

has been asked to enquire into, among other things, the costs and practicality of CD-ROM as a storage medium for Parliamentary documents.

National Policy on Languages

The Association, and in particular, Derek Whitehead, has been a strong supporter of the need for a balanced and comprehensive national policy on languages, including funding for the public library network. Some \$4 million for public library funding, has been included in the proposal to continue the work of the National Policy on Languages for the coming 3 years. In the first 3 years operation of this policy, there was no funding for public library support.

The Prime Minister in his March 1990 speech Foundations for the Future reaffirmed the Government's commitment to the National Policy on Languages.

In August 1990, the Department of Employment, Education and Training advised the Association that the Australian Advisory Council on Languages and Multicultural Education (AACLAME), with Joseph Lo Bianco as its chair, will continue to advise the Government until June 1991, while future policy directions are being considered. Derek Whitehead is the Association's representative on AACLAME.



Advancing your career

The Information Session for RMIT Department of Information Service's innovative Master of Business program is on 31 October 1990 (5.30 pm Institute Function Room, RMIT).

Most students completing this Masters program at present gain maximum advanced standing with a relevant graduate diploma or 4 year undergraduate program. This means that they are able to complete the program in 2 years of part-time study, or 1 year full-time.

With studies available in information and library management, business information systems and management development, this program is aimed at middle level library and information professionals who wish to advance their careers.

Emphasis in class and assignment work is on real-life situations, with students being encouraged to work on projects of relevance to their work or aspirations.

Most subjects are studied in

'condensed mode' over weekends and public holidays, which suits the largely part-time student group. This approach has enabled students who live at a distance from RMIT to complete the program. Among the 45 part-time students currently enrolled in the program, three come from Adelaide, one from Wagga and several from country Victoria. One student from Brisbane has taken 10 months' leave to complete the course on a full-time basis.

The Master of Business (Information Technology) program has an annual intake of 25-30 students each year, together with 30-35 students in the Business Systems stream. Students from both streams study a number of subjects, including the management development cluster in mixed groups.

Enquiries are taken at any time. For brochures contact: Helen Harvey (03) 660 3057 or to arrange an appointment with staff contact Marianne Broadbent (03) 660 2562 or Barry McIntyre (03) 660 3053.

P.D.Q.

Professional Development Questions

Ever since Eve was a girl, people in the same line of business have got together to share, compare and compete. Professional development, continuing education, training and development, call it what you will, librarians have always chosen to keep themselves up-to-date, formally or more often informally, particularly in times of change. This comfortable state of *laissez-faire* however, is changing. Now read on...

Industrial background

In the industrial arena as a result of structural efficiency/award restructuring, much has changed. In the many awards which cover library workers, library occupations have been grouped together with other occupations requiring similar skills and educational levels into *broad bands*. For example in the Australian Public Service, there are common pay levels for all professional occupations including librarians. By and large this has been beneficial for librarians, as their pay has been increased to the level of other professional employees; however, library technicians have not been treated consistently within these different awards.

Developing professional development

Award restructuring also emphasises the establishing of skill-related career paths which provide an incentive for people to continue gaining skills through education and training. Skills are thus of prime importance at present — particularly multiskilling, where a person gains new skills which were previously regarded as separate, or deepens existing skills (horizontal or vertical skilling).

Competency-based training, provided in modules which can be linked together to form a qualification, involves a precise definition of the skills to be achieved. It is used for both on-the-job and off-the-job training, and is accompanied by certification awarded for successful performance of a skill.

Training Guarantee Scheme

There are various rumblings in the education sector while these changes are digested. In the meantime the federal government is concerned that the existing workforce also enjoys multiskilling and retraining. Its aim is to create a *Training Culture* in Australia, a culture where

Job Exchanges

Location of library

London, UK

Position available for exchange

School librarian

Position required in exchange

Similar

Location desired

Sydney

Duration

1 year

Contact

Allison

telephone (048) 89 8356
evenings/weekends

National Centre for
Australian Studies

GNAB

THORPE

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