

# On the Industrial Front

## New Library Union Formed in NSW

On August 4, 130 library staff employed in the private sector in NSW met and took a decision to form a Union called the Library and Information Staff Association of NSW. Membership of the Association will be open to all employed or competent to be employed as librarians, information scientists, library assistants, library officers, community information librarians, indexers, archivists, research assistants/officers, records management officers/librarians and positions of like nature, excepting those persons within the present Constitutional rule of the following industrial unions of employers —

- Public Service Association of New South Wales.
- Federated Municipal and Shire Employees Association.
- University Library Officers Association.
- Health and Research Employees Association of Australia.
- Independent Teachers Association of New South Wales.

Teachers' Federation of New South Wales. The Union was formed because these library and information staff are in an award free area and at present are not covered by any union. There has been growing interest by people employed in the private sector in gaining proper industrial coverage. Employers also expect there to be an award.

Library staff in these special libraries are usually only one or two people in an overall non-library environment, and have little or no opportunity to make comparisons with similarly qualified colleagues. The Library Association of Australia publishes a recommended set of salary scales based on public sector library salaries for the guidance of employers and employees in private enterprise. Some employers use these scales and some pay better, but on the whole these library staff are underpaid compared with their public sector colleagues.

A committee was established to draw up a draft constitution and prepare the Union for registration under the Trade Union Act of New South Wales. This draft will be submitted to a further meeting on 14 September.

### Salaries

Librarians in Colleges of Advanced Education and Universities who are on academic related salaries will receive the 7% increase handed down by the Academic Salaries Tribunal on 10 August.

*Judith Hill*  
Industrial Officer

# Management Problem or People Problem?

PUNDITS WHO are fond of describing management problems as 'people' problems could learn much from the Association's Managing People at work which demonstrates the importance of skilful management in handling staff.

This short (2-day) course is designed for librarians and others who spend much of their time directly supervising other people's work, and thus deal routinely with matters requiring management skills and an understanding of human nature.

Though management styles are discussed the emphasis is on practical matters rather than theory, especially the challenges and problems arising in day-to-day work. Staff training, appraisal, complaints, grievances and disciplinary problems are all discussed, and participants have the chance to explore techniques for dealing with them.

Queenslanders will have the chance to test and hone their skills when the program goes to Rockhampton on 4-5 October. (Other states later.)

Consider yourself a manager — then enrol!

## IFLA medium term programme 1981-1985

The International Federation of Library Associations and Institutions (IFLA) has published its second Medium Term Programme 1981 through 1985. A draft of the programme was approved at the Council meeting in Leipzig in 1981.

Copies are available in English, French, German, Russian and Spanish from IFLA Headquarters, PO BOX 95312, 2509 CH The Hague, Netherlands.

## World Literacy Day

SEPTEMBER 8 is World Literacy Day declared by the United Nations, and this year the NSW Adult Literacy Council is devoting the week in which this date falls to the cause of adult literacy.

From Monday 6 to Friday 10 September there will be an exhibition in OTC House, 32 Martin Place, Sydney, featuring a video, displays, scrabble games, and information to bring to public attention the fact that 360,000 adults in NSW are functionally illiterate. Further publicity is being sought through radio and TV stations, and two students will appear on the Mike Walsh Show on September 1 to talk about their experience of adult literacy programs.

Public libraries throughout NSW will receive a letter from the Adult Literacy Council, asking them to display prominently information and publicity about World Literacy Day, as well as a petition seeking government support for adult literacy programs.

Libraries can increase public awareness of the problem of illiteracy amongst adults, and it is hoped that more libraries will support local literacy schemes and display information about where adults may seek help and how volunteers may train as tutors, and find funds to provide suitable resources for students and tutors.

Libraries seeking display materials for World Literacy Day, or suggestions for literacy collections, may contact the Adult Literacy Information Office, Winn's Building, 199 Regent St., Redfern, NSW 2016.



Gayl Harrison, librarian at Maroondah High School, sent this photograph of part of the Year of the Tree display at the school. There was wide participation by students and varied displays on the Year of the Tree theme were shown throughout the school.

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