ALIA HLA COMPETENCIES

COMPETENCY AREA	DESCRIPTION
1 **The health environment** The health sciences, and the health and social care environment, and the policies, issues and trends that impact on those environments.	A health library and information professional maintains current knowledge of health and social care systems in Australia, including developments in: • the health and social care, research and education sectors; • health systems research, policy development, and models of care; • research into illness and disease, and into prevention and wellness; • health sciences professions, their education frameworks and academic pathways, registration and professional development requirements, and library and information services needs; • the legal and regulatory frameworks for health systems and professions; • policies and standards of relevant government, corporate and professional bodies; • ethical issues in health and health information practice; • the parent organisation's structure and aligning with the organisation's strategic direction.
2 **Reference and research services** Health reference and research services and delivering best practice information services.	A health library and information professional is an expert in the delivery of reference and information services that connect users with the information that they need at the right time and place, and in the right format, through: • information needs analysis; • reference and research consultation services; • designing expert literature search strategies; • sourcing and delivering information resources in customised formats; • liaison, embedded, informationist or clinical librarianship activities; • design and delivery of alerting services; • participating in systematic and other types of literature reviews; • supporting and participating in conducting well-designed knowledge and evidence syntheses; • participating in policy review and compliance auditing.

COMPETENCY AREA	DESCRIPTION
3 Resources The management of health knowledge and information resources in a variety of formats.	A health library and information professional knows and has the ability to manage and contribute to their organisation's evidence base comprising all types of health data, information, and knowledge, through: • collection analysis, development and management; • procurement, negotiating with publishers and providers of resources, and licensing; • rights management; • protecting and preserving knowledge and resources, and ensuring they are discoverable; • monitoring publishing trends; • copyright compliance; • cataloguing, classification, MESH and other schema; • thesauri, subject indexing and metadata; • digitisation and digital repository management; • database design; • organisational policy/procedure creation and use; • organisational data and systems integration; • research data management.
4 Leadership and management Leadership and management theory and practice.	A health library and information professional knows and applies leadership and management theory, selecting actions that are appropriate to the situation, driving and/or contributing at a personal level and a service level through: • strategic and business planning; • service improvement; • human resources management; • budgets, financial management and fiscal accountability; • risk management; • project management; • space, facilities and technology management; • policy and procedure development and application; • review and evaluation of library and information services and programmes; • marketing, public relations, advocacy and communications; • leading and inspiring teams; • influencing key stakeholders; • understanding equity, multicultural, diversity and cultural issues; • horizon scanning for innovative service and practice improvements.

COMPETENCY AREA	DESCRIPTION
5 **Digital, ehealth and technology** The digital and ehealth context, and the technology and systems used to manage data, information and knowledge resources in the delivery of library and information services.	A health library and information professional is aware of, understands, is involved with, and uses information and communications technologies, including: • library management systems; • web and network management services; • mobile technologies and applications, including systems interoperability; • identity management and authentication systems; • industry standards relating to eResource management (e.g. link resolvers, Knowledge Base and Related Tools (KBART), Shared Electronic Resource Understanding (SEUR), COUNTER and SUSHI, APIs etc); • content, learning, research data, repository, and database management systems; • business intelligence systems; • electronic medical records, patient portals, computerised physician order sets, and integration of point-of-care knowledge resources; • understanding data analytics and 'data as evidence' in clinical decision-making, policy and research contexts; • understanding the principles of cybersecurity and information privacy.
6 **Health literacy and teaching** Health literacy, curricular design and instruction, and teaching the information skills associated with evidence-based practice.	A health library and information professional understands adult education methods and the skills related to educating and training others, and has the ability to: • conduct training needs assessments; • identify and integrate existing educational and vocational frameworks and benchmarks; • develop, deliver and evaluate training programmes; • engage in and or/develop consumer health literacy programmes; • use instructional methodologies, including innovative technologies and technology–enhanced learning; • model evidence-based information practice, that is, identify the need for information; search the literature; find, critically appraise and synthesise evidence; and manage references for literature reviews.
7 **Health research** Health research and the application of health research methodologies.	A health library and information professional understands and practices scientific research methods, including: • quantitative and qualitative research methods; • interpreting and presenting data and statistical analyses; • data science, research data management, 'big' data, and data analysis; • conducting research, quality improvement and innovation projects; • critically examining and filtering research literature from many related disciplines; • promoting scholarly communication; • facilitating knowledge translation and evidence-based practice that incorporates sources of patient data as well as published evidence; • promoting open science and open access to government-funded research outputs.

COMPETENCY AREA	DESCRIPTION
8 **Professionalism** Health information professionalism.	A health library and information professional maintains currency of professional knowledge and practice and upholds professional standards and values through: • membership and participation in their professional associations; • undertaking formal and informal continuing professional development activities; • maintaining professional certification through the ALIA Health Specialist PD Scheme[1] to achieve the competency; • conducting research and publishing in the professional literature; • teaching and mentoring others; • advocating for the health information professions; • collaborating with other professionals to improve health care, health literacy and access to healthcare information; • contributing to society through sharing specialist knowledge and expertise.

Notes on how to use the Competencies

- Health librarians, from novice to expert, need a basic understanding of each Competency Area.

- The Descriptions provide examples to indicate the scope of the Competency Areas. It is unlikely that a librarian will have full knowledge of each of these examples; rather, they illustrate the range of competencies that may be encountered.

- Job (or position) descriptions define the scope of practice and the depth of knowledge, skills and responsibilities required for different position levels.[2]

- Job descriptions are likely to focus on a few of the Competency Areas.

[1] ALIA. Health Specialisation. Accessed 5th Nov 2018
https://membership.alia.org.au/pdinfo/specialisations/health-specialisation

[2] ALIA. Work level guidelines for library and information services. Accessed 5th Nov 2018.
http://www.alia.org.au/sites/default/files/documents/LIS%20Work%20Level%20Guidelines%2016052013.pdf