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Industrial Update

Careering towards advancement?



Training, skills acquisition and continuing education are all vital to library and information staff who wish to obtain pay increases and advance in their careers.

The August National Wage Decision allows for pay increases where employers and unions have reviewed award provisions. These reviews must include establishing skill-related career paths, which provide an incentive for workers to continue to participate in skill formation, and eliminating impediments to multi-skilling. Thus, people who wish to obtain career advancement beyond the lower grades will have to upgrade their qualifications and/or participate in continuing education.

Awards will be varied to reflect these new requirements. Formal accreditation procedures will be established to recognise advanced skills formation. ALIA may need to consider creating a mechanism for recognising continuing education if it wishes to maintain its role in setting the standards for library and information science personnel. Skills accreditation will be implemented through other organisations if the Association does not take a leading role in this process. This will require the coordination of continuing education and training programs by the Association.

Improved training arrangements will cost money, take time and require experienced advice and planning. It is essential that Association members are aware of government- and industry-funded training initiatives.

There is a substantial amount of money available. Members should investigate the benefits they could obtain from the following programs:

Workplace Reform Program

(\$12 million for 1989-90)

Program initiatives include:

- a national network of Workplace Resource Centres, where industrial relations and human resource management expertise is available to enterprises on a commercial basis;
- Work Change Assistance, a scheme

IFTN POSTERS

Information for the Nation (IFTN) posters are available from:

ALIA head office.

\$2, plus packaging and postage, per order.

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DIRECTORY OF SPECIAL COLLECTIONS IN AUSTRALIA

Compiled by

Jennifer Alison, Margaret Medcalf and Catherine Santamaria

- lists individual collections in libraries and institutions in Australia.
- provides comprehensive descriptions of Australian collections in the State Libraries and the National Library of Australia.

150p. 0 86804 0541

Published by the Acquisitions Section, NSW Group

Available: ALIA, Queen Victoria Terrace ACT 2600.

Price: \$18 (members): \$25 (non-Members)

Introducing Tom McKeon

Hello, I'm Tom McKeon and I started work on 21 August as ALIA's Industrial Information Officer.

Before studying for a Graduate Diploma in Industrial Relations over the past 2 years, I was active in workplace and branch-level industrial relations in the Australian Clerical Officers' Association in Brisbane.

Since working for ALIA I have answered various enquiries regarding industrial matters — rates of pay, pay scales, temporary work, payment for consultancy work, award coverage and promotions/gradings matters.

An issue of vital importance to all members at present is the award restructuring process. It will provide an avenue for pay increases and substantially alter career structures and job gradings. I have written a more detailed report on this issue.

I am keen to make contact with members of the Association, and have so far attended meetings of the Online Public Users' Group and the Health Libraries Section (NSW Group). I look forward to working with other sections, groups and individual members of the Association.

Please contact me on (008) 02 0071 or (062) 85 1877 for assistance with any industrial matter of concern.

providing support for employers and unions undertaking innovative projects relevant to award restructuring, including pilot schemes and research projects;

- Work Change Training, which provides industrial relations training to management and union personnel.

If you are interested in the above, contact the Department of Industrial Relations and request the information kit 'Award Restructuring — Federal Government Initiatives'.

Skills Training Program

(\$30 million for 1989–90)

Program reforms include:

- the introduction of competency-based training and assessment processes;
- skills audits — these will identify competencies to be certified, and hitherto unacknowledged or undervalued skills;
- modular training — the introduction of short-term training modules will improve access to training, and funds may be used for continuing education.

These reforms will be pursued through different mechanisms. The

Department of Employment, Education and Training is channelling funds through a national network of Industry Training Councils. TAFE funding is also being expanded. Unfortunately, library and information science does not fit neatly into any particular industry. Industry Training Councils to contact include:

- Local Government Training Council: (062) 82 2699;
- National Arts Industry Training Council: (02) 356 4477.

The network is to be expanded further, particularly into State branches. The Association is also cooperating with the Information Industries Education and Training Foundation, telephone (062) 851926, another body that may receive training funds.

I will provide further updates on award restructuring and training initiatives in future issues of *InCite*. Please contact me on (062) 85 1877 or (008) 02 0071 if you require further information.

Tom McKeon
Industrial Information Officer

Industrial news

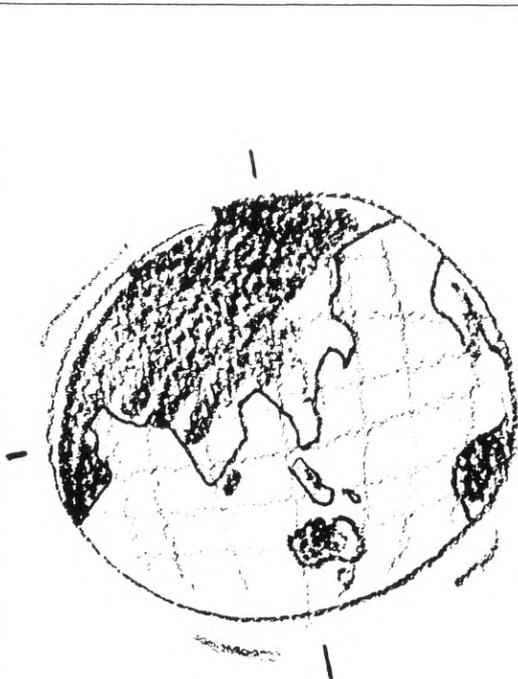
Pay rises due to award restructuring have been granted to workers covered by the ACTU's five key awards in the transport, metal, building, store and packing and clerical industries. As of 6 October 1989, 12 per cent of the workforce had received the first instalment of the \$20–30 pay rise. ACTU Secretary, Bill Kelty, expects all workers to receive a rise by Christmas.

The Industrial Relations Commission is therefore willing to ratify restructuring agreements. However, it remains essential that proposals and agreements be worked out and then taken to the Commission.

First awards

A new award has been made for Librarians in the Tasmanian Public Service, as from 3 August 1989. This decision restores a scale of relativities with other professions and with salaries throughout the profession in Australia.

Congratulations are in order to the Librarians and Archivists in the Tasmanian Public Service Association!



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