



## Membership fees in 1984

AT THE July or August meeting of General Council each year, one of the more controversial issues discussed is the setting of membership fees for the following year. This year's meeting was no exception, although one wonders what all the fuss was about when you look at the end result. For 72 per cent of our members there will either be no change or a very small change in the level of fees they are to pay in 1984.

The paper presented in the Council agenda outlining the proposed fee schedule was branded by some as a 'socialist' document, because fees are paid according to salary earned. This has been the philosophy adopted by the Association for a number of years. The rationale adopted by Council was that no members, except full-time students, those not in employment and corresponding members shall pay a fee less than a calculated net basic fee. The fee payable is also calculated as a percentage of salary, that percentage being .6 of one per cent. The obvious result is that the high income earners (or Mt Everest Society, as they were labelled in the Council meeting) will experience very significant increases in fees. However when the tax rebate is taken into account, the net payable fee ranges from \$52 to \$109.

So what prompted the calculation of fees on a net basic fee basis? Firstly, at the present we approximately 60 per cent of our members pay less than the basic cost of servicing them; secondly with the basic cost calculated the question put to Councillors was, would 40 per cent of our members subsidise the rest? If the 'basic cost' principle was adopted and also the philosophy that those who earn more pay more continued, then in future years fees could be set by increasing (or decreasing) according to the consumer price index.

What exactly is the 'net basic fee'? This is to be calculated each year using the audited Head Office Statement of income and expenditure, i.e. 1982 accounts would be used in 1983 to set 1984 fees.

The average cost of servicing a membership ('basic fee') shall be determined by using the total expenditure and deducting

- expenditure on biennial conferences (if any) provided that the income received in respect of such conferences exceeds expenditure, otherwise by deducting income received in respect of such conferences
- expenditure on publications (other than *ALJ* and *InCite*) provided that income received exceeds expenditure, otherwise by deducting income received in respect of publications

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# Librarianship as it is practised:

## a failure of intellect, imagination and initiative . . .

— Notes from a talk  
by Maurice Line —

**TODAY'S INFORMATION-BASED ECONOMY is recognised and growing, but libraries are being cut back. Either we're doing the wrong things or we haven't convinced the powers-that-be we're doing the right things. Something is wrong . . .**

The challenges are:

- Reduced resources
- Rapidly changing technology
- Changes in society, world wide and local

Librarians have not anticipated these challenges, seen them in their context, identified them correctly and precisely or used their imagination to conceive solutions. When forced to act they have failed to react intelligently. For example:

For 20 years it was obvious that university building programs in the UK would not keep pace with intake. Attempts to gather facts, etc., were decried. Then came the Atkinson Committee. The University Grants Committee (UGC) set up a steering committee on library research but could not contradict the Atkinson Committee findings.

Libraries are now improvising and still talking about sharing regional repositories even though these are uneconomic against a single national repository.

In other countries the reaction was as if

Atkinsonism was a disease that would spread. It was seen as an attack on librarians, though why UGC should do that was not clear. Indeed, the guidelines allowed libraries to seek funds more successfully.

By the mid 70s it was clear that budgets were not keeping pace with volume and cost of publications; yet now we have panic reactions — for example, public libraries often start by scrapping their A/V services because they're recent and easy to identify.

Academics ran down book acquisitions so as not to interrupt journals. When the result of this logic — no books — became obvious, they cut journals by asking for academic staff opinions on cutting out the politically easy titles. Surely they could have collected data over a few years and related costs (purchase, processing, binding and storage) to usage.

## Resource-sharing trendy but costly

Libraries now talk about resource sharing but don't do much because such sharing usually costs far more than it yields. There are other alternatives to a national resource but these are not looked at, instead we get activity based on conventional wisdom. In days of shortage of money librarians spend money talking about how to save.

Resource sharing is trendy, so is biblio-

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- cash recovered in respect of *ALJ* and *InCite*
- expenditure on continuing education programmes, provided that income received in respect of CE programmes exceeds expenditure, otherwise by deducting income received
- expenditure on voucher production

and dividing by the number of financial members at the conclusion of the same financial year.

The basic fee shall be adjusted by a percentage equivalent to the percentage of total membership fees received to 'total net income' to give the net basic fee.

Total net income shall be income received from all sources (total income) less expenses (other than those associated with membership).

On this basis the net basic fee for 1984 is \$75. (Refer to pp.135-137 General Council agenda, July 1983 for calculations).

Of course there are some important exceptions to the principle outlined, the first of these being full-time student members. Stu-

dents will pay one-third of the net basic fee, i.e. \$25. The Association is very conscious of the role of students and the importance of their being active members. For this reason another group which invoked very heated discussion was those not in employment (registered unemployed and those temporarily out of the workforce). A number of Councillors felt that only registered unemployed should pay less than the basic fee; however it was resolved that the category of those not in employment remain and that the fee be half the net basic fee.

Corresponding members have previously paid the same as those not in employment. Although it was not a unanimous decision, Council resolved that corresponding members pay the net basic fee. Quite a major change has been the elimination of the category called 'not employed in librarianship' (i.e. persons in other professions but belonging to the LAA, e.g. systems people, accountants). From 1984 these people will pay according to salary.

The full fee schedule for 1984 is outlined. Members will receive their 1984 renewal forms from mid to late November. Avoid that beginning of year outflow of cash by renewing early.

## 1984 MEMBERSHIP FEES

Salary Range \$	1982/83 Fee	1984 Fee	% of Salary	Tax Rebate	Net Payable
<b>Personal</b>	\$	\$	\$	\$	\$
< 8,500	43/54	50	.6	16	34
8,500-12,500	54/70	70	.6	22	58
12,501-15,000	88	88	.6	27	61
15,001-17,500	105	105	.6	32	62
17,501-20,000	123	123	.6	43	79
20,001-25,000	140	143	.6	65	78
25,001-30,000	157	168	.6	77	90
30,001-35,000	175	197	.6	91	106
35,001-40,000	175	232	.6	139	93
> 40,000	175	272	.6	163	109
Full-time students	23	25	—	—	—
Not in employment	34	38	—	—	—
Corresponding	34	75	—	—	—
*Life Members	0	0	—	—	—
*Retired Members	0	0	—	—	—
<b>Institutional</b>					
< 100,000	100	125	—	—	—
100,001-250,000	150	200	—	—	—
250,001-500,000	150	300	—	—	—
500,001-1,000,000	250	400	—	—	—
> 1,000,000	250	500	—	—	—

\*Members are no longer admitted to these categories.

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