



Helen Mandl

Acting Industrial Information Services Officer

The Association has recently become aware that in some workplaces, work and job redesign under way for library staff has incorporated that the ability to perform a job will be assessed solely on the work-based competencies deemed appropriate for that position.

Many members are understandably distressed that their hard-won qualifications as librarians and library-technicians may be disregarded in the competency assessment process. There is no evidence that these same workplaces are seeking to exclude qualifications in the assessment of staff in other professions.

In view of these developments, the ALIA Library and Information Services Work force Committee has prepared a briefing paper on *National competency standards for work in libraries: a briefing paper on employer-specific competencies*. This is available free of charge from the National Office. It clearly sets out the purpose of the National Training Reform Agenda, of which competency standards and development forms the foundation and current developments in competency-based assessment.

Members will be aware that ALIA, in conjunction with employer and union representation which covers the entire industry spectrum, is working with Arts Training Australia, the Competency Standards Body appointed by the Federal Government for our industry to establish a set of nationally endorsed competency standards for all library workers except teacher librarians.

ALIA is endeavouring to ensure that the competency standards which are now being developed by Arts Training Australia through broad consultation will embody professional attributes and will encompass relevant knowledge and attitudes as well as skills. Until such time as these standards are finalised and available, it is im-

portant to continue to recognise the national standards which are currently in place: that is, the qualifications and awards which are recognised by ALIA for both professionals and library technicians, and the *Work level guidelines for librarians and library technicians*.

ALIA recognises that competency-based assessment can be used not only to assess people undertaking competency-based training but also to recognise competencies held by people who have not undertaken formal training or education.

However, the paper notes that action at this stage by individual employers could result in duplication of effort with a consequent waste of resources by employers, the development of site- or employer-specific competencies which are inconsistent with the intent of broad banding, multi skilling and award restructure, and limited career opportunities within individual organisations and a lowering of the attractiveness of those organisations as areas of employment.

The briefing paper is intended as a support document for members who may need further information and guidance in this area.

On the enterprise bargaining front, there has been a large amount of interest shown in the first booklet in the ALIA Enterprise Bargaining and Workplace Reform series which deals with understanding Australia's new industrial relations system. The second booklet in the series is now available and is called *Enterprise bargaining and workplace reform: issues for library and information workers*.

It discusses at a broad level the issues which need to be taken into account by those in the library and information industry. The predominance of women in the industry, the number of part-time employees and our role as a service industry may be seen as disadvantages unless one includes safeguards and at the same time seeks opportunities for the introduc-

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tion of new concepts within an enterprise agreement.

These booklets are free to members and \$15.00 each for non-members. If you would like to receive a copy of the booklet or the briefing paper, please contact the National Office. ■

Nominate a new member and win!

Great value

After 1 October is a great time for new members to join ALIA. They receive up to fifteen months membership when they pay their fees for 1994. If you know of colleagues or students who are not yet members of ALIA, encourage them to join now!

Great prizes

Nominators completing the nomination section of the membership application form for new members joining between 1 October and 31 December 1993 will go into a draw. The prize: ALIA will pay your Conference Registration and Conference Dinner for the ALIA 1994 Biennial Conference in Wellington, New Zealand or for an ALIA Divisional Conference in 1995. The winner will be drawn in early January—what a wonderful start to 1994 if it's you!

Great bonus

For the member who nominates the most new members during the same period, a separate prize is offered. The busiest nominator will receive a free subscription to the *Australian Library Journal* and to an ALIA Division Journal of their choice for 1994. The prize is transferable should you not be able to use it.

If you would like copies of the new membership application form to pass on to your colleagues, call the National Office on (008) 02 0071. ■