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Executive Director

December was a busy month for members of ALIA's General Council. On 2 December the Executive Committee of General Council met with the Executive of the Australian Council of Library and Information Services (ACLIS) to discuss issues of relevance to both organisations. During 1994 ACLIS and ALIA will organise a round table on electronic information systems. This forum will bring together the many different groups involved in the provision and use of library services to discuss the impact of new technology on the delivery and accessibility of information. This will be one of three forums to be held this year by the Scholarly Communications Forum—a group that has emerged to build on the success of the conferences held last year by the Joint Academies Committee on Libraries (Canberra) and ALIA (Sydney).

Welcome initiatives

ALIA and ACLIS welcomed initiatives by regional groups of both bodies to work closely together in the delivery of services to members. Efforts to liaise at the National level were encouraged especially in the area of copyright where ACLIS has foreshadowed the allocation of substantial funding to secure a high level of professional advice. It was agreed that ALIA members should be encouraged to communicate all copyright activities to the Executive Director so that efforts to negotiate copyright issues could be coordinated at a National level.

The two associations, along with the National Library of Australia, also share an interest in the Australian Committee on Cataloguing (ACOC). The activities of this body will be reviewed during 1994 to ensure that issues and priorities under consideration continue to be relevant to the interests of the membership.

Both organisations agreed that a full review of the representational needs of library and information professionals and institutions should be undertaken. A further meeting of the Executive Committees will be held in July to follow up on all of these matters.

General Council meeting

General Council met for two days on 3 & 4 December. Councillors endorsed the initiatives discussed at the joint ALIA-ACLIS meeting held on the previous day and proceeded to cover the many issues on the agenda. Copies of the draft minutes of the meeting have been distributed to all Divisions for consideration of the detail of these issues and the conclusions reached.

Further copies are available to members through the National Office on request. A summary of some of the matters addressed follows.

Review of General Council operation

Councillors considered a paper which proposed some re-

forms to the operation of General Council. These included the reactivation of the Executive Committee which will meet regularly through 1994—mostly by telephone conference.

This committee will deal with the detail of the Association's policies and programs preparatory to their consideration at General Council meetings. Other reforms include the operation of a portfolio system which will involve each Councillor accepting responsibility for a specific area of the Association's affairs. A detailed plan for the operation of portfolios will be considered by General Council at its next meeting in March.

Priorities for 1994

Members of the Association will be aware that the Association has a detailed Strategic Plan which embraces all areas of the Association's activities. The advice of the Association's Divisions was sought to identify important issues to assist General Council to establish priorities within the Strategic Plan for 1994. Many Divisions responded to this request which General Council used as the basis for identifying a number of key issues. These are:

- competency standards;
- enterprise bargaining and workplace reform;
- continuing education and certification;
- status of members as individuals and the profession generally;
- education and training reform (including recognition of prior learning);
- recruitment and retention of ALIA membership.

It was further agreed that the following processes and outcomes would be critical to the effective management of these priorities:

- advocacy/lobbying;
- promotion/marketing;
- status of ALIA as an organisation;
- administrative processes;
- strategic alliances.

Members will be provided with more information about plans associated with the implementation of these priorities in future issues of *inCite*. In preparation for 1995, the views of Divisions will be sought much earlier than was the case last year so that opportunities for the discussion of priority issues can be maximised.

Library and information services workforce program committee

This group operates with membership drawn from the National Office, Board of Education and General Council. Its activities during 1993 had been successful in dealing with the multitude of issues our members are facing in the workplace. As workplace reform proceeds it is essential that the activities of this committee continue to be managed effectively. General Council has stressed that it is im-

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- ▶ portant that adequate resources are made available within the National Office to ensure that members are well served in this area.

General Council recognised recent successes in workplace bargaining, achieved by our members with the assistance of the Industrial Information Officer, Phil Teece.

Australian TAFE library guidelines

Following consultation with all ALIA Divisions, General Council formally endorsed the TAFE Library Guidelines. This decision was announced at the TAFE Library Summit which was opened by the Minister for Schools, Vocational Education and Training, the Hon. Ross Free, on 6 December.

Australian library week

Following the report of the Australian Library Week Promotion Working Party, General Council affirmed its commitment to this important event on the Library calendar. Activities for Library Week in 1994 will be coordinated by the Executive Director. Funds have been provided for the development of a library promotion kit which will have general applicability to the promotion of individual libraries and the profession generally. Information will also be included of relevance to Library Week.

While General Council agreed that Library Week should be held around May each year, it was proposed that this arrangement would commence in 1995 because of the short lead time available for preparing plans for an early date in 1994. Discussions are currently being held with all ALIA Divisions and the remaining Library Promotion Councils to settle dates for this year. An announcement will be made as soon as possible.

Government inquiries

General Council continues to monitor inquiries of relevance to the profession. It was noted that the Australian Science and Technology Council (ASTEC) had been commissioned by the federal government to examine Australia's requirements for research data networks and the contribution which AARNet might make in future devel-

opments. ALIA has already indicated to ASTEC that it wishes to provide input to the inquiry.

General Council will also be monitoring developments emerging from the recently completed Task Force Report on Regional Development.

Administrative matters

The principal administrative concern dealt with at the December meeting was the 1994 budget. This was studied closely to ensure that all of the major responsibilities of the Association could be undertaken with an appropriate level of funding and other resources.

Some amendments to the Bylaws and Regulations were required which were essentially of a procedural nature.

Nominations of individuals were proposed for certain Association Committees and for the Board of Education. The nominees are being approached to seek their agreement before announcements will be made. A major review of all of the Association's committees will be completed for consideration at the March General Council Meeting. This review will consider the terms of reference and composition of committees to ensure that they are meeting the needs of members.

Events in inCite

Many divisions have asked that the National Office develop a mechanism to extend the deadline for the provision of information about Association events. The Editor has proposed that, to accommodate this request, Events be run as an insert, effectively extending the deadline by ten days. It is hoped that Divisions will find this change helpful in communicating their activities to members.

Asia-Pacific special interest group

Anthony Ketley, President of APSIG, presented General Council with a written report on the many activities of his group. APSIG has been successful in securing funding from the Australian International Development Assistance Bureau for the conduct of workshops on the development of preservation programs. There are now almost 50 librari-

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ians in Thailand, Vietnam, Indonesia, Malaysia, Brunei, Fiji and some other Pacific Island countries who have attended three day courses run by Australian Professionals under the ALIA banner.

The work of this group is diverse and interesting. Mr Ketley believes that a review of the group's original terms of reference and an assessment of the activities it has pursued is timely. This review will be completed early in the new year and is expected to result in the strengthening of the group's activities and a growth in membership.

Joint Conference—Wellington 26-30 Sept

The Australian Convenor of the joint NZLIA/ALIA conference, Warren Horton, provided a report to General Council on progress with planning. The conference will be run over three days with workshops being held on the days prior to and subsequent to the core event. A full report on conference planning will be provided in the next edition of *inCite*. Mr Horton also reported on his attendance at the IFLA conference in Barcelona last August.

National Public Libraries Conference Sydney Nov 1995

General Council endorsed the proposal from the ALIA Public Libraries Section (NSW Group) to organise a conference in 1995.

Meeting arrangements

The December General Council meeting was the final meeting at which Jenny Cram presided as President of the Association. There are many members who have appreciated Jenny's commitment to the profession and her very hard work on their behalf. Our thanks and best wishes are passed to Jenny as she accepts her new position as Immediate Past President.

Bill Linklater, Librarian at the University of Newcastle, is the 1994 ALIA President. Bill has been very active as a library consultant in the Asia Pacific region in addition to his work over many years in university libraries. Bill's first occasion in the Chair at a General Council meeting will be on 25 and 26 March. Other meetings will be held on 22 & 23 July and 25 & 26 November 1994.

Competency standards

Arts Training Australia is now busy collecting data on libraries

The first sweep of data collection took place in Brisbane last November and in Melbourne three weeks later, aiming to cover as many work areas as possible. A stratified selected sample enabled the collection of core information on a wide range of work in libraries. Within the work streams so identified, information was then collected on major activities, key knowledge and skills, performance criteria and workplace information.

The people who have provided this information all have extensive experience in library work, have the respect of their peers, subordinates and management and are comfortable working in groups. Some also perform specialist activities and come from a range of backgrounds, such as Aboriginal and Torres Strait Islanders, non-English speaking backgrounds, have disabilities and (since librarians are mostly female) are male workers. Group participants and interviewees were selected from over 135 suitable names received for each State from different sources.

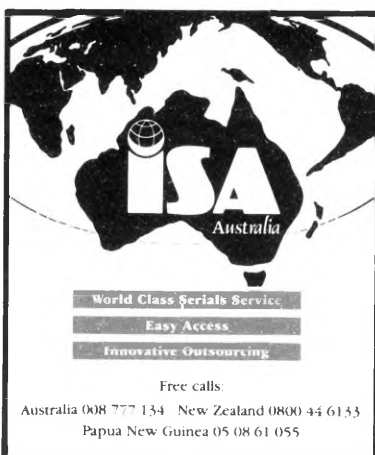
In each State two one-day discussion groups were organised, with about 15 participants in each group. Structured interviews on management issues were also held with participants working in management areas, looking at the changes that are occurring and are foreseen in the next few years, and the implications of these changes for the competencies and vocational education and training needs of staff. There was also discussion on their present training strategies and practices and on how the eventual competency standards may be used. Similar discussions were held with providers of education and training.

The data from the first sweep will be analysed and any gaps identified. After appropriate consultation, steps will be taken over the next few months to address these gaps.

This first sweep of data collection has been from metropolitan areas in populous states. The Taskforce has chosen Western Australia and Tasmania as the 'remote states' for data collection, where collection will also be outside the capital cities. It will also visit Townsville during the validation process and may visit regional areas in other states and territories after the draft standards have been widely distributed.

A more detailed report will be provided when the analysis of the data is complete.

(Edited from the interim report on the primary information collection, prepared by Arts Training Australia)



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