum.

Para-Professional Library Staff

Library Technician — Defined as those eligible for Library Technician membership of the Library Association of Australia.

Library Technician		
Grade I	Grade II	Grade III
\$11554	\$12676	\$13820
\$11933	\$13070	\$14189
\$12311	\$13446	\$14563

Other Library Staff

Library Assistants — Defined as those eligible for membership of the Library Association of Australia

Library Assistant

	Junior	Adult	Grade 1	Grade 2
-18 years	\$5968	\$9455	\$10830	\$12311
18 years	\$6724	\$9799	\$11184	\$12676
19 years	\$7739	\$10144	\$11554	\$13075
20 years	\$8648	\$10489	\$11933	\$13446

Recommended Points of Appointment

Completion of ONE THIRD of a recognised Professional Course — Library Assistant Grade 1.

Completion of TWO THIRDS of a recognised Professional Course — Library Assistant Grade 2.

(Subject to a position being available.)

Completion of HALF of a recognised Para-Professional Course — Library Assistant Grade 1.

All professional, para-professional and other library staff

Part-time employment Persons employed on a part-time basis who work a regular number of hours per week shall be paid a proportionate rate based on the number of hours worked as a ratio of the ordinary hours of the classification in which they are employed. They shall also be entitled to the same proportion of all conditions of employment enjoyed by those employed full-time (35 hour week basis) — rates available on application.

Casual employment Persons employed on a casual basis shall be paid, in addition to the salary of the classification, an allowance of 20 per cent (35 hour week basis) — rates available on application.

Annual increments Subject to satisfactory service each grade is incremental.

All rates are based on current national, state and local government salary scales. Update on and from 14 July 1980.

For any further enquiries please contact the LAA Industrial Information Service, 35 Clarence Street, Sydney, (02) 29 7724.