

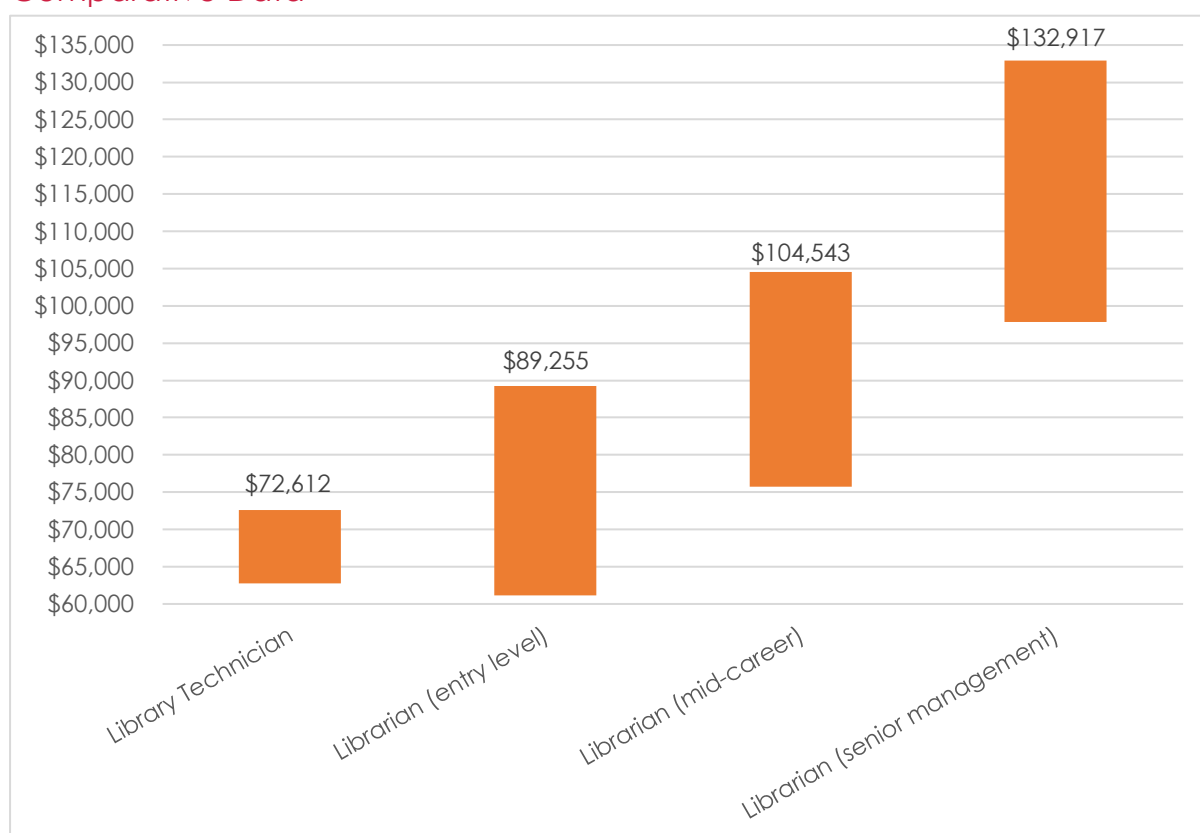
University and TAFE Library Salaries in Australia

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 July 2020) were analysed and presented as point of reference against the recommended salary standards. This data was taken predominately from job advertisements through ALIA, position descriptions available online, and checked against current enterprise agreements. The data represents 40 existing roles at a total of 15 university libraries and two TAFE libraries from regional and metropolitan areas across four states and two territories.

Comparative Data



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, conferring eligibility for Library Technician membership of ALIA. The Library Learning Services Intern position was also open to a recent graduate conferring eligibility for Associate membership of ALIA. Although these positions mostly required a Diploma of Library and Information Studies no positions surveyed used the words 'Library Technician' in the position title.

Examples of position titles

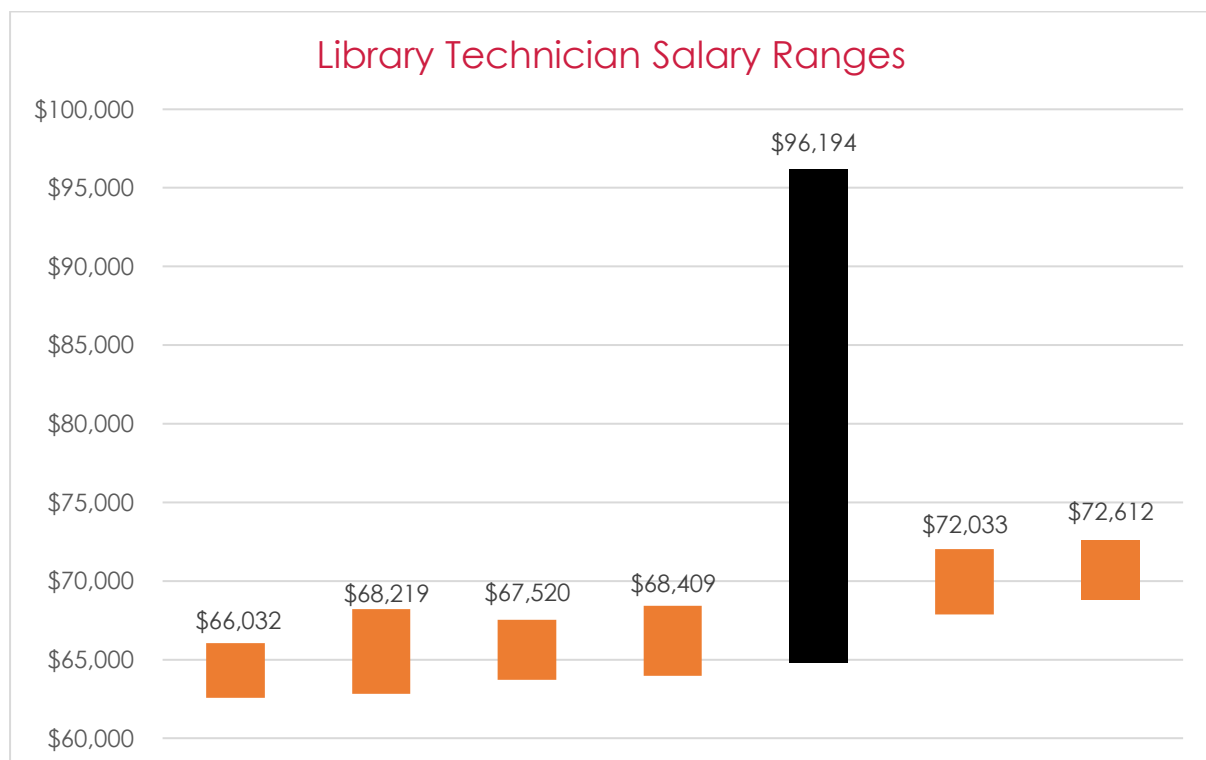
Library Service Officer, Information Services Officer, Library Resource Officer, Team Member (Library campus Services), Library Learning Services Intern, Library Advisor (Officer), Library Officer (Client Services)

Examples of classifications

HEO 4 (higher education officer), HEW 4 (higher education worker), Level 4

Annual salary ranges

- This data was taken from a selection of known level 4 roles as at July 2020.
- Starting salaries: \$62,803 - \$68,834
- Maximum salaries: \$68,219 - \$72,612
- Standard¹ salary range: \$64,799 - \$96,194



¹ Library Technician Grade 1/2, Crown Employees (Public Sector – Salaries 2008) Award

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 related discipline tertiary qualification, such as in IT would also be considered.

Interestingly one institution advertises across HEW levels 5/6, seeking to capture applicants at entry level with a degree OR with subsequent relevant experience and a degree.

Examples of position titles

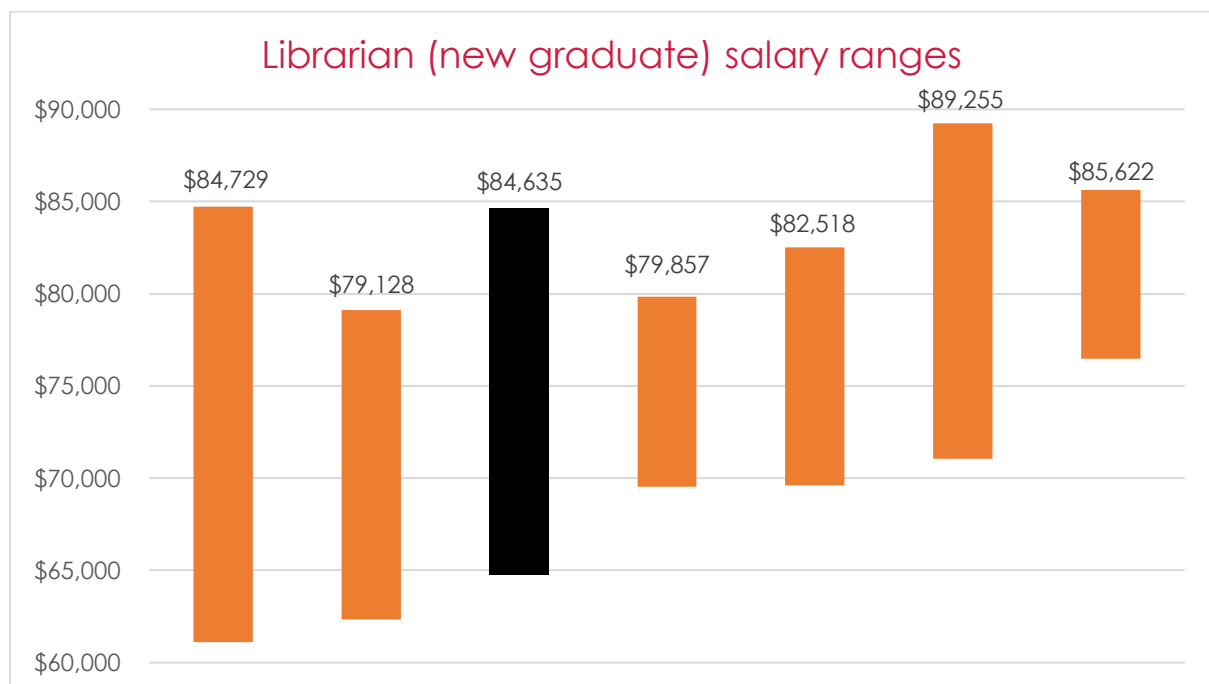
Liaison Librarian, Academic Services Graduate, Client Services Librarian, Librarian, Reference Librarian, Scholarly Information Librarian.

Examples of classifications

HEO 5 (higher education officer), HEW 5 (higher education worker), Level 5, Professional Officer 1

Annual salary ranges

- This data was taken from a selection of known existing entry level librarian roles as at July 2020.
- Starting salaries: \$61,106 - \$76,471
- Maximum salaries: \$79,128 - \$89,255
- Standard² salary range: \$64,779 - \$84,635



² Librarian Grade 1, Crown Employees (Public Sector – Salaries 2008) Award

Librarian (mid-career)

Qualifications, skills, experience

There were many positions advertised at this mid-career level from this snapshot of advertisements, Positions at this level tended to advertise for both qualifications and experience: often 4 years subsequent relevant experience was required. Most required a degree in Library and Information Science / Management and eligibility for professional membership of ALIA, or equivalent degrees and experience would also be considered. Positions at the level 7 often required extensive experience, and these positions also involved leading teams or projects.

Examples of position titles

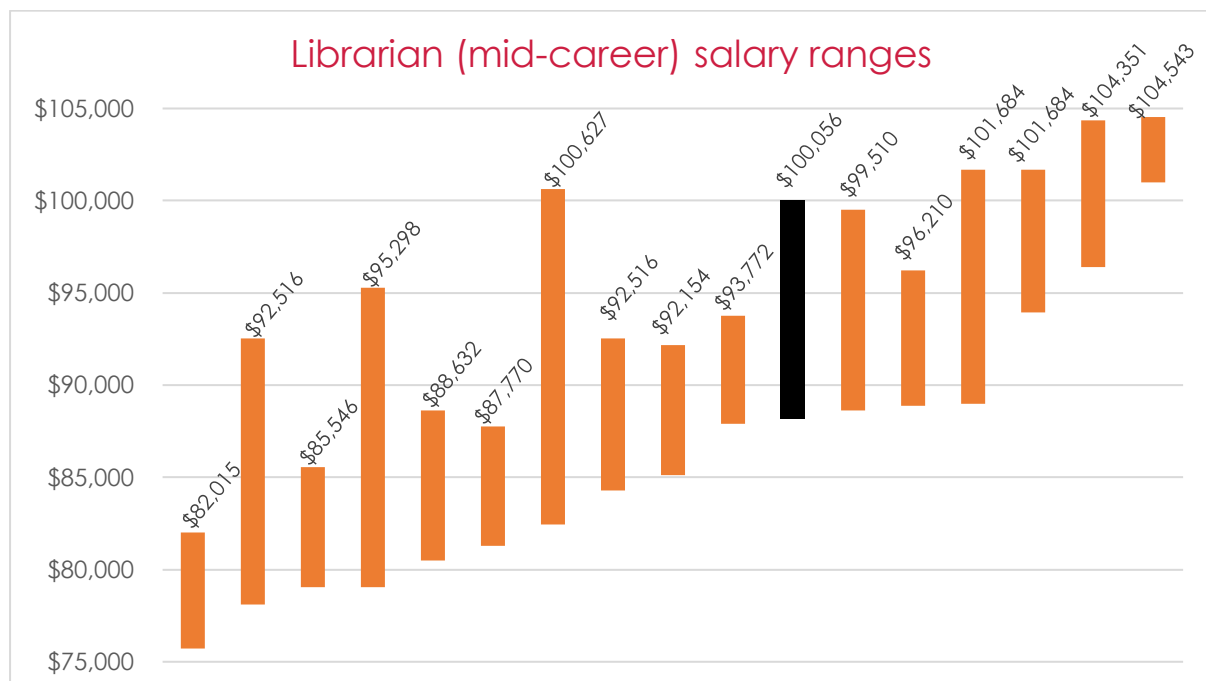
Academic Liaison Librarian, Academic and Research Librarian, Liaison Librarian, Research Consultant (Scholarly Communications), Library Adviser Service Team Leader, Senior Team Member, Outreach Librarian, Support Librarian, Senior Client Services Librarian, Data Librarian, Information Services Librarian II, Coordinator Library Systems, Team Leader Academic Engagement, Academic Librarian, Metadata Services Librarian, Business Analyst, Senior Librarian, Library Services and Spaces, Subject Librarian, Senior Librarian

Examples of classifications

HEO 6 (higher education officer), HEW 6 (higher education worker), Level 6, Professional Level 6/7, HEO 7 (higher education officer), HEW 7 (higher education worker), Level 7

Annual salary ranges

- This data was taken from a selection of known existing mid-career librarian roles as at July 2020.
- Starting salaries: \$75,723 – \$101,000
- Maximum salaries: \$82,015 - \$104,543
- Standard³ salary range: \$88,184 - \$100,056



³ Librarian Grade 2, Crown Employees (Public Sector – Salaries 2008) Award

Librarian (senior management)

Qualifications, skills, experience

Positions at this level tended to be less focused on qualifications, and more on proven skills and experience. Positions involved managing a large functional unit with a diverse or complex set of functions and significant resources. Much emphasis on postgraduate qualifications, management experience at a senior level, other positions asking for experience and expertise in the management of significant human and material resources, or postgraduate qualifications and extensive relevant experience. Positions at these senior levels required less library qualifications or conversely had specific library requirements, such as relevant experience in the management of Library application software and integrated Library management systems.

Examples of position titles

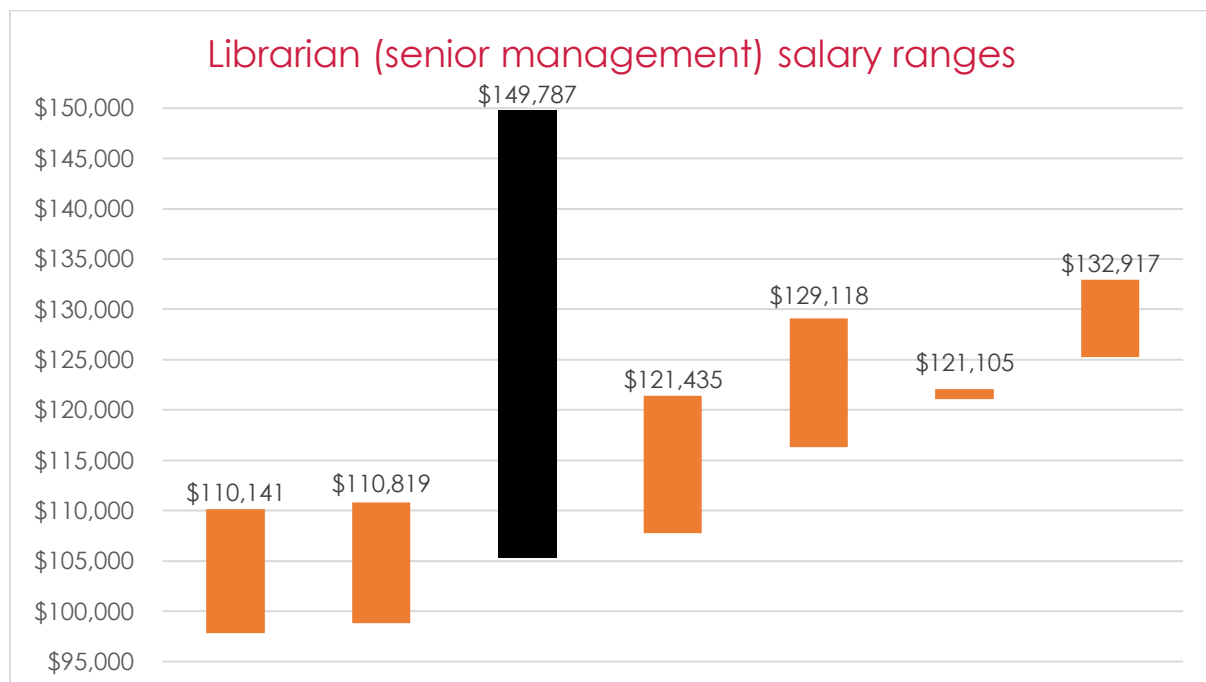
Team Leader Digital Library Initiative, Manager Digital Innovation, Manager Libraries, Associate Director, Senior Manager Academic Outreach and Engagement, Associate Director Business Excellence

Examples of classifications

HEO 8 (higher education officer), HEW 8 (higher education worker), Level 8, HEO 9 (higher education officer), HEO 10 (higher education officer), Level 10

Annual salary ranges

- This data was taken from a selection of known existing senior librarian roles as at July 2020.
- Starting salaries: \$97,805 - \$110,141
- Maximum salaries: \$125,263 - \$132,917
- Standard⁴ salary range: \$105,318 - \$149,787



⁴ Librarian Grade 3/4/5, Crown Employees (Public Sector – Salaries 2008) Award