

# CE CHARIVARI

THE FRENZY associated with the CE travels of LAA Conference visitors is being succeeded by a further flurry of national activity as the Association's 1982 programs go on circuit.

**Managing People at Work** was mounted successfully in the ACT on 17-18 September and attracted a diverse group of participants (including non-librarians) from the NLA, college, special and public libraries. All stayed the distance for two days of unremitting involvement in management games, case studies and group discussions on topics including management styles, staff training, appraisal discipline and counselling. A final hot-line session to discuss 'real-life' management problems convinced the course leaders that though participants' energy may have diminished, their enthusiasm had not, while their perceptions and analysis of the skills needed in managing people had sharpened.

The Canberra experience augurs well for forthcoming programs in Sydney and Ballarat.

There is still time to enrol for a course which has proven its interest and value not only for librarians but for anyone involved in directing and supervising others on the job.

**Libraries and Industrial Relations** will enliven Adelaide on 5-6 November. Like 'Managing People' . . . this is a program that librarians as well as anyone with an interest or involvement in this aspect of industrial relations will find beneficial.

The course discusses the dominant characteristics of Australia's industrial relations system, and outlines recent changes within it. Participants will thus be able to increase their awareness of the range of industrial matters affecting all organisations as a consequence of economic and technological changes, and to place their own industrial concerns in perspective. Industrial relations issues particularly relevant to library staff will be discussed in detail both by the Association's Industrial Officer and by participants in syndicate group sessions. Topics include a review of problems in library industrial relations; demarcation in the library; re-deployment, retrenchment and redundancy; and occupational health and safety.

The course will be led by Judith Hill, LAA Industrial Officer, with contributions from representatives of employee organisations and others practising in the industrial relations field.

And finally a note on . . .

**Technical Briefings and Audiovisual Copyright Review.** Members and others interested in copyright will be aware that the Attorney-General's Department is now reviewing the audiovisual provisions of the Copyright Act — a vexatious area of the legislation affecting more diverse vested interests than reprographic reproduction. As a first step in the review process the AG's department called for submissions from interested parties' and has published a paper setting out the issues raised and copyright schemes proposed. This paper is an important one since in setting out the often conflicting views of owners, distributors and users, it not only establishes the scope of the review debate, but will also influence the direction of subsequent discussions and recommendations for legislative change.

So that members and others interested may gain a working knowledge of the debate, representatives of the Association's Audiovisual Services Committee will present their

analysis of this document at a series of technical briefings. These will identify issues raised in the review paper which are of particular importance for libraries and educational institutions, and will outline some possible lines of argument in response.

Briefings will be held in major cities during 15-30 November, with details of time, place and cost to be published in *InCite* no20 (5 November).

Further technical briefings are proposed as part of a planned diversification of CE programs for 1983.

They are designed to familiarise members and others with technological, legislative and other developments likely to affect library and information services. Briefings will be given by experts in the field, will take place in the early evening and will last approximately 1½-2 hours. Though a small charge will be made, those attending will benefit from expert discussion and receive briefing papers (for later reference) and refreshments.

For more on technical briefings and other plans for 1983 see *InCite* no21.

*Meryllyn Bryce*  
CE Officer

## ON THE INDUSTRIAL FRONT

### Salaries

A new agreement for staff of the Library Board of WA brings salary increases of between 11.4 percent and 13.7 percent with some restructuring in the librarian classifications. It also sees the introduction of a grade for library technicians.

Public library staff in NSW received a 7.5 percent increase in salary to date from 1 September 1982 with the further 3.5 percent from 1 March next year.

### Conditions

After several years of discussions, hearings are finally under way in the NSW Industrial Commission to consider applications for a single conditions award to cover most non-academic staff at all six NSW universities.

### Industrial Action

Industrial action has been taken by library staff in the State Library of New South Wales and TAFE to protest over delays experienced in the restructuring of classifications. This has involved work bans, overtime bans and two stop-work meetings. The matter has been before the NSW Industrial Commission several times.

### New Library Union

The second meeting of the union in NSW to cover library and information staff in the private sector was held on 14 September. The draft constitution was ratified with the only major amendment being to the name, which was changed to the Union of Library and Information Staff. The Committee of Management of the union is to be elected at the

Annual General Meeting to be held at the Tom Mann Theatre, 136 Chalmers Street, Surry Hills on Tuesday 26 October at 6pm. Interest has already been expressed in establishing a branch or similar body in Victoria.

### Conference on the Library Workforce

A very interesting program has been arranged for a national conference on the library workforce to take place in Melbourne from 22 to 24 November. The papers cover such issues as manpower planning, women in the profession, the fate of recent graduates, the position of the employer and the role of the unions. Although the official closing date has passed, places are still available and interested persons should contact the Conference Secretariat at the Department of Librarianship, RMIT, GPO Box 2476V, Melbourne.

*Judith Hill*  
Industrial Officer



### National CE Programs

October – November

A reminder for those who've not yet enrolled. Sign up now for

#### Managing People at Work

A course which identifies and analyses the management responsibilities and skills needed to enable staff to work efficiently and harmoniously and examines day-to-day management problems.

Anyone (librarian, library technician, administrative and clerical officers) interested in improving their techniques in the management of people should attend in

- NSW (Sydney) 22-23 October
- Victoria (Ballarat) 5-6 November

#### Libraries and Industrial Relations

A course designed for all those with an interest in industrial matters and their impact on libraries will be held in

- South Australia (Adelaide) 5-6 November

Course fees are \$65 LAA members, \$90 non-members. For more details see CE column in this issue and happenings or call Meryllyn Bryce, CE Officer on (02) 692 9233.

### Inserts in this issue

With this issue of *InCite* all readers should receive a 1982 LAA Election Brochure and Ballot Paper. For NSW readers there is a Special Libraries Section newsletter.