

Landmark decision



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Feedback to your Board of Directors

Do you have an idea, compliment or concern about *your* Association? Contact any director below on personal issues and ideas will be reviewed at each meeting of the Board.

E-mail to feedback@alia.org.au will be automatically forwarded to all Board members.

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One of our members commented to me that the landmark Pay Equity Test Case was the best thing that had happened to our profession in twenty-five years. The significance of this pay equity and work value decision to the profession cannot be underestimated.

A topic of discussion in many associations, and more particularly library associations around the world is the industrial role a professional body can play. For those within registered professions it is often more straightforward as they can take on the role of licensing practitioners.

Few associations are like ALIA in having both employees and employers as members — the matter of potential conflict of interest is one reason often given for having a singular membership base. ALIA has been providing a very successful industrial and employment advisory service for twenty years. Advice is based on the legal rights and obligations of both employees and employers, the operation of the industrial relations and associated systems, and ALIA policy. It does not take an adversarial role. Conflict of interest is not at issue as advice is equally available to employees and employers.

To return to the pay equity test case. ALIA was a major player in the case coming about, thanks to the foresight and expertise of Phil Teece our industrial and employment adviser. ALIA, through Phil, took a leading role in having librarians included as the sole professional category in the initial NSW Pay Equity Inquiry which led to the establishment of the principle under which the test case could be put. As a professional association ALIA was not in a position to lodge the test pay case. This was done by the Public Service Association following the initiative and hard work of PSA members led by Kate Burnham. ALIA assisted

the NSW Premier's Department in formulating the Crown case to the Inquiry. Further, ALIA pushed for and achieved the full recognition of librarianship as a profession and ALIA's role in determining qualifications for membership eligibility.

ALIA, through Phil Teece, will be pursuing the adoption of this decision across other sectors. See p8 and the ALIA website for more detailed information.

A unique opportunity to gauge, debate and evaluate our place in Australian society

An initiative of the ALIA 2002 conference *Powering our future: contribute to the information agenda* is the e-delegate discussion list. A recent topic bouncing around, and instigated by the pay equity case, was on the image of our profession. There are always many views expressed within the profession whenever this topic comes up.

But what do those outside our profession think? The program offers leaders in their own fields talking to us about the role they see for our sector in the wider economy and social fabric. This is a unique opportunity to gauge, debate and evaluate our place in Australian society.

The program is a complete departure from previous biennial conferences in providing this view from the outside. Many of our members have commented that they don't see it as relevant to them. That may be so for those whose professional interests focus on silos of practice. For those who could, but have chosen not to attend please reconsider the wider professional benefits you will gain from attending and register now to be there powering our future by contributing to the information agenda.

LISEKA project

The LISEKA project working group has released a discussion paper and supporting documentation for consultation with the membership and related bodies. Though it will require some reading and thought I encourage all those who have an interest in the future direction of entry-level education and continuous professional development to take the time to contribute to the discussion. Whether you take a conservative or radical view — let's hear it. The documentation is available at <http://www.alia.org.au/education/liseka/> or from National Office. ■