

Queensland pay equity report released

Just before *inCite* went to press, Commissioner Fisher of the Queensland Industrial Relations Commission released the report of that State's Pay Equity Inquiry, which she has conducted over the past six months. Its recommendations are currently being considered by the Queensland Government.

The report, among other things, recommends a new equal remuneration principle as the vehicle to address the pay inequity experienced by Queensland women. Commissioner Fisher identifies a gender pay gap of between 11 per cent and 17 per cent in Queensland workplaces.

ALIA made written submissions to the Inquiry, as a result of which a number of findings about librarians were made. The

Inquiry noted with concern the fact that, notwithstanding common classification structures for professional staff in the State's public sector, librarians' pay disadvantage had remained evident. In other words, the new structures had merely replicated the pay relativity that existed previously. Librarians were found to be concentrated heavily at the lower levels of professional classification structures, to their obvious detriment.

ALIA also raised the classification of local government librarians but this matter was not pursued by the Inquiry due to staffing resources and the fact that these employees are subject to federal awards.

The full report can be viewed at <http://www.detir.qld.gov.au/qirc/finalreport.htm>. ■

ALIA rates well in national work/life survey

The prestigious Annual Work/Life Benchmarking Survey has recently been completed for the fourth time. The formal report on the survey has now been released and was the subject of national seminars during April.

Conflicts between work and family commitments are part of everyday challenges for many Australian employees. In the last few years more and more employers have come to understand

this as an issue that impacts directly on the profitability and efficiency of most industrial and service organisations. The survey canvasses initiatives and policies developed by Australian organisations to address the subject. Organisations are ranked according to the approach they have taken to balancing work and family issues for their staff.

ALIA's National Office took part in the survey this year and was ranked at the

31st percentile. Its procedures for assisting employees to balance work and family responsibilities were rated 84th from a field of 300 participating organisations. This means ALIA is among the top third of Australian organisations in terms of enlightened approaches to work/life initiatives.

Further information on the survey can be obtained from: Managing Work/Life Balance, PO Box 394, Artarmon NSW 2064. ■

More ANON (ALIA National Office News)

Two months ago, I pointed out that astute members of the Association may well have noticed the departure of **Emma Davis-Bell** from ALIA National Office (Who's where, *inCite*, March 2001). My bold announcement of her finally breaking free from the Association was perhaps slightly premature, in that she has recently returned to the fold — as *inCite* editor. Things with her new employer did not quite match what the Association can offer, and we are pleased to have her back in the driving seat.

Julie Stokes, as interim editor, filled the temporary editor vacancy most admirably, and has cheerfully and enthusiastically kept the standards high, and the quality of information flowing. From the publishing team in particular (where we tend to notice these things more sharply), I thank her for all of her hard work, and hope to be able to call on her services if ever the need arises.

Other staffing movements within ALIA National Office rate a mention this month. We are very pleased to announce the appointment of **Michelle Baird** as copyright officer responsible for a myriad of issues relating to copyright and intellectual property rights, and also the appointment (later in the month) of **Mark Dale** as web publishing officer, who comes to the Association with a raft of computing skills that will allow us to enhance the information flow through our website still further. Both of these appointments will bring our staffing levels up to almost peak capacity, and should further enhance the services provided by the office to members. With Library and Information Week almost upon us, and with the member renewal period not far away either, we will certainly need all hands on deck! ■



... from previous page

Fuller, local presence co-ordinator, ph 02 9906 6000, fx 02 9906 5987, jojo1@ozemail.com.au

• **18/9 NSW Branch** Council meeting, all welcome. Sumitomo Room, Level 11, State Library of NSW, Macquarie Street, Sydney, 6pm. RSVP for catering purposes to: Jo-anne Fuller, local presence co-ordinator, ph 02 9906 6000, fx 02 9906 5987, jojo1@ozemail.com.au

• **16/10 NSW Branch** Council meeting, all welcome. Sumitomo Room, Level 11, State Library of NSW, Macquarie Street, Sydney, 6pm. RSVP for catering purposes to: Jo-anne Fuller, local presence co-ordinator, ph 02 9906 6000, fx 02 9906 5987, jojo1@ozemail.com.au

• **26/10 NSW CYSS** On the shelf and online: collection management in the children's library. Bunwood Council Chambers, Conder Street, 9-4:30pm. For more information contact: Mylee Joseph, ph 02 9777 7900, mylee.joseph@willoughby.nsw.gov.au

• **20/11 NSW Branch** Council meeting, all welcome. Coles Room, Level 11, State Library of NSW, Macquarie Street, Sydney, 6pm. RSVP for catering purposes to: Jo-anne Fuller, local presence co-ordinator, ph 02 9906 6000, fx 02 9906 5987, jojo1@ozemail.com.au

• **18/12 NSW Branch** Council meeting, all welcome. Coles Room, Level 11, State Library of NSW, Macquarie Street, Sydney, 6pm. RSVP for catering purposes to: Jo-anne Fuller, local presence co-ordinator, ph 02 9906 6000, fx 02 9906 5987, jojo1@ozemail.com.au

Qld

2/5 Compass Business Advisors & Educators. Seminar on the mechanics of Knowledge Management: presented by David Moldrich. Mercure Hotel, 85-87 North Quay, Brisbane. \$455pp. Group bookings: 3 or more \$440pp. Brochures available from: Compass Business Advisors & Educators, ph 08 9352 8282, fx 08 9454 9810, compassseminar@one.net.au

• **4/5 Qld Branch CPD sub-committee**. Networking: Passions outside the profession — Lauren Stephenson. Japanese Restaurant. Contact: Sue Rigney, sue_rigney@justice.qld.gov.au

14-20/5 Brisbane City Council Central City Library. During Library and Information Week 2001 there will be 63 activities held in the Brisbane City Council libraries. All of the details will be posted on Brisbane City Council web site <http://www.brisbane.qld.gov.au> (from May 11th) and published in the May edition of the Library Services *The Browser*. For further information contact: Tom Condrick, cen11@brisbane.qld.gov.au

• **15/5 Qld Library Technician section** National Library Technicians Day. Let's celebrate our special day! Join us for breakfast at The Coffee Club, Stones Corner, 6:30am and after work, for drinks and nibbles at Cafe San Marco, Southbank Parklands from 5pm. Contact: Marian Moyle, ph 07 3244 6446, fx 07 3244 6425, marian.moyle@detir.qld.gov.au

• **19 or 26/5 Qld Branch CPD sub-committee** IT & information systems skills. Be your own systems librarian — Carol Gauld. Griffith University. Contact: Sue Rigney, sue_rigney@justice.qld.gov.au

• **6/6 Qld OPALs meeting**. A staff member from KINETICA will give an update on Kinetica. The presentation will be along the lines of

continued next page...