

Correction Notice

ALIA Ballot Paper

John Levett, candidate for ALIA Vice Presidency, wishes to draw the attention of ALIA members to the following errors in the information he provided for the ALIA Ballot Paper. John writes: 'Firstly I do not hold an MA degree. My masters degree (from Monash University) is in librarianship and the correct abbreviation is M Lib.

'Secondly, I retired from my appointment at the University of Tasmania at the end of 1988. The current Acting Director of the School of Librarianship there is Mr David Waters.

'Of less importance and more in the nature of a clarification is that I resigned from the Chairmanship of the 1988 Committee of Inquiry into the State Library of Tasmania, when it became apparent to me that the Government of the day, indicated that it wished to hold a more limited and less effective inquiry, than that which I understood I had been invited to lead. (I gather that the inquiry is now to be conducted internally.)

'Finally, and although it may lose me some votes in the rural constituency, I have to point out that my "professional concerns" are not essentially of a farinaceous nature.'

John Levett
Candidate

ALIA Vice Presidency

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Salaries and size

LIFE 1989 salary survey

The Libraries in Financial Enterprises (LIFE) Committee was formed in Sydney in March 1983. Membership consists of sixty librarians from special libraries.

The Committee conducted a survey in 1989 to try to establish a relationship between average salaries and the size of libraries. It covered the 1988-89 financial year. Sixty questionnaires were distributed in July 1989 to librarians in charge and collated in August. Twenty-seven (43 per cent) of the questionnaires were returned and used for analysis.

Results

Salary ranges for librarians in charge were:

\$40 000+	(8)
\$35 000-39 999	(4)
\$30 000-34 999	(13)
\$25 000-29 999	(2)

Salary ranges for most other staff placed clerical staff, library assistants, library technicians and assistant librarians in the \$20 000-24 999 range, with the next biggest group in the \$25 000-29 999 range. One wonders why there is so little difference between trained library technicians and assistant librarians and clerical staff.

Cross tabulation

Questions on salary, number of staff, budget, daily usage of libraries, annual loans and database searches were cross tabulated. A definite trend emerged, which enabled the following guide to be established for sizes of special libraries:

Question	Large	Medium	Small
Salary	\$40 000+	\$35 000-39 999	\$25 000-34 999
Staff	3-7+	2-4	1-3
Budget	\$100 000-250 000	0-\$150 000	0-\$150 000
Daily usage	30-69	0-19	0-39
Annual loans	3500-23 000	1000-3500	0-3500
Annual database searches	200-299+	100-199	0-199

While there is some overlap in the statistics between small and medium libraries, there appears to be a lower starting point for some categories (e.g. annual loans; annual database searches) than showed in the next size of libraries.

Records gain additional staff and higher salaries

Records should be kept of basic library statistics such as daily or annual loans and circulation, library usage, research requests, number of vendor-supplied online database searches. Statistics demonstrating increased use of the library can then be used to support requests to management and personnel for additional staff and higher salaries.

Other interesting results

- The status question reflects the problem of fitting librarians into a corporate or departmental organisational structure — only seven were titled manager.
- The qualification question revealed that twenty-two respondents held a pass degree or a higher qualification.
- Benefits most commonly received were convention and seminar expenses (20); Association membership (15); contributory superannuation (9); and non-contributory superannuation (7).
- Twenty-two of the respondents were members of ALIA.

Conclusion

Librarians in charge of special libraries require management skills in efficiency, organisation and supervision of staff. Responsibilities are high, and they work under constant pressure to provide instant information on a variety of subjects.

It is hoped that the results of the survey will help librarians and their staff achieve salaries commensurate to their qualifications, skills and responsibilities.

For more information about the survey, contact Diana Bergmark, Manager, Ernst & Young, Clarence Street Library, Sydney; telephone (02) 260 3550.

