

New salary structure for Vic TAFE librarians

VICTORIAN TAFE library staff have been given a new salary structure, the result of a Work Value Study and the efforts of the Victorian Colleges Staff Association.

The Study was initiated by the Victorian Association of TAFE College Librarians, a group of head librarians in TAFE. A VATCL working party, formed in 1978, consisting of Pat Stewart (Preston College of TAFE), Marion Taylor (Holmsglen College of TAFE), Judith Doig (R.M.I.T. Technical College) and Bev Kirby (Dandenong College of TAFE), looked at the changes in work value since 1975 when the last salary revision had taken place.

The study was concerned with five areas of library activity:

- automation,
- collection building,
- management skills,
- technology,
- user services.

These activities were then examined in terms of the role of the professional, para-professional and non-professional in the TAFE library. At the time of the study, three sepa-

rate salary structures applied in TAFE libraries, each with very serious deficiencies. To suggest a new scale, the working party looked at the salary structures applying in libraries generally. Comparisons of job descriptions of TAFE library staff with library staff in Colleges of Advanced Education indicated a close relationship and the working party recommended that the salary scales of Victorian CAE's be adopted.

The report, completed in 1979, was submitted by VATCL to TAFE administrators in the Education Department of Victoria and to all other employers of TAFE library personnel. There had been little response to the study and a lot of discussion about the changes which were to take place in TAFE in Victoria, when, the working party decided to meet again in 1980 to revise the study. The Victorian Colleges Staff Association had been formed and was interested in the VATCL Work Value Study in conjunction with the needs of library staff in TAFE. TAFE colleges were moving towards separation from the Education Department and a Post Secondary Education Remuneration Tribunal

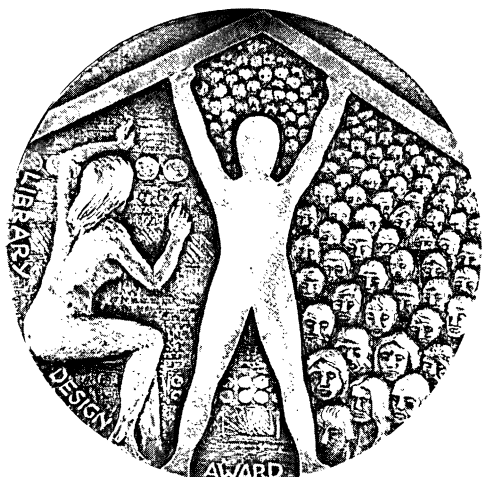
would soon come into existence.

The case for a TAFE libraries salary structure was registered with the Tribunal at the end of 1981 and Marion Taylor, Judith Doig and Pam Sandon (VCSA Industrial Officers) began negotiations with the TAFE Board, establishing some areas of agreement before the case was heard by the Tribunal. The new salary structure for TAFE provides for scales the same as that of the CAE's but TAFE staff on Librarian 1 level and above will be 2 steps behind CAE staff with similar appointments.

The new salary structure is at present being introduced into Victorian TAFE colleges and VATCL and VCSA are confident that there will now be greater wage justice and an improved career structure for TAFE library staff in Victoria.

To obtain copies of the Work Value Study, send a cheque for \$10.00, payable to VATCL, to: VATCL, C/o Library Resource Centre, Dandenong College of TAFE, PO Box 684, Dandenong, Vic 3175.

Bev Kirby
Chairman, Victorian Association of TAFE College Librarians



The President of the Australian Library Promotion Council,

Mrs. Dulcie Stretton, C.B.E.,

and the President of the Royal Australian Institute of Architects,

Professor R. M. Johnson, A.O., B.Arch., L.F.R.I.A., R.I.B.A.

invite you to the announcement and presentation of

LIBRARY DESIGN AWARDS 1982

in the presence of

Mr. H. R. (Kym) Bonython,
A.O., D.F.C., A.F.C.,
Chairman, South Australia Jubilee 150 Board,

on Monday, August 23rd, 1982, at 6.30 p.m., in the foyer of the State Library of South Australia.

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