

# Pay increases – well, perhaps not...

Marion Nicholson, Library Locums

Remember when pay rises were as good as taken for granted? That is changing with the shift away from award-based employment to enterprise bargaining and workplace agreements. What is happening with pay rises now? Which librarians and information workers receive pay rises and why?

Sixty-nine percent of library workers in the private sector in Australia received a pay rise during 1995 according to a salary survey compiled by Library Locums. The second *Library and information work and salary survey*

covers 415 workers in ten corporate sectors across four states. Twenty per cent of respondents received a pay rise of less than four per cent which was the average increase in full-time ordinary earnings for 1995 according to the Australian Bureau of Statistics. Almost fifty per cent of respondents received pay rises over four per cent.

## Who got the biggest pay increases?

Twelve per cent of respondents received salary increases of between ten and nineteen per cent. An elite five per cent of respondents received salary in-

creases over twenty per cent. Of these, sixty-four per cent were librarians-in-charge/information managers.

## Why?

The survey found five reasons why people received salary increases greater than twenty per cent, the most common being a promotion. Al-

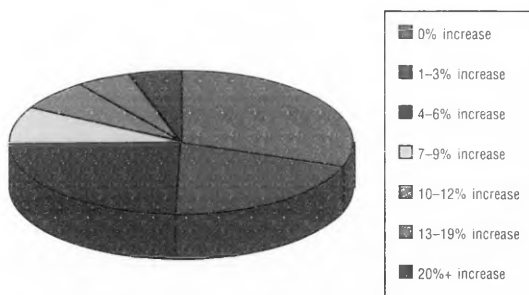
most a third of people significantly increased their salaries by moving to a new job. However, seventy per cent stayed within the organisation and were rewarded for their skills and performance. Further surveys will provide more data on how organisations are attempting to link remuneration of library and information staff with performance measures.

## Future of pay rises?

The Australian workplace is changing. Continuing labour market reforms will see future pay rises tied to productivity.

Library Locums' salary survey results are building a factual picture of the workplace in the private sector for library and information people. The findings will help to identify which organisations and individuals will be receiving pay rises in the future.

The full *Library and information work and salary survey, 1995* is available for \$85, from Library Locums phone (02) 9699 1855 or e-mail [libjobs@libjobs.com.au](mailto:libjobs@libjobs.com.au)



Salary increases at review date



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## STUDY GRANT AWARD 1997

The **Australian Library and Information Association** makes funds available each year to support practising librarians and information professionals who work at middle management and wish to undertake a study project but do not have access to institutional support. The number of awards in any year will depend upon the funds available and the estimated costs of proposals received.

The Association's intention in offering study grants is to provide an opportunity for librarians and library technicians to undertake projects they would otherwise be unable to do because of the time and costs involved.

### Application forms

Nomination forms and details of the terms and conditions of the award may be obtained from the National Office, telephone (06) 285 1877 or 1800 020 071, e-mail [enquiry@alia.org.au](mailto:enquiry@alia.org.au).

Applications for an award should reach the ALIA National Office, PO Box E441, Queen Victoria Terrace ACT 2600 by 1 September 1996.



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