

PICKET

LINE



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Award restructuring-problems for ALIA members

Under award restructuring discussions a number of occupational classifications are often grouped into common streams: professional, technical, administrative/clerical and general. In this way, one award can be created to replace a large number of different awards.

Employers benefit due to reduced administration costs arising from the simplification of the system. Employees will benefit in obtaining pay rises in a quicker more orderly way. All pay rates in a common stream will be adjusted at the same time. In the past, the industrially stronger professional groups like the engineers and lawyers have won pay rises first and set precedents for groups like librarians to follow and catch up.

Appropriate classifications of major importance

It is of major importance to ALIA members that their occupational group is appropriately classified. There have been cases of employers denying that librarians are a professional group, and reports that other professional groups have been unenthusiastic about supporting our claims. Being placed in a clerical stream will result in lower pay and less opportunities. Library technicians are

likely to be placed in either technical or professional streams. Technicians should speak with their unions and request they not be placed in clerical or administrative streams.

If you are faced with this situation refer your union to the *Australian standard classification of occupations dictionary*, published by the Australian Bureau of Statistics and the Department of Employment and Industrial Relations in 1987. This independent source clearly classifies librarians as professionals, library technicians as para-professionals and library clerks and assistants under the heading of library and filing clerks. The *ASCO dictionary* is used as evidence by the Professional Officers' Association when identifying groups they wish to gain industrial coverage for.

After award structures are finalised in the second round of award restructuring discussions, it will be a more difficult process to change a classification from one stream to another. The second round will take place over the 6 months following the 3 per cent pay rise of late last year. It is expected that for most people, the second round will be finished by June this year.

Standards available

Late last year this column publicised the release of position classification standards (PCSs) for Australian public service librarians. PCSs describe the level of work to be performed at each of five levels of librarian positions.

Unfortunately I forgot to say where copies could be obtained. PCSs are issued by the Department of Finance, Newlands Street, Parkes, ACT 2600, telephone (062) 63 2403. Ask for classification circular 1989/90.

National Review

The National Review of Local Government Labour Markets has released its final report. The report is concerned with the recruitment and maintenance of the skilled workforce in local government. Issues discussed include flexibility in employment, human resource development, education and training, award restructuring, equal employment opportunities, occupational shortages and occupational regulation.

Copies of the report may now be obtained, at a cost of \$10 each from The Librarian, Commonwealth Office of Local Government, telephone (062) 64 3691.



PARLIAMENT OF THE COMMONWEALTH OF AUSTRALIA

PARLIAMENTARY JOINT COMMITTEE ON THE
AUSTRALIAN SECURITY INTELLIGENCE ORGANIZATION

ACCESS PROVISIONS OF THE ARCHIVES ACT

The Australian Security Intelligence Organization (ASIO) has been subject to the provisions of the *Archives Act 1983* (the Act) since the Act's commencement in June 1984. The Act allows public access to records more than 30 years old and, as well as catering for those who wish to consult single, specific documents, is designed to meet the needs of comprehensive research and general inquiry.

In the Final Report of the Royal Commission on Australia's Security and Intelligence Agencies (RCASIA) presented to Government in December 1984, Mr Justice Hope recommended that the operational records of ASIO be removed from the mandatory requirements of handover to Archives and public access after 30 years, leaving discretion with the Agency Head to hand over records when appropriate. The Government rejected Justice Hope's recommendation, however, on the basis that, after one year's operation, the safeguards and provisions of the Act had not been shown to be deficient.

In its 1987/88 Report to Parliament, ASIO stated that, although it had been endeavouring to satisfy the spirit of the Act, 'the exemption provisions relating to intelligence records do not give sufficient assurance that sensitive material can be safeguarded, giving rise to risks in the continuing exchange of important intelligence with cooperating foreign intelligence agencies.'

The Parliamentary Joint Committee on the Australian Security Intelligence Organization has, accordingly, been asked by the Attorney-General, the Hon. Lionel Bowen, MP, to inquire into and report upon how the activities of ASIO are affected by the operation of the *Archives Act 1983*. In conducting the review the Committee is to take into account:

- the adequacy, appropriateness and effectiveness of the access provisions of the *Archives Act* in so far as they relate to the activities of ASIO;
- the implications for the privacy of the individual and/or his or her immediate family of the release of information;
- the options available to overcome any identified concerns for security arising from the current provisions of the *Archives Act*, including the option recommended in the RCASIA report on ASIO;
- the law and practice concerning the release of security and intelligence information in overseas countries, particularly the UK, Canada, the US and NZ;
- resource implications of the options considered; and
- any other matters that emerge which may have a bearing on the inquiry.

The Committee, chaired by Senator John Morris, invites written submissions to the inquiry. Invitations to appear before the Committee may be issued on the basis of written submissions received. Submissions and enquiries should be directed to:

The Secretary
Parliamentary Joint Committee on the
Australian Security Intelligence Organization
c/- House of Representatives Committee Office
Parliament House
Canberra ACT 2600

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