

Newest job prospects now in recovering library market

Here's good news for some... you have the best job prospects if you are a librarian or a library technician with one to five years experience in cataloguing or on-line research.

These are the people in greatest demand from employers, according to the results of the 1994 placement survey just released by Library Locums.

Managing Director of Library Locums, Marion Nicolson, says: 'Sixty-two per cent of people we placed in jobs over the past 12 months were in this category. This is the career stage with the greatest opportunities in the current job market.'

Track record

After running lean during the recession, organisations are starting to recruit again. They are looking for high-quality employees who are skilled, optimally trained and have proven track records.

The Business Review Weekly reported recently: 'Now is the time to rebuild teams while good people are available.' The good people employers want typically have some years' experience in the same field.

New graduates

So where does this leave the new graduates? About 10 per cent of the jobs in the placement survey were specifically seeking a new graduate. In these cases, the attitude of the candidate was a key selection criterion.

Marion advises: 'Graduates should be aware that human re-

source and library managers are looking for staff who are hard working, smart thinking and display a mixture of communication and team skills.'

Graduates can overcome lack of library experience by identifying these desirable qualities in a relevant situation. Whether it is voluntary or paid work is not so important as the skills you have used.

Growth trend

One of the most encouraging aspects of the survey for job-seekers is the increase in the number of positions filled in 1993-1994. The previous placement survey, covering 1992-1993, reported the start of a positive trend, with a 60 per cent increase in the demand for locums.

Marion says: '1994 has been even busier and we have expanded our service to meet this increase.'

Library managers are increasing the provision for temps in their budgets, which gives them the flexibility to employ temps only when essential and prevents the 'burnout' of permanent staff as demand for library services increases.

The increase in locums has flowed on to a rise in permanent job placements in 1993-1994. The cur-

rent survey shows a 21 per cent rise in permanent jobs, a strong result compared to general employment growth.

Marion points out: 'Where our results are significant is that 80 per cent of the permanent jobs we handled were full-time. Nationally, permanent employment is split roughly 50-50 between full-time and part-time work.'

Permanent salaries

Library Locums' unique record of job placements enables it to track salary trends in the private sector.

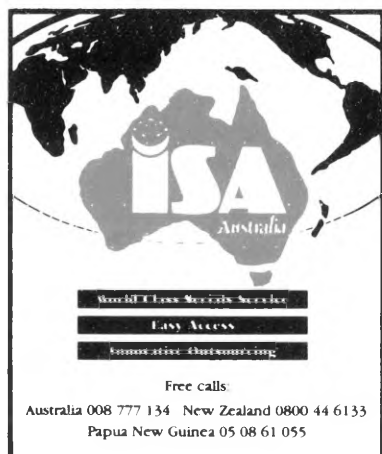
The table is derived from actual salaries offered and accepted on starting a job but does not include salary packages. Part-time salaries have been extrapolated into full-time figures.

The clustering of salaries between \$25 000-\$31 999 is because of high demand for people with one to five years' experience. This salary range includes both librarians and library technicians.

When analysed by position, it emerges that people earning \$25 000-\$31 999 include library technicians.

It appears that marketing, computing and consulting are the areas

Annual salary	1993-1994	1992-1993	1991-1992	1990-1991
\$45 000-\$50 000	7%			
\$41 000-\$44 999	4%	22%	10%	14%
\$35 000-\$40 999	28%	11%	16%	22%
\$32 000-\$34 999	11%	39%	16%	14%
\$28 000-\$31 999	25%	11%	42%	28%
\$25 000-\$27 999	25%	17%	16%	22%



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Company annu

Connect 4 has released the latest version of its *Annual report collection* on CD-ROM.

Increased to include the complete annual reports of Australia's leading 300 public companies, the *Annual report collection* is Australia's only text-based collection of company annual reports.

Every detail contained in the reports can be searched, cross-referenced and retrieved to provide meaningful information in a matter of seconds.

of future opportunities for librarians and information professionals.

New salary survey

The survey is a useful early indicator of trends in the labour market. Being at the leading edge of employment it is closely in touch with the needs of employers as well as people looking for work.

As the employment market picks up there is an increasing demand for meaningful salary information. The *ALLA salary scales* is an excellent report on the salaries paid in the public sector. In the private sector, librarians are asking Library Locums for help with salary information.

The company will meet this need by producing a comprehensive salary survey for all library personnel in the private sector, starting from this year.

Librarians who wish to participate in this important project can call Library Locums on (02) 699 1855. ■

More cash for Kibble literary awards

Significant increases have been announced in the value of the 1995 Kibble Literary Awards for women writers.

The Nita B Kibble Award gets a boost from \$10 000 to \$12 000, and the Nita May Dobbie Award rises from \$2 000 to \$3 000.

The Nita B Kibble Literary Award is for a novel, autobiography, biography, travel or other writing with a strong personal element in the 'life writing' genre.

The Nita May Dobbie Award, to encourage female writers who have not yet achieved recognition for their work is for an article less than 4 000 words already published in a newspaper, magazine or literary or university journal.

Entries for the 1995 awards close in December 1994 and are for works published between 1 January and 30 November 1994. Writers

must be Australian citizens.

The winners of the inaugural awards, announced last month, were presented to Marion Halligan for her book *Lovers' knots*, and Nola Fisher for an article *For some reason*.

Miss Dobbie, raised by her aunt Nita Bernice Kibble, worked in Sydney as a librarian and research officer at the Standards Association of Australia.

The awards commemorate Miss Kibble, the first woman to be appointed librarian at the State Library of New South Wales.

She said in her will that she hoped the awards would advance Australian literature and provide incentive to Australian female writers for the benefit of the community.

Application forms and information are available from Ms Justan O'Donnell, ph: (02) 229 9866. ■

Literal boost of \$30 000 in NSW

Major increases in prize money have been announced for the 1994 New South Wales State Literary Awards, making them the most comprehensive and cash-rich in Australia. Six award categories will be boosted by a total \$30 000, bringing the prize pool for the awards to \$177 000.

The awards are offered annually by the State Government to honour distinguished books by Australian writers published in the preceding year. The awards also reward major achievements in play and script-writing.

This prize money increase recognises the development of Australian writing in recent years, not only in the number of books published but also in the quality of work reaching the printed page.

It is also a recognition of the growing importance of every kind of writing to Australians throughout the country.

The Minister also announced the introduction of an award in recognition of the International Year of the Family. This award is available in all categories for works that make an out-

standing contribution to the 'understanding of the family'.

The 1994 State Literary Award categories are: The Christina Stead Prize (Fiction) \$20 000; The Douglas Stewart Prize (Non-fiction) \$20 000; The Kenneth Slessor Prize (Poetry) \$15 000; The Children's Book Award \$15 000; The Play Award \$15 000; The Script Writing Award \$15 000; The Ethnic Affairs Commission Award \$5 000; The International Year of the Family Award \$5 000; The Special Award (discretionary) \$5 000; The Book of the Year (discretionary) \$2 000. ■

Reports on CD-ROM

Managing Director of Connect 4, Joe Rutecki, says: 'Financial institutions, major corporations, universities, Government departments and many other businesses have been quick to adopt this new technology.'

'The ability to quickly search for specific details and then easily transfer them into a spreadsheet or word processor has sparked new interest in the use of information contained in annual reports and is quickly overtaking older technology such as microfiche.'

Bench-marking, financial analysis, research aimed at auditing and accounting standards and traditional archiving are some of the application areas that have contributed to the product's success.

The *Annual report collection* is a Windows-based product and is available as a single-user or network version.

For more information contact Connect 4, 2 Wellington Parade, East Melbourne Vic 3002. Ph: (03) 416 3477, fax (03) 416 3449. ■




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