

New from ALIA publishing

Work-level guidelines for librarians and library technicians 1998 is now available from the ALIA National Office in booklet form. Contents will also be included in ALIA's website very soon at <http://www.alia.org.au/publications/>. The *Guidelines* provide detailed information about work at different levels in the library and information sector.

The revised edition aims to place far greater emphasis on the importance of individual skills and competencies in assessment of work value, as an adjunct to traditional and frequently inflexible classification of specific positions. In today's world of rapidly-changing jobs, more and more often the actual tasks performed will be tailored to the attributes of the employee. Thus, jobs will be continually changing, so that fixed values will be difficult to justify.


The *Guidelines* also attempt to address what is arguably a major element in the pay disadvantage experienced by many librarians, *vis-à-vis* other professionals: the tendency for employers not to recognise the differing work-value of seasoned professional practitioners, on

the one hand, and beginning professionals on the other. Along with other participants in the quest for pay equity, ALIA is anxious to tackle the approach which finds useful salary progression for librarians strongly-captive to the taking on of 'managerial' roles, while for other professionals that type of 'hard' barrier does not arise until much higher up the salary tree. In other words, there is a marked absence of recognition of professional practice, as distinct from supervision and management, for experienced library professionals. Hence, the *Guidelines'* focus is very much on a career continuum, increasing proficiency and rising work-value.

In a particular workplace context, the value gained from using the *Guidelines* will often be enhanced if they are applied in conjunction with the Association's re-

lated publication *Salary scales 1997/98*. This can also be obtained from the ALIA National Office in booklet form, and on ALIANet at <http://www.alia.org.au/publications/salary.scales/>






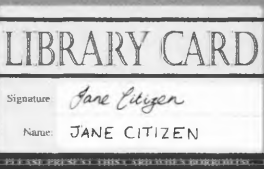
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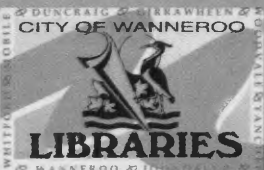
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