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Biblia Online  
is the newsletter of the WA  
Forum group of ALIA.  
Local Office:-  
ALIA online:-

Editorial Team:  
Alethea Raspa [A\\_Raspa@hotmail.com](mailto:A_Raspa@hotmail.com)  
Belinda Greyson  
[bgrayson@cambridge.wa.gov.au](mailto:bgrayson@cambridge.wa.gov.au)

Welcome to the first issue of Biblia in our new location on the ALIA Web. There are lots of interesting things happening in Western Australia in the coming months, so mark this new location ready to be informed as to what is going to happen, or what you might have missed, because being involved in the information, library, record and archives fields means that there is always just one more interesting thing to look at or be involved with.

If you would like to contribute to the newsletter/website please contact the Biblia editorial team either through the WA Forum local office (<http://www2.tpg.com.au/users/waalia/frontpage.html>) or the Biblia Web Editor ([A\\_Raspa@hotmail.com](mailto:A_Raspa@hotmail.com)).

regards,  
The Biblia Team

ALIA National Policy Congress 2001

Cohesion

WA Forum Delegate's Report

Sixty-seven representatives from seventy-two Groups across Australia travelled to Canberra for the two day ALIA National Policy Congress (NPC), facilitated by Ian McCullum and opened by President Alan Bundy. Our purpose was to review progress made since NCP 2000 and to determine what still needs to be done in setting the policy direction ALIA is to take into the future, and I was at the NPC to represent WA Forum.

National Office staff and Directors were easily identified by their attractive black ALIA polo shirts. I was told that the shirts allow staff and Directors to stand out from ordinary members at conferences and the NPC. They certainly did, which was helpful, but I could not help wondering why such shirts and other merchandise are not made available to members for revenue raising and promotional opportunities in light of the fact that we are now urged to make a profit on events we organise for ALIA.

Naturally, as one would expect at a talkfest, there were many speakers and topics of discussion. Here is an outline of the proceedings and my thoughts.

ALIA Executive Director, Jennifer Nicholson outlined the projects being undertaken by National Office. These include:  
Sponsorship packages for big ticket issues by National Office - note

that sponsorship for local activities will remain in the hands of local members

A strategic approach to CPD Program development, which is self-funding and revenue raising - perhaps the biggest challenge of all

A membership recruitment drive for new members - falling membership must be halted if the Association is to survive

A review of Group funding - an important issue to all Groups

A review of the responsibilities of Group treasurers - an urgent issue as many treasurers are in revolt

Ten Group representatives gave their views in five-minute presentations on the achievements, challenges and key professional issues for the professional association. Subjects included many interests and issues affecting members, yet several issues were repeatedly raised, including the ALIA restructuring and self-nominating groups as achievements; member services and communication as current challenges; and CPD, conferences and corporate credit cards for Groups as key professional issues.

The ALIA 2002 Planning address by Jennifer Nicholson covered key areas of activity anticipated for the coming year. These are:

Corporate libraries and copyright exceptions - working to prevent copyright organisations influencing legislation on this issue

Intellectual property and licensing - finding ways to prevent publishers gaining an unfair advantage

Advocating for public access to information - an issue closely linked to the two previous points

Securing strategic partnerships and alliances for ALIA with like minded organisations - in keeping with the theory that there is strength in numbers

An agenda for future workforce and practice priorities, career long professional development and practice linked research - as one would expect from a professional association

Promoting and celebrating the role and value of library and information services to the wider community - a long established practice that appears to have changed little over the years

Targeting services and benefits to meet member requirements - as one would expect from a professional association

Implementing communication and information management strategies to improve communication and service delivery - always a good idea if ALIA is to have a long term future

In this address, Jennifer floated the idea of a new vision statement for ALIA being "Inform, innovate, inspire". This phrase struck a chord with many of the delegates. I like it better as a motto.

More than half a day was devoted to a long and tortuous discussion on conferences. Many delegates were concerned that the Board of Directors had adopted a cavalier attitude to Section conferences and a great deal of anger was expressed. Reading the mood of the delegates, Ian McCullum encouraged a thorough airing of the subject after an address by Alan Bundy who gave the Board's position and how and why the decision was reached.

It was revealed that the Board undertook some research, much of it anecdotal, and made their decision based on the following:

Consideration of the roles of the main conference and Section conferences

An aim for one annual conference lasting 1-2 days each year

A need to share and engage across the profession, which has been inhibited by Section conferences and the old Sections

A need to reflect on and address major areas affecting the profession as a whole



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The prohibitive costs and low return on investment at Section conferences for trade exhibitors  
Falling attendances and increasing costs of conferences, most of which have made losses in recent years  
Limited sponsorship funds that had to be shared between conferences  
ALIA Sections have not existed since the restructure, and their associated conferences must inevitably be reviewed in light of the new structure  
If we move to one big production it will allow 'conferences within the conference' and the inclusion of celebratory events such as award presentations

In addition, the discussion revealed that the Board expects that Groups formed in the new ALIA structure would wish to hold professional development events, which would place an untenable burden on ALIA if the Section conferences of the old structure remained unchanged. Groups can hold workshops and seminars, and can seek local sponsorship for them, but they cannot have 'conferences' with the associated big-ticket sponsorship and trade exhibitions. This means for instance, that the WA Local Studies Group will no longer hold a "Local Studies Section Conference" but can hold a "Local Studies Group Seminar" if it so wishes.

Once all of this had been explained to the delegates, it became clear that the Board of Directors had done their job, perhaps not in a way members expected, but with the interests of the Association in mind. The Board had made a tough and it seemed, unpopular decision, but in doing so it showed the leadership that members have a right to expect from it. What the Board fell down on was how it communicated that decision to Groups and members.

This is an illuminating point. The conference discussion revealed that those Groups with access to a Director have a better understanding of Board deliberations and decisions than those Groups without such access. The better-informed Groups have Directors attending their meetings and giving up to date information on Board deliberations. They also have the ability to influence Board decisions by information flowing back to the Board via the Directors. All of the WA based Groups have no such luxury, and are entirely dependent on official communication and information channels. These are the very same channels that failed to adequately communicate the Board's decision on conferences, which led to the confusion and anger expressed by

the delegates at NPC.

It seems incongruous to me that a professional association of information specialists which purports to be concerned with information access has a problem in providing good information access across its structure and to all of its members. Now that the conference discussion has brought the information access issue to a head National Office and the Board of Directors have made an undertaking to improve communications with Groups and members. However, it is my opinion that it is in the best interests of WA based Groups and members to have a WA based director on the Board who will provide the same level of information access, communication and influence our colleagues enjoy.

For a while there on Day Two it looked as if the conference discussion was going to dominate proceedings once again, but a request to move on was so well received that the matter was promptly dropped. The time left to us was devoted to brief discussions on several topics.

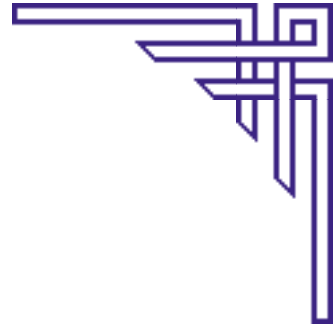
The first and most important of these is a requirement for improved communications between the Board, National Office, Groups and members. It would be fair to say that the Board and National Office were very surprised by the feelings expressed the previous day. So it was reassuring to see that the first subject of Day Two was an undertaking by the Board and National Office to take immediate steps to address the communication issue.

Recommendations of the NPC were next. The delegates formulated the following recommendations to the Board:

That the Board publish and promulgate its guidelines, services and assistance available from National Office for Groups wishing to organise professional development activities. Voted on and accepted.

That the Board publish and promulgate its rationale for the new conference model including choices available to Groups in proposing conferences, workshops and seminars. Voted on and accepted.

That the 2003 Specials, Health and Law Conference continue as originally endorsed. Voted on and accepted.



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Biblia is not able to continue with all members being sent a print copy of Biblia. Because of this, we have set up an electronic list called aliaBIBLIA which we urge you to join so that you will automatically be notified of future issues of Biblia.

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In the body of the message type: subscribe aliaBIBLIA Your Name

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We do understand, however, that not everyone has access to email. Because of this, we will continue sending a print copy to those members who need to receive their copy in print. Please send a note to the WA ALIA Office providing your name, membership number, address and phone number:

ALIA (W.A. Forum)

PO Box 406

Hillarys WA 6923

Please ensure that you either join the electronic list, or nominate to receive the print version. Issues are only mailed to those who request it.

Send comments to <[A HREF="mailto:A\\_Raspa@hotmail.com"](mailto:A_Raspa@hotmail.com)>



It is important to note that these are recommendations not instructions, and that the Board is under no obligation to act on them.

The recent engagement of Jacqui Kempton and the emphasis on education and CPD by the 10 Group representatives are evidence that education and professional development is at the forefront of everyone's minds. We heard that there is an acknowledgment of the growing importance of CPD to members, yet a relatively low take up of the CPD Scheme so far. It is also acknowledged that there is a need for career long education for the knowledge age, and in response to this is the Library & Information Science Education for the Knowledge Age (LISEKA) is investigating. Imogen Garner from WA is involved in LISEKA, which expects to complete consultations by August 2002. More information on LISEKA is available on the ALIA web site. I don't envy Jacqui her task. A successful CPD strategy that delivers cost effective CPD to members in two professional streams across Australia is not going to be easily achieved.

We heard that National Office and the Board are concerned about falling membership. Falling membership is important from the perspective of Association revenue and influence. The discussion covered:

Recruitment - a membership drive is foreseen

Retention - why do members leave and how do we keep the members we already have?

Access to services and assets - members v non-members and regional access issues important  
Promotion of benefits - some people would say, "What benefits?"

Fees - a perpetual complaint is that fees are too high, but a more pertinent issue is surely value for money which brings us back to the perception and promotion of membership benefits

Recognition of service - many people give years of unpaid service to ALIA, and many members of the profession give long years of service to the community without recognition

'Professional focus' - what is our 'professional focus' and what do we do about it?

Jennifer Nicholson drew our attention to ALIA awards that is closely linked to recognition in the membership discussion. In keeping with the new ALIA structure National Office feels that there is a need for a new awards framework. Identifying and

promoting existing awards is still ongoing, however this is what has been developed so far:

Premier Awards (peer nominated)

HCL Anderson

Redmond Barry

E Archer

Excellence Awards

National - Metcalfe - new and excelling early in career

Would like self nominated, state based and national awards

Student Awards (for achievement)

Research Project Grant Program

Growth area may be sponsored

Merit Awards (Group based)

Jennifer did mention that sponsor suggestions on awards are also being taken into account. So long as there is not a "Pura Cup" type of award I can't see any objection to sponsor input.

The general principles of the new awards framework are to:

Promote ALIA objects

Celebrate achievement

Recognise service to the profession

Provide opportunities for those new to the profession

Provide opportunities for improved practices

Support LIS personnel in studies and projects

Recognise pioneering new areas

Recognise excellence in profession

There may be more general principles but I didn't finish taking down the entire list, as we were a bit pushed for time at this stage.

Finally, Alan Bundy spoke briefly on the Core Value Statement. The interim new vision statement did not meet with universal approval, but there was little time left to fully discuss the issue. A show of hands on an interim new vision statement "Inform, innovate, inspire" drew 38 votes for and 10 votes against.

In conclusion, I think the most important thing that came from the NPC was the airing of issues of concern to the membership and the opportunity for robust discussion. I think it was important that the Board and National Office saw how strongly people feel about some issues. It was also important for delegates to see that if a tough decision is called for

the Board will show some leadership and make the tough decisions.

It was heartening to see that many Groups share our interests and concerns, but it was distressing to see just how isolated WA members and Groups are despite huge advancements in technology since the Eucla Telegraph Station.

I urge all ALIA members in WA to become more active in ALIA, and to communicate their needs and desires to the Board and National Office. You can do that through the WA Forum and other ALIA Groups that have been formed to serve and represent you. You can do that by voting for a WA based nominee for the Board of Directors. More importantly, you can do that by becoming active in ALIA and making the changes happen. I urge this because at the NPC I saw that ALIA is as strong or weak and as good or bad as its membership allows it to be.

Eilishia Bardoe  
CPD Coordinator  
ALIA WA Forum



## Net Notes

In recent weeks there have been questions posed to the local information networks (WAIN) about the design of libraries. The original queries were prompted by two librarians, one for a public library and one for a special/corporate library.

These are the collected responses from the members of the list and is gratefully acknowledged as such.

From Kerry Smith, with the added comment "You can't go past a good architect (IMHO)."

<http://www.alia.org.au/sigs/build/>  
<http://www.slsw.gov.au/plb/policies/build/guide.pdf>  
<http://www.slais.ubc.ca/resources/architecture/index3.html>

From Trevis Lawton

<http://www.slais.ubc.ca/resources/architecture/index3.html> (includes a great bibliography)  
<http://www.sims.berkeley.edu/courses/is290-1/s99/buildings.html> (mainly a bibliography)  
<http://libres.curtin.edu.au/libre6n1/barney.htm>  
<http://www.amazon.com/exec/obidos/ASIN/1579500447/search0a/002-1445146-96080> (the latest books on the market)  
<http://www.ifla.org/IV/ifla65/papers/130-103e.htm>  
<http://www.ala.org/lama/> (includes winners of design awards)  
<http://www.spl.org/lfa/central/buildingnewcentral.html> (new-ish Seattle Central library process)  
[http://www.musiclibraryassoc.org/committee/co\\_fac\\_bibliography.htm](http://www.musiclibraryassoc.org/committee/co_fac_bibliography.htm) (extensive bibliography)

From Alison Greg who suggested that ...

"The NLA online catalogue was a good starting point, ...[and] I suggested:-"

'Build, Renovate or Detonate; a Seminar on the Future of Public Library Buildings', held at Dept of Infrastructure Theatre, Melbourne, 15 May 2000 (102p. ISBN 0731181085)

'People Places: A Guide to public Library Buildings in NSW' prepared by Heather Nesbitt in association with Bligh Voller Nield for the Library Council of NSW (70p. ISBN 0731371089)

Also two articles from APLIS: 'People Places for the New Millennium' by David Jones (APLIS Sep 2001 v14 issue 3, pp.81-91); and 'Public Library Building Review 1988-1990' by Bobbie Miller (APLIS Sep / Dec 1992, v5, issue 3-4. 19p.)

From Michelle Ledger (WA) and Jane Stronach (QLD)

Qld has a set of standards relating to library buildings which is available.

<http://www.slq.qld.gov.au/publib/building/>  
<http://www.slq.qld.gov.au/pub/standard/bldg0597.htm> (for larger libraries)  
<http://www.slq.qld.gov.au/pub/standard/clse0597.htm> (for smaller libraries)

You may also wish to consult the NSW standards on Public Libraries. The People Places is a comprehensive document when looking at planning a new library service and space.  
<http://www.slsw.gov.au/plb/policies/build/build.htm>

There are also some case studies which have photos attached to them as well.

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Thanks to all who responded to the original query. If you have suggestions for NetNotes or collections of URLs of interest to the Library and Information community, please contact the Biblia editors (A\_Raspa@hotmail.com) or the WA Forum local office.

*Contractors Wanted*

Library, Knowledge Management and Records Management contractors with A.B.N.s and who are registered for GST are invited to express their interest in participating in projects with

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a recently established consultancy whose three

years of experience in the information management industry has provided a range of services to clients in the public sector.

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Sales & Marketing Director  
1st Floor, 200 St. George's Road  
Tel: 008 9368 1510

# *WA Library Technicians’ Group Mentoring Programme Application*

The WA Library Technicians’ Group is reviving the Group Mentoring Programme. The programme is aimed at easing the transition of recently qualified library technicians into the workplace. Are you interested? Read on and you might find the Library Technicians’ Group Mentoring Programme will be of benefit to you.

## **What is the WALT’s Group Mentoring Programme?**

WALTGMP provides a forum for library technician graduates to come together and discuss issues, ideas and topics of interest that they have in common. Everything from getting that first job, to establishing and maintaining your professional profile. The group is led by facilitators who can offer the benefit of their experience, but the exact focus of the meetings is determined by the group participants.

## **Who will be in the group?**

The WALTGMP will consist of graduates from the library technician courses in Western Australia. You must be an ALIA member. If you are not currently a member, you are still welcome, but you must undertake to join ALIA.

## **What does the group hope to achieve?**

The purpose of WALTGMP is to help ease the transition process for graduates starting in the workplace. You will benefit from the knowledge and experience offered by the facilitators, plus be able to offer the group the value of your own experience as you begin your career. All this takes place in a supportive and encouraging environment. There is an emphasis on developing your peer support networks. There are also practical benefits, as the facilitators will introduce you to their networks and contacts when appropriate.

## **Who facilitates the group meetings?**

For the 2002 programme the facilitators will be:

Brenda Ellen (Archives Officer, State Records Office)

Judy Smith (Library Technician, Information Resources Access Management, UWA Library)

Judy Allan (Library Technician (Cataloguing), EPPCHU).

Other experienced library technicians and information professionals will be called upon to assist in response to particular needs identified by the group.

## **Where and when will the group meet?**

The group will meet regularly from March to November 2002 at locations to be decided by the group. Meetings (usually of 1.5 hours duration) will take place early in the evening – the dates of the meetings will also be determined by the group. The first meeting will be held at LISWA on Wednesday 13 March 2002, in Room 2.9, 5.30 pm for 5.45pm start. Please note that large bags need to be checked in at the security desk. Room 2.9 is the Industry and Technology collection area.

## **How do I join the group?**

Simply fill in the details below and return to Judy Allan at 12 Ardagh St, Morley 6062.

Please return forms by Monday 11 March 2002. Alternatively you can email your details to Judy at [allan@wantree.com.au](mailto:allan@wantree.com.au).

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_

Are you currently an ALIA member? Yes/No

ALIA Membership No.: \_\_\_\_\_

Please refer any queries to:

Brenda Ellen

Email: [bellen@sro.wa.gov.au](mailto:bellen@sro.wa.gov.au)

Phone: (H) 9493 4427

Judy Smith

Email: [jasmith@library.uwa.edu.au](mailto:jasmith@library.uwa.edu.au)

Phone: (H) 9402 5541

Judy Allan

Email: [allan@wantree.com.au](mailto:allan@wantree.com.au)

Phone: (H) 9275 2506

## ***WA Library Technician Group Mentoring Program (WALTGMP)***

WALTs is reviving the Group Mentoring Program for Library Technician Graduates. On Wednesday 13 March, Brenda Ellen, Judy Allan and Judy Smith will facilitate the first WALTGMP meeting for 2002. The meeting will take place at LISWA in room 2.9 at 5:30 for a 5:45 start.

The WALTGMP will provide a forum for recently graduated Library Technicians from TAFE and Edith Cowan University to come together to discuss interests they have in common and to form networks aimed at easing the transition from being students to taking on working roles in the library and information industry. ALIA membership is a must and application forms will be available at the first meeting.

The objectives of the Group Mentoring Program for Library Technicians are -

Provide opportunities to explore identified continuing professional development needs, in library and information specific and generic areas.

Facilitate sharing of information, ideas and feedback in a supportive environment.

Encourage the application of the skills learnt in formal education to practical issues and experiences.

Assist participants to develop and achieve their

career plans.

Provide opportunities for participants to learn and practice mentoring and peer support skills.

Encourage the development of leadership roles.

Introduce the participants to relevant committees, groups and networks.

If you think you could benefit from taking part in the WALTs Group Mentoring Program send your details to Judy Allan [allan@wantree.com.au](mailto:allan@wantree.com.au) before the 11 March.

GMP Facilitator Judy Smith

[jasmith@library.uwa.edu.au](mailto:jasmith@library.uwa.edu.au)

ALIA WA Library Technicians Group



# Diary

## February

Subiaco Library — Friday 1 Feb  
Professor Norman Etherington, Head of the History Department, UWA

"The economics of heritage conservation: who wins and loses"

The library is on the corner of Bagot & Rokeby Roads. The talk starts at 6.30 pm and runs for an hour. Doors open at 6.15 pm.

**BOOKINGS ARE ESSENTIAL**

All sessions are free of charge. Please call the library on 9381 5088 if you wish attend.

RMAA-ASA — Breakfast 7th Feb

Guest Speaker Steve Stuckey

7:15 am for a 7:30 am at the Art Gallery Cafe, Perth Cultural Centre, James St Mall, Perth.

\$12 RMAA/ASA Members. \$15 Non Members

Register by completing the attached tax invoice/registration form and emailing or faxing to

Leslie Ferguson Ph: 92229416 or

lferguson@dpc.wa.gov.au.

WALTS — General Meeting (12th Feb)

Subiaco Library — Friday 15 Feb

Professor David Dolan, Director, Research Institute for Cultural Heritage, Curtin University "Heritage for property owners"

The library is on the corner of Bagot & Rokeby Roads. The talk starts at 6.30 pm and runs for an hour. Doors open at 6.15 pm.

**BOOKINGS ARE ESSENTIAL**

All sessions are free of charge. Please call the library on 9381 5088 if you wish attend.

Institute for Information Management — 20th Feb (7:15 for 7:30 AM)

Early Warning Systems - "Risk Management on Steroids"

Andy Barnes, a founding Director of Luceo Systems

at the WA Club, 101 St George's Terrace, Perth  
Cost - IIM Members and Students\* - \$24.00

Non-members\*\* - \$34.00

Payment - Pre-payment by the Wednesday, 13 February 2002 is essential. Credit cards are accepted. If paying by cheque or cash, please inform Beth Ratering on bratering@towertechnology.com.au.

WALTS — Continuing Professional Development  
What's in it for me?? Information Evening – 27th February.(6:00 PM)

A free talk on Professional Development hosted by WA Library Technicians Group. This talk covers what professional development is, why it is useful and some resources for professional development.

Refreshments provided

Venue: Great Southern Room State Reference Library Perth Cultural Centre

RSVP Brenda Ellen on bellen@sro.wa.gov.au

Phone : (08) 9427-3437

RMAA-ASA — Breakfast 27th Feb

Guest Speaker Des Pearson

7:00 am for 7:30 am at Matilda Bay Restaurant, Upper Level, 3 Hackett Drive, Crawley.

RMAA, ASA and IIM Members \$20.00 each inc GST. Non Members \$30.00 each inc GST. Register by completing the attached tax invoice/registration form and emailing or faxing to

Laurie Varendorff on Fax: 9291 6925 or

Laurie.Varendorff@bigpond.com.

## March

WALTS — General Meeting (19th March)

WALTS — Group Mentoring Information Evening

## April

WALTS — Job Application & Interview Skills Workshop

## May

WALTS — General Meeting 15th May

WALTS — Library and Information week Dinner

WALTS — National Library Technicians Day Breakfast

## June

WALTS — AGM and Dinner

## July

WALTS — Metadata – What it is and how it works.

## August

WALTS — General Meeting 20th August