

### CPD: divisive, elitist

Continuing professional development is, without doubt, a prerequisite of sound professional practice and innovation. I applaud it. I cannot, however, support ALIA's current CPD 'initiative'.

The introduction of the proposed CPD membership category is undemocratic, elitist, divisive, and dismissive of the contributions that many of us have made over many years. As proposed by the Board of Education, future professional members of ALIA will be deemed 'Members' and will retain their full membership subject only to 'maintaining CPD-compliance'. Non-compliance will result in their demotion to entry-level membership of 'Associate' — regardless of their qualifications, knowledge, and experience.

Innovation, initiative and professional competence cannot be assessed by some minimalist

quantitative audit. It is bad enough that [minimum] competency-based *training* standards have infected library technician education. We certainly should not extend such an approach across the profession. Professional standards will be upheld by practitioners with professional attitudes, who exercise professional rigour, and who subscribe to an appropriate code of behaviour. It is precisely because those practitioners are professionals that they take responsibility for their own professional development. A divisive and unnecessary hierarchy of membership, contributes neither to the professionalism of our members nor to the image of the profession.

Unfortunately, there are those who will not see the negative implications of this move and even some who will welcome the opportunity to differentiate themselves from their colleagues. Some will welcome the

chance to self-nominate for fellowship! However, none of this will contribute one jot to enhancing the status and value of our profession. Let's stop this nonsense and put our time and energy into developing a true body of scholarship; an appropriate code of ethics; and standards for self-regulation which can truly define us as a profession. Let us leave the green stamps for the supermarkets and petrol stations.

**Roger Hawcroft**  
West Mackay

### Strategy a success

Thank you very much for publishing our articles regarding the Aboriginal and Torres Strait Islander Career Development and Recruitment Strategy. The presentation looks great and staff here are enthused by Lee's success and the Sydney Institute's mention.

It was a delight to see the success of the strategy recognised

in *inCite* with the articles from several participants. The coverage represented a quality closure to the strategy while celebrating its achievements.

I would also like to thank ALIA for the important role it played in ensuring the smooth running of the strategy and most of all for initiating the strategy, together with DEETYA, in the first place.

**Charmaine Caskey**  
Sydney

### Your voice

**Your letters on any issue of relevance to the library and information sector are welcomed.**

All letters should be addressed to the *inCite* editor and may be e-mailed to [incite@alia.org.au](mailto:incite@alia.org.au), or faxed to 02 6282 2249, or posted to: Your voice, ALIA, PO Box E441, Kingston ACT 2604. Please include your name and postal address with your letter or e-mail.

Letters will be accepted for publication until the 18th of the month.



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