Public Library Salaries in Australia

Introduction

For many years, ALIA has promoted the Crown Employees (Public Sector – Salaries 2008) in New South Wales as the recommended salary standards for library workers in Australia. However, experience has shown that this award is often not indicative of what workers can expect from the library and information sector.

To provide a more realistic indication of library worker salaries, a selection of existing library roles (as at June 2020) were analysed and presented as point of reference against the recommended salary standards. This data was taken from job advertisements, position descriptions available online, and checked against current enterprise agreements. The data represents existing roles at a total of 28 public library services from regional, rural and metropolitan areas across all eight Australian states and territories.

Comparative Data

Overall, the data showed that, as expected, salaries for library technicians exceeded those of library assistants, both with their starting and maximum salaries. Whilst librarian salaries start at around the same amount as those for library technicians, there is substantial scope for librarians to reach much higher salaries, especially when moving into mid-career and senior management levels.

Library Assistant

Qualifications, skills, experience

Qualifications are not essential, though some positions indicate that completion of high school is essential, and that at least a Certificate III (or equivalent experience) in a related field is desirable. Customer service experience and competence in using technology is often essential. Knowledge of a language other than English is sometimes desirable.
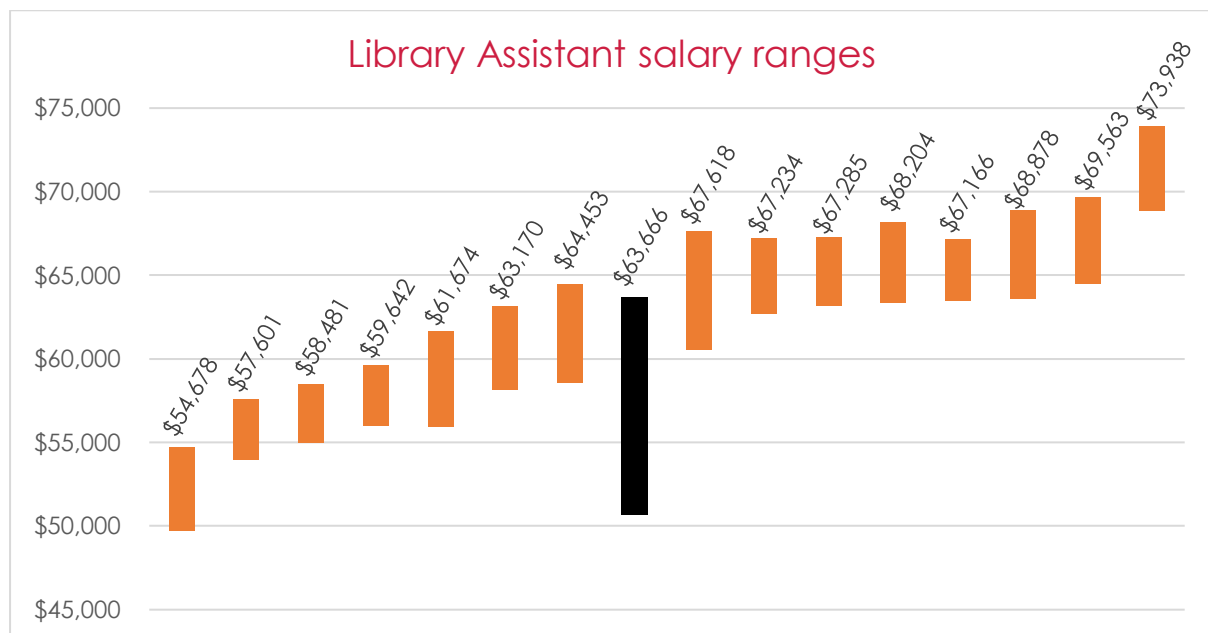
Examples of position titles

Library Assistant, Library Officer, Customer Service Officer, Children and Youth Services Officer, Shelver

Examples of classifications

Class 1, Band 1, Class 2, Level 2, Band 2, Level 3, Band 3, Level 4, Band 4

Annual salary ranges

- This data was taken from a selection of known existing library assistant roles as at June 2020.
- Starting salaries: $49,703 - $68,858
- Maximum salaries: $54,678 - $73,938
- Standard[1] salary range: $50,667 - $63,666

Library Assistant salary ranges

Library Technician

Qualifications, skills, experience

All of these roles required some level of post-secondary qualification. Many explicitly mentioned a Diploma in Library Studies, as a qualified Library Technician. However, some also indicated that partial completion toward a tertiary degree in Library Studies may also be considered as equivalent.
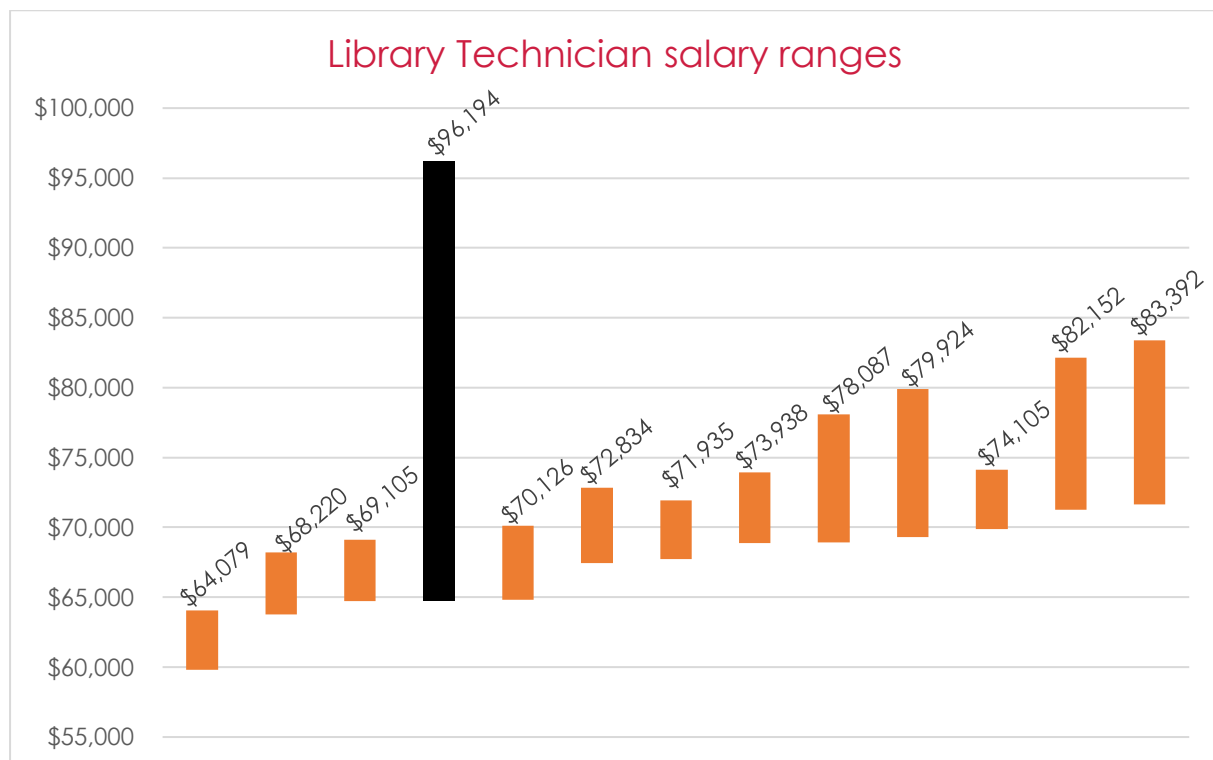
Examples of position titles

Library Technician, Library Officer, Library Technical Officer, Library Services Support Officer, Operations Coordinator, Library Operations Officer.

Examples of classifications

Level 3, Band 3, Level 4, Band 4, Band 5

Annual salary ranges

- This data was taken from a selection of known existing library technician roles as at June 2020.
- Starting salaries: $59,810 - $71,664
- Maximum salaries: $64,079 – 83,392
- Standard[2] salary range: $64,799 - $96,194

Library Technician salary ranges

Librarian (entry level)

Qualifications, skills, experience

All positions required a tertiary qualification of some kind – mostly a degree in Library and Information Science / Management and eligibility for professional membership of ALIA. However, some also indicated that applicants with a different tertiary qualification, such as in IT or business administration, would also be considered. Whilst experience as a librarian was not essential, many required experience working in a public library, and in delivering customer service.
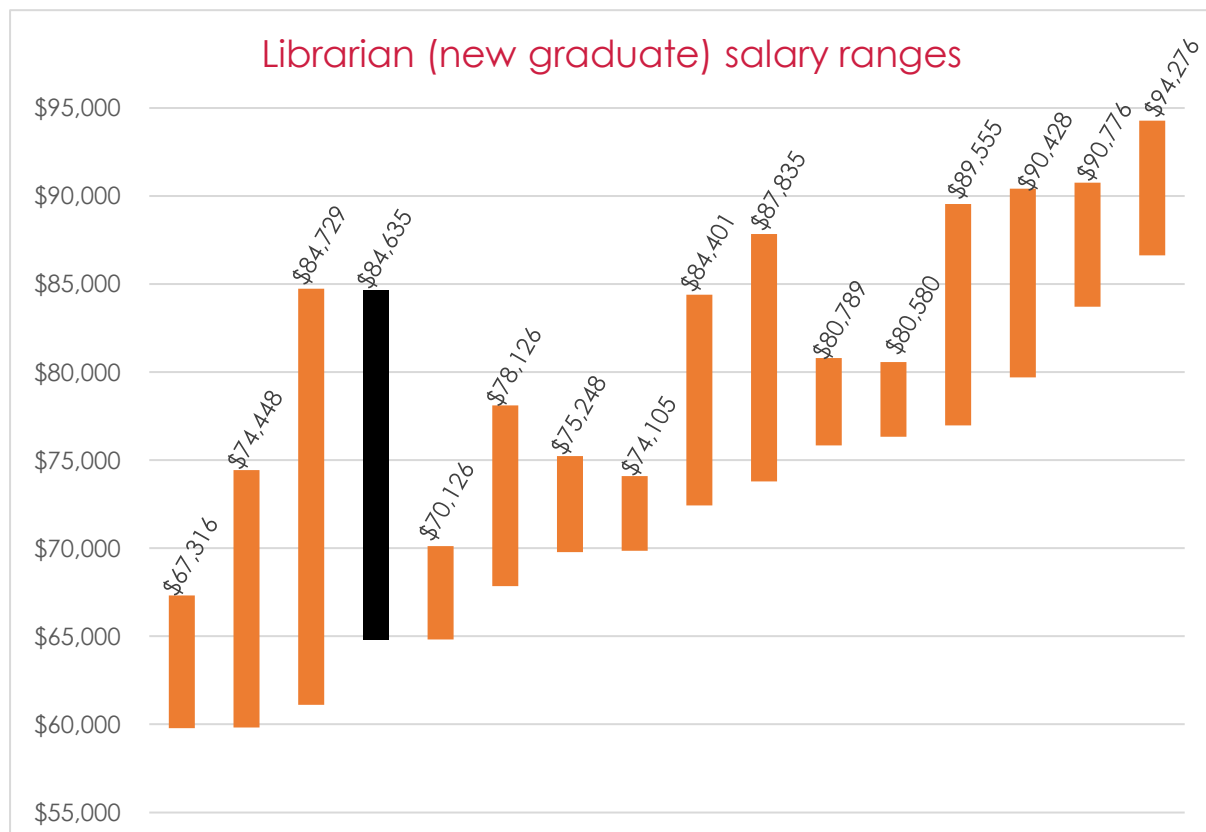
Examples of position titles

Librarian, Graduate Librarian, Library Officer, Library Team Member, Collections Librarian, Programs Librarian, Learning Coordinator, Local History Librarian, Specialist Librarian, Children and Youth Services Librarian, Senior Library Services and Programs Officer, Systems Librarian

Examples of classifications

Level 4, Band 4, Level 5, Band 5, Level 6, Band 6, Professional Officer Class 1

Annual salary ranges

- This data was taken from a selection of known existing entry level librarian roles as at June 2020.
- Starting salaries: $59,807 - $86,648
- Maximum salaries: $67,613 - $95,276
- Standard[3] salary range: $64,779 - $84,635

Librarian (new graduate) salary ranges

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[3] Librarian Grade 1, Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award

Librarian (mid-career)

Qualifications, skills, experience

Positions at this level tended to be less focused on qualifications, and more on skills and experience. That said, several years of professional experience in a library were often expected, which would imply a tertiary qualification. Many of these are the next step up from the entry level, and tend to start coordinating small teams of staff, and small library branches and so supervisory and some service management experience was often desirable.
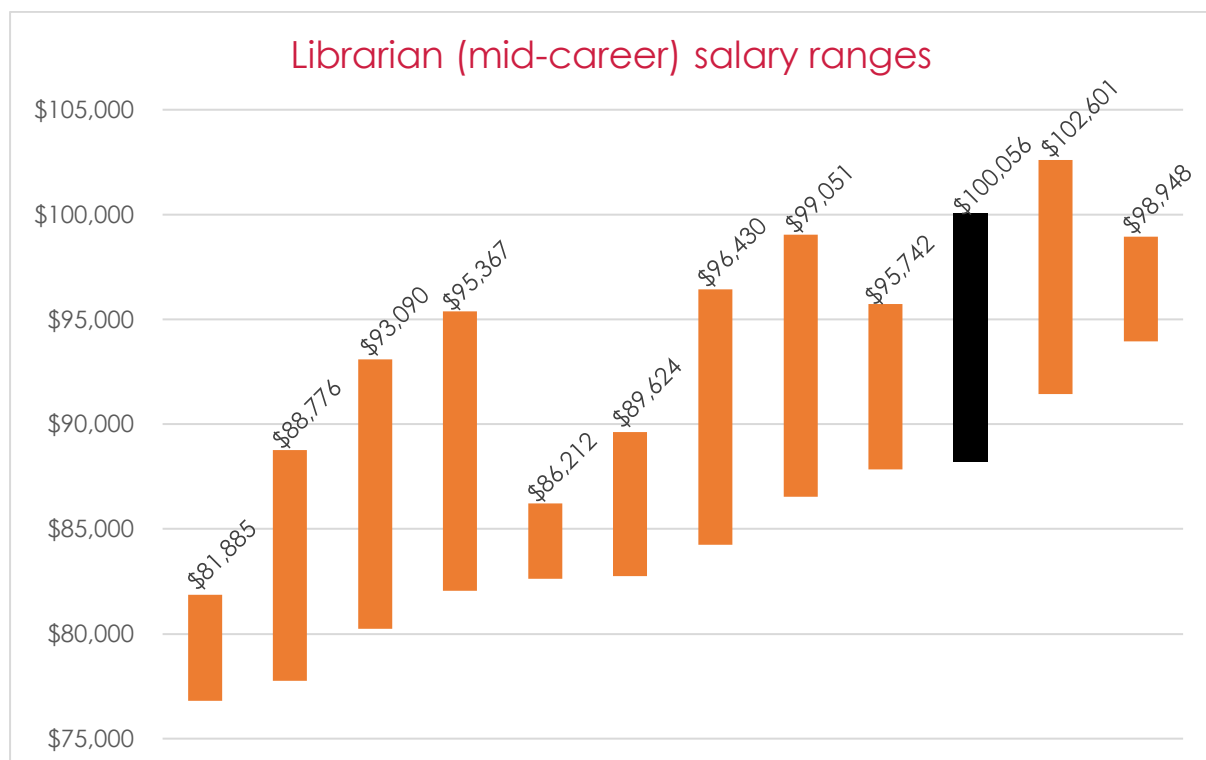
Examples of position titles

Senior Librarian, Team Leader, Library Services and Collections Coordinator, Events and Production Coordinator, Branch coordinator.

Examples of classifications

Band 5, Level 6, Band 6, Professional Officer Class 6

Annual salary ranges

- This data was taken from a selection of known existing mid-career librarian roles as at June 2020.
- Starting salaries: $76,817 – $93,939
- Maximum salaries: $81,855 – $102,601
- Standard[4] salary range: $88,184 - $100,056

Librarian (mid-career) salary ranges

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[4] Librarian Grade 2, Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award

Librarian (senior management)

Qualifications, skills, experience

Positions at this level tended to be less focused on qualifications, and more on skills and experience, but a tertiary qualification in library studies was still often listed as essential. For some higher positions, some tertiary qualifications in business management, project management or HR management were also required. A track record of progressive experience in library leadership and a high level of experience in local government was also expected.
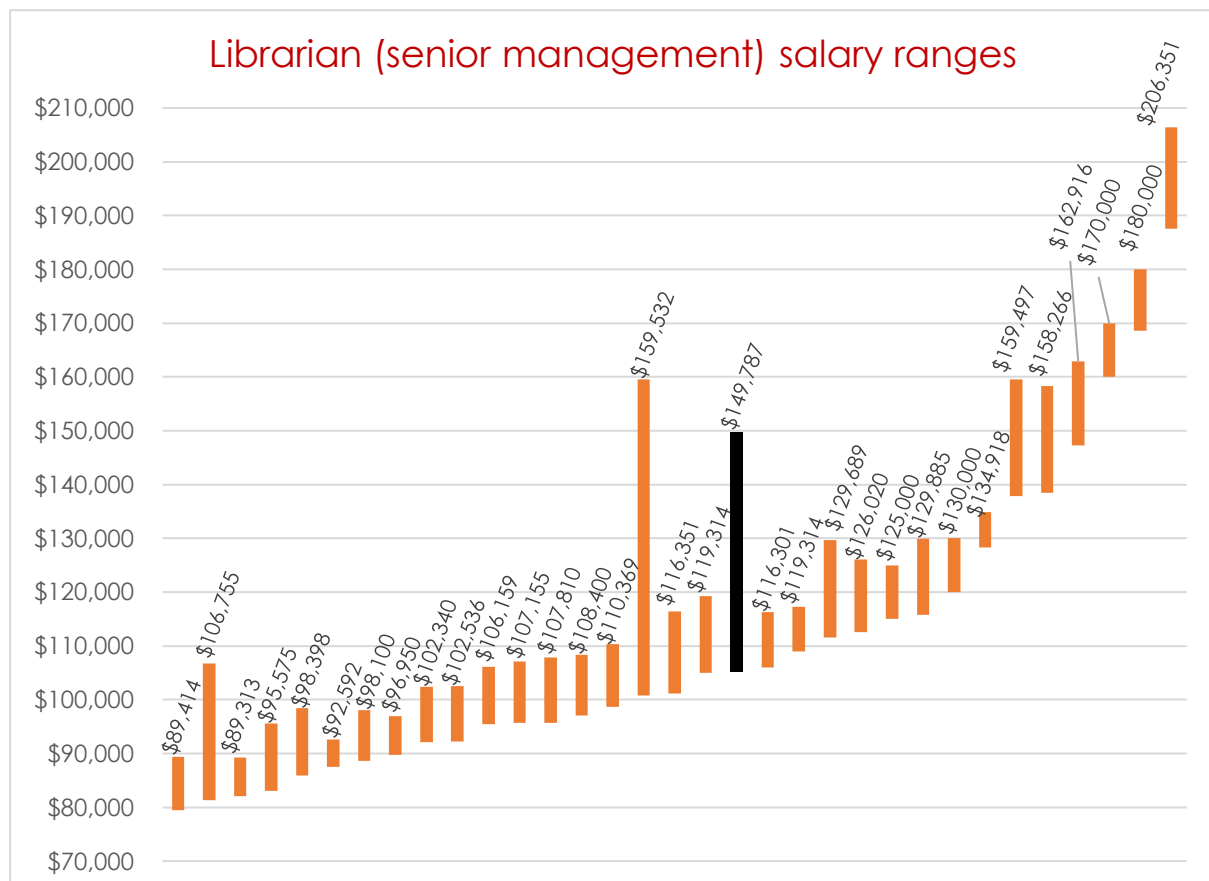
Examples of position titles

Team Leader, Branch Manager, Manager Library Services, Coordinator Library Services, Senior Library Coordinator, Operations Manager, City Librarian, Director

Examples of classifications

Band 6, Band 7, Level 7, Band 8, Level 8, Band 9, Manager Level 1/2, Grade 13, Grade 16-17, Senior Executive Officer

Annual salary ranges

- This data was taken from a selection of known existing senior librarian roles as at June 2020.
- Starting salaries: $79,441 – $187,591
- Maximum salaries: $89,313 – $206,351
- Standard[5] salary range: $105,318 - $149,787

Librarian (senior management) salary ranges

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[5] Librarian Grade 3/4/5, Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award