Australian Library and Information Association

Salary standards 2011–2019

The following salary standards are those set under the Crown Employees (Public Sector — Salaries 2008) Award in New South Wales. Since 2002, NSW has upheld the Equal Remuneration Principle relating to librarians, library technicians, library assistants and archivists, established by the NSW Industrial Relations Commission. ALIA recommends that the same principle and salary standards be followed throughout Australia. These salaries do not include superannuation.

Librarians and Archivists grade 1

FROM	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6
July 2011	$53,407	$56,509	$59,705	$63,425	$66,610	$69,777
July 2012	$54,742	$57,922	$61,198	$65,011	$68,275	$71,521
July 2013	$55,985	$59,237	$62,587	$66,487	$69,825	$73,145
July 2014	$57,256	$60,582	$64,008	$67,996	$71,410	$74,805
July 2015	$58,687	$62,097	$65,608	$69,696	$73,195	$76,675
July 2016	$60,154	$63,649	$67,248	$71,438	$75,025	$78,592
July 2017	$61,658	$65,240	$68,929	$73,224	$76,901	$80,557
July 2018	$63,199	$66,871	$70,652	$75,055	$78,824	$82,571
July 2019	$64,779	$68,543	$72,418	$76,931	$80,795	$84,635

Librarians and Archivists grade 2

FROM	YEAR 1	YEAR 2	YEAR 3	YEAR 4
July 2011	$72,702	$75,552	$79,306	$82,491
July 2012	$74,520	$77,441	$81,289	$84,553
July 2013	$76,212	$79,199	$83,134	$86,472
July 2014	$77,942	$80,997	$85,021	$88,435
July 2015	$79,891	$83,022	$87,147	$90,646
July 2016	$81,888	$85,098	$89,326	$92,912
July 2017	$83,935	$87,225	$91,559	$95,235

July 2018	$86,033	$89,406	$93,848	$97,616
July 2019	$88,184	$91,641	$96,194	$100,056

Librarians and Archivists grade 3

FROM	YEAR 1	YEAR 2	YEAR 3	YEAR 4
July 2011	$86,829	$89,511	$93,026	$96,742
July 2012	$89,000	$91,749	$95,352	$99,161
July 2013	$91,020	$93,832	$97,516	$101,412
July 2014	$93,086	$95,962	$99,730	$103,714
July 2015	$95,413	$98,361	$102,223	$106,307
July 2016	$97,798	$100,820	$104,779	$108,965
July 2017	$100,243	$103,341	$107,398	$111,689
July 2018	$102,749	$105,925	$110,083	$114,481
July 2019	$105,318	$108,573	$112,835	$117,343

Librarians and Archivists grade 4

FROM	YEAR 1	YEAR 2	YEAR 3	YEAR 4
July 2011	$99,640	$102,572	$105,602	$108,892
July 2012	$102,131	$105,136	$108,242	$111,614
July 2013	$104,449	$107,523	$110,699	$114,148
July 2014	$106,820	$109,964	$113,212	$116,739
July 2015	$109,490	$112,713	$116,042	$119,657
July 2016	$112,227	$115,531	$118,943	$122,648
July 2017	$115,033	$118,419	$121,917	$125,714
July 2018	$117,909	$121,379	$124,965	$128,857
July 2019	$120,857	$124,413	$128,089	$132,078

Librarians and Archivists grade 5

FROM	YEAR 1	YEAR 2	YEAR 3	YEAR 4
July 2011	$111,965	$115,718	$119,439	$123,491
July 2012	$114,764	$118,611	$122,425	$126,578
July 2013	$117,369	$121,303	$125,204	$129,451
July 2014	$120,033	$124,057	$128,046	$132,390
July 2015	$123,034	$127,158	$131,247	$135,700
July 2016	$126,110	$130,337	$134,528	$139,093
July 2017	$129,263	$133,595	$137,891	$142,570
July 2018	$132,495	$136,935	$141,338	$146,134
July 2019	$135,807	$140,358	$144,871	$149,787

Library technician grade 1

FROM	YEAR 1	YEAR 2	YEAR 3	YEAR 4
July 2011	$53,407	$56,509	$59,705	$63,425
July 2012	$54,742	$57,922	$61,198	$65,011
July 2013	$55,985	$59,237	$62,587	$66,487
July 2014	$57,256	$60,582	$64,008	$67,996
July 2015	$58,687	$62,097	$65,608	$69,696
July 2016	$60,154	$63,649	$67,248	$71,438
July 2017	$61,658	$65,240	$68,929	$73,224
July 2018	$63,199	$66,871	$70,652	$75,055
July 2019	$64,779	$68,543	$72,418	$76,931

Library technician grade 2

FROM	YEAR 1	YEAR 2	YEAR 3	YEAR 4
July 2011	$70,480	$72,702	$75,552	$79,306
July 2012	$72,242	$74,520	$77,441	$81,289
July 2013	$73,882	$76,212	$79,199	$83,134
July 2014	$75,559	$77,942	$80,997	$85,021
July 2015	$77,448	$79,891	$83,022	$87,147
July 2016	$79,384	$81,888	$85,098	$89,326
July 2017	$81,369	$83,935	$87,225	$91,559
July 2018	$83,403	$86,033	$89,406	$93,848
July 2019	$85,488	$88,184	$91,641	$96,194

Library assistants

FROM	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
July 2011	$41,771	$44,329	$47,108	$50,619	$52,489
July 2012	$42,815	$45,437	$48,286	$51,884	$53,801
July 2013	$43,787	$46,468	$49,382	$53,062	$55,022
July 2014	$44,781	$47,523	$50,503	$54,267	$56,271
July 2015	$45,901	$48,711	$51,766	$55,624	$57,678
July 2016	$47,049	$49,929	$53,060	$57,015	$59,120
July 2017	$48,225	$51,177	$54,387	$58,440	$60,598
July 2018	$49,431	$52,456	$55,747	$59,901	$62,113
July 2019	$50,667	$53,767	$57,141	$61,399	$63,666

Recommended minimum hourly rates for casual work

Librarian — limited experience, Grade 1, Year 3

Librarian — several years experience, Grade 3, Year 1

Library technician — limited experience, Grade 1, Year 2

Library technician — several years experience, Grade 2, Year 3

Note on casual and part time work

Many ALIA workers are engaged in work that is short-term, or for limited hours per week. Much of this work is incorrectly categorised as casual work. Genuine casual work is irregular. Casual employees have no guarantee of continuing work and each period of employment is legally separate. For that reason, casual employees do not accrue entitlements to annual and sick leave.

In recognition of the non-accrual of leave, a loading of at least 20% of wages is paid in lieu of these entitlements. This is the minimum loading required under Australian law.

Employees who work regular hours are not casuals and should be paid as permanent part time works accruing, pro rata, all entitlements that apply to full time workers.

Calculation of hourly rates for casual workers

This is done by dividing the annual salary attaching to particular work and dividing it by 52.2 weeks per year, then by number of hours worked. A 25% loading is then added.