



### Relativities: Industrial issues in the academic and research library environment



On the 17<sup>th</sup> of September, the Academic and Research Libraries Group held a discussion titled “Relativities: Industrial issues in the academic and research library environment”. Speakers included Phil Teece, Industrial Relations and Employment Advisor at ALIA, and Union Representatives from the CSA (Civil Service Association). Issues concerning pay equity and work value were discussed, in particular the New South Wales Pay Equity Inquiry and the recent NSW Test Case.

Librarians were one of the professional categories put forward by the NSW state government during its gender Pay Equity Inquiry. As part of this inquiry, a sizeable historical study was conducted (dating back to 1955) and work value was assessed. Comparisons were made between government-employed librarians and some of the male dominated occupational categories. Teece outlined that librarianship is a traditionally feminised profession, and that Librarians were being paid a salary of 85% in comparison with masculinized professions. Evidence also suggested that salaries of senior professionals tend to “round off”, whilst the male dominated professions continued on a “strong upwards gradient”.

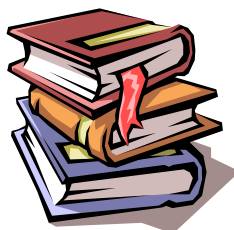
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In terms of the NSW test case, the case has set strong precedent. The findings of both the inquiry and the Full Bench were that librarians suffered a “severe work value problem.” A judge from this case stated “Librarians have been seriously undervalued, and have had no work value exercises done, despite the fact that in the last ten years or so they have had work value increases of the highest order possible.” The NSW pay dispute led to a 26% pay rise for the librarians involved (these figures are included below). Although library technicians were not mentioned in terms of the test case, evidence suggested that library technicians should also receive similar salary increases because of the same gender pay equity and work value issues. As Teece stated in the May 2002 issue of InCite

“It is vital to recognise that the decision is not just a statement about historic gender-based discrimination. It is certainly that in part. But the size of wage increases indicates that the Full Bench has gone much further. The NSWIRC (New South Wales Industrial Relations Commission) has awarded increases of this magnitude because librarians and technicians have also experienced major increases in work value during the past decade. This was not reflected in their salary levels. In other words, the decision is *both* a pay equity and a work value judgement” (Teece, 2002, Pg. 8).



Although the NSW pay equity inquiry and test case are evidence of change in NSW, similar changes are more difficult to achieve in Western Australia. The NSW Industrial Relations Act provides room for wage fixing principles. In Western Australia state jurisdiction does not provide these principles, and neither does Federal jurisdiction. This is likely to change due to recent changes in the West Australian Industrial Relations Act. The Industrial Relations Commission will have regard to gender pay equity, which will provide room for wage fixing principles. Another difficulty facing West Australians is due to enterprise bargaining arrangements. Enterprise bargaining requires individual entities to bargain; bargaining cannot take place across an occupational group. In other words, each individual library service is required to bargain. Both speakers emphasised that these changes may be possible in Western Australia, but emphasised that this cannot happen without the significant contributions of individuals within the profession.

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Table comparing the pay rates of a West Australian University Library and the New South Wales Test Case outcomes

<b>WA University Library</b>	<b>Salary Scale</b>	<b>New South Wales Test Case</b>	<b>Salary Scale</b>
Library Clerk Level 3	29 361 – 32 662	Library Assistant	36 259 – 43 062
Library Technician Level 4	33 489 – 37 203	Library Technician Grade 1	36 259 – 43 062
		Library Technician Grade 2	47 850 – 53 842
Librarian Level 5	38 462 – 42 997	Librarian Grade 1	36 259 – 47 373
Librarian Level 6	43 563 – 47 106	Librarian Grade 2	49 360 – 56 006
Librarian Level 7	47 922 – 54 616	Senior Librarian Grade 3	58 951 – 65 681
Librarian Level 8	53 482 – 63 687	Divisional Librarian Grade 4	67 647 – 73 930
Librarian Level 9	61 986 – 64 684	Divisional Librarian Grade 5	76 016 – 81 089
Librarian Level 10	65 671	Associate Librarian	83 840

Further information can be found in:

- May 2002 issue of InCite
- Department of Consumer and Employment Protection website [www.docep.wa.gov.au](http://www.docep.wa.gov.au)
- CPSU/CSA union website <http://www.cpsucsa.asn.au/>

Summary by Paige Luff

KISWA is holding its traditional smorgasbord Christmas Breakfast again this year.

This is an excellent networking opportunity.  
Food for your morale as well as food for your body.

Details are:

7.15 for 7.30 am Wednesday 27 November 2002  
Miss Maud Swedish Restaurant, 97 Murray St (Cnr Pier St), Perth  
Cost: ALIA Members \$20.00, ALIA Non-members \$25.00

RSVP by Friday 22 November.

Pop these dates in your diary.

RSVP and payment details will be advertised on WAIN.

For further information contact:

Rose Hockley (KISWA Secretary) [Rose.Hockley@wmc.com](mailto:Rose.Hockley@wmc.com) Tel: 9479 8359 (work)

Jeanette Hill (KISWA Committee Member) [jeanette.hill@landcorp.com.au](mailto:jeanette.hill@landcorp.com.au) Tel: 9482 7466 (work).

## Do you want to contact the ALIA WA Local Office?

Local Presence: Linda Simonis  
PO Box 74, Mount Lawley WA 6929

Phone/Fax 08 9201 2621  
Email: [wabranch@alianet.alia.org.au](mailto:wabranch@alianet.alia.org.au)



## Group Mentoring Program WALTGuMP

The WA Library Technicians' Group Mentoring Program, or WALTGuMP aims to ease the transition of recently qualified library technicians into the workplace. Are you interested? Read on and you might find the program will be of benefit to you.

### What is WALTGuMP?

WALTGuMP is a forum where library technician graduates come together to discuss issues, ideas and topics of interest that they have in common. Some examples might include getting that first job or establishing and maintaining a professional profile. Facilitators, who can offer the benefit of their experience, guide the group but the group participants determine the exact focus of the meetings.

### Who will be in WALTGuMP?

Group members are recent graduates from library technician courses in Western Australia. They need to be ALIA members as well. The facilitators have experience working as library technicians and are also ALIA members.

### WALTGuMP Objectives

- 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.

### What does the group hope to achieve?

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

### Who facilitates the group meetings?

For the 2003 program the facilitators will be:

Judy Allan (library technician, Legal Aid WA).

Judy Smith (library technician, Information Resources Access Management, UWA Library)

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 initially Wednesday 13 November 2002 at 5.30 for a 5:45 start in Room 2.9 at the State Library of Western Australia, then regularly from late January to October 2003, 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.

### How do I join the group?

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

Alternatively you can e-mail 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 n°: \_\_\_\_\_

Please refer any queries to:

Judy Allan [allan@wantree.com.au](mailto:allan@wantree.com.au) Phone: (H) 08 9275 2506

Judy Smith [jasmith@library.uwa.edu.au](mailto:jasmith@library.uwa.edu.au) Phone: (H) 08 9402 5541



## A Librarian at the other end of the publication chain

Getting to know your customers is always a good idea, and sometimes it can lead to unexpected results. At the Department of Agriculture the weed scientists are active library users, so when Rod Randall asked for suggestions for the title of his forthcoming tome listing all the weeds in the world I was only too happy to help. It is titled Global compendium of weeds.

An invitation to the launch at Curtin University was a pleasant surprise, and an article in the in-house magazine with photo was a plus for library publicity.



Photo: Pauline Sawyer with the author, Rod Randall.

The compendium lists nearly 22,000 plant species regarded as weeds, and plants with a high potential to become weeds. Each entry includes a condensed report on the 'weed history' of the plant and extensive references for further information.

For anyone interested in purchasing the book it can be ordered for \$165.00 from the publishers, Richardson and Co, via the web: [www.weedinfo.com.au](http://www.weedinfo.com.au) , by email to [richardson@weedinfo.com.au](mailto:richardson@weedinfo.com.au) or phone (03) 5286 1533.

Pauline Sawyer  
Librarian Department of Agriculture

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## WA Bright 'n Funky Librarian wins opportunity to attend New Librarians Symposium

Earlier this year the organisers of the New Librarian Symposium ran a competition to win a free registration to this Bright 'n Funky event on the 6th & 7th December in Brisbane.

Virginia Dickson from Notre Dame University in Western Australia is one of the competition winners. Check out her winning vision of a "Bright 'n Funky" information professional at <http://www.alia.org.au/conferences/newlibrarian/news.html#comp>

Further information about the New Librarians Symposium is available on the website <http://www.alia.org.au/conferences/newlibrarian/>

NB: Registrations to attend the event close on the 22nd November.

Terena Solomons

## Net Notes: Email Newsletters

If you can do six impossible things before breakfast then you won't have any problem keeping up with the literature on librarianship, the Internet, knowledge management, archives, etc. However, those of us unable to walk on water will find the email newsletters listed below helpful in keeping track of current issues and trends in Internet research and librarianship.

### INTERNET

#### LIIWeek

<http://lii.org/>

LIIWeek comes out every Wednesday and is a listing of new Internet sites on the Librarians' Index to the Internet.

Use the form at <http://lii.org/search/file/maillinglist> to subscribe.

#### ResearchBuzz

<http://www.researchbuzz.com/>

You can subscribe to the weekly newsletter from the ResearchBuzz website. ResearchBuzz focuses on Internet research and claims that if it is useful to a reference librarian they will include it.

Archives going back to 1998 are available at: <http://www.researchbuzz.com/news/archives.html>

There are also some useful articles on doing Internet research.

#### Scout Report

<http://scout.cs.wisc.edu/>

The Scout Report is a weekly newsletter with an annotated list of quality websites. You can subscribe from:

<http://scout.cs.wisc.edu/report/sr/srsubscribe.html>

The current and back issues are accessible from the home page for the Scout Report. There is a searchable archive (keyword or Library of Congress Subject Headings) of the last seven years of newsletters.

#### Search Engine Day & Search Engine Report

<http://www.searchenginewatch.com>

The Search Engine Watch website offers a wealth of information about search engines and has two free newsletters that you can subscribe to:

SearchDay: daily news, reviews and tips about search engines

Search Engine Report: monthly summary of news as well as articles about search engines

To subscribe, go to the home page and follow the instructions under "Free Newsletters." Back issues of the newsletters are available from the home page so you can try before you "buy."

### LIBRARIANSHIP

#### Info Career Trends

<http://www.lisjobs.com/newsletter/>

Info Career Trends is a bi-monthly newsletter which looks at issues of "personal professional development." It also includes book reviews and links to useful websites. You can read back issues or subscribe online from the website. The articles cover a broad range of issues - I even found an article on running a professional reading group "Articles and Coffee: ASIS&T Pacific Northwest Chapter Reading Group" in the January 2002 issue. The articles are written from a personal perspective so there's some useful advice and interesting anecdotes.

#### Informed Librarian Online

This is a service that offers an "easy, timesaving way to stay on top of your professional reading" by emailing you monthly with the table of contents of recently published library and information journal and newsletter issues and details of some articles and books of interest. The titles are linked to the websites so you can browse through the latest issues. The *Informed Librarian* has been published since 1992 in hardcopy but only became available via email in August this year.

To subscribe or unsubscribe go to <http://www.infosourcespub.com/ILOfreesubscribe.cfm>

### OTHER NEWS

ALIA has recently changed from Listproc to Mailman software. To subscribe, unsubscribe, or change your preferences, go to: <http://lists.alia.org.au/mailman/listinfo>

Camille Peters





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## Conference Grant

The WA Library Technicians Group is pleased to be able to grant biennially, \$1000.00 towards the cost of a Library Technician student or recent graduate residing in WA, attending the ALIA National Library Technicians Conference.

*The ALIA National Library Technicians Conference is a leading source of professional development and networking opportunities for Library Technicians from all around Australia and some from overseas.*

12<sup>th</sup> ALIA National Library Technicians Conference  
**Bridging services — embracing reality**

**9–12 September 2003**

at

Brisbane's premier hotel the  
**Sheraton Brisbane Hotel & Towers.**



The winner of the 2003 grant will be announced during Library Week, on National Library Technicians Day, at the WA Library Technicians' Group Breakfast **Tuesday 13 May 2003.**

Applications for the grant are judged on an essay entry and subsequent interview by a judging panel made up of representatives from the WA Library Technicians Group, WA Forum and a senior practicing Library Technician. The 1000-1500 word essay question for 2003 is:

**What goals have you set for yourself as a practicing Library Technician and how do you see Library Technician membership of ALIA assisting you towards achieving these goals?**

Submissions should be forwarded by **Friday 28 March 2003** to:

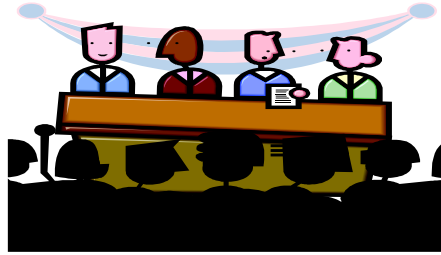
Judy Smith,  
Convenor, ALIA WA Library Technicians Group  
C/- Serials & Electronic Resources Unit, IRAM  
Reid Library Building,  
University of Western Australia  
NEDLANDS 6009

For more information see: <http://www.alia.org.au/groups/libtwa/conference.grant/>  
or contact Judy Smith at [jasmith@library.uwa.edu.au](mailto:jasmith@library.uwa.edu.au).





# Australian Library and Information Association



## WA Forum Annual General Meeting 2002

Date: Tuesday, 19 November 2002  
Time: 6:00pm  
Venue: Brass Monkey Pub & Brasserie,  
Cnr James Street and William Street, Northbridge.

*Stay for dinner at 6.30pm!*

Cost: \$33.00 per person for the 3 course meal (paid on the night). Drinks purchased separately.  
Dinner is not compulsory for AGM participants but bookings are essential to confirm numbers.

**RSVP to:** Linda Simonis at the Local Presence Office,  
PO Box 74, Mt Lawley, WA  
or by e-mail to: [wabranch@alianet.alia.org.au](mailto:wabranch@alianet.alia.org.au)  
by 15 November 2002

If you would like to nominate for a position on the ALIA WA Forum Committee please complete the nomination form below and return to Linda Simonis, as above, before 31 October 2002.

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### ALIA WA FORUM COMMITTEE NOMINATION FORM

Nominations are called for:

- Convenor
- Biblia Editor (1 of 2 needed)
- Continuing Professional Development Committee Members (4 of 5 needed)
- Library and Information Week Co-ordinator

I nominate.....to the position of.....  
on the ALIA WA Forum Committee.

Signature of nominee.....Date.....

Phone number.....Email.....



**Diary Dates****NOVEMBER**

DATE: 5TH

EVENT: KISWA meeting

VENUE: Villa Italia, Northbridge

TIME: 5:30pm

CONTACT: Rose Hockley

Rose.Hockley@wmc.com

DATE: 12TH

EVENT: WA Forum meeting

VENUE: Room 2.9, Alexander Library Building

TIME: 5:30pm

CONTACT: Belinda Grayson

bgrayson@cambridge.wa.gov.au 9383 8977

DATE: 13TH

EVENT: WALTGuMP meeting

VENUE: Room 2.9, Alexander Library Building

TIME: 5:30 for 5:45pm

CONTACT: Judy Allan allan@wantree.com.au

Judy Smith jasmith@library.uwa.edu.au

DATE: 13TH-15TH

EVENT: WA Dept of Sport and Recreation and the  
Australian Sports Commission

2002 Sport Information Workshop

Sharing Information and Building Relationships

VENUE: Hotel Rendezvous, Observation City

Scarborough Beach, Perth

Lunch provided

COST: \$30 per day

<http://www.ausport.gov.au/nsic/workshop.html>

RSVP by 15/10 to Renae Clement

renae.clement@dsr.wa.gov.au 9387 9738

DATE: 14TH

EVENT: WA Kinetica Users' group meeting

TIME: 10am - 1pm

VENUE: State Library

DATE: 19TH

EVENT: WA Forum AGM 2002,

VENUE: Brass Monkey Pub

Cnr James Street and William Street, Northbridge

COST: \$33 (dinner)

TIME: 6pm AGM, 6:30pm dinner

RSVP by 15/11 to Linda Simonis

wabranh@alianet.alia.org.au

Local Presence Office, PO Box 74, Mount Lawley, WA

DATE: 20TH

EVENT: IIM Breakfast

SPEAKER: Sue Jefferies,

Knowledge Management Consultant

VENUE: WA Club, 101 St George's Terrace, Perth

TIME: 7:30am

COST: \$27.50 members and students

\$38.50 non-members

DATE: 25TH

EVENT: WALTG end of year function

VENUE: TBA

DATE: 27TH

EVENT: KISWA Christmas Breakfast

TIME: 7.15 for 7.30am

VENUE: Miss Maud Swedish Restaurant, 97 Murray St  
(Cnr Pier St), Perth

COST: ALIA Members \$20.00,

ALIA Non-members \$25.00

RSVP by Friday 22 November.

CONTACT: Rose Hockley Rose.Hockley@wmc.com

9479 8359

OR Jeanette Hill jeanette.hill@landcorp.com.au

9482 7466

DATE: TBA

EVENT: Health Libraries Royal Perth Hospital

TIME: 5:30 for 6pm

**DECEMBER**

DATE: 3RD

EVENT: Of Taxonomies and Thesauruses  
Breakfast Presentation

SPEAKERS:

Marita Keenan, Alchemy Knowledge Solutions

Janine Douglas and Celia Chesney

Dept of Agriculture

Contact: Marita Keenan

keenan@alchemyknsolutions.com

DATE: 4TH

EVENT: IIM Christmas function

VENUE: WA Club

101 St George's Terrace, Perth

DATE: 9TH

EVENT: WA Forum meeting

VENUE: Room 2.9, Alexander Library Building

TIME: 5:30pm

CONTACT: Belinda Grayson

bgrayson@cambridge.wa.gov.au 9383 8977

**From the Editors**The deadline for copy is the 25<sup>th</sup> of the month.

We are always on the lookout for articles and photos about recent events, news about upcoming events, suggestions for Net Notes topics, and contributions from groups. Copy may be sent to either editor:

Alethea Raspa a\_raspa@hotmail.com

Camille Peters ctpeters@safe-mail.net

[Please note new email address]

