

Library Locums' 1988 people placement survey

LIBRARY Locums has just completed a statistical summary of permanent Library-Information positions successfully placed through its service in 1988. Some interesting facts and trends emerged in the Library job market.

Overall, demand for specialist recruitment of Library staff increased by over 50% from 1987. Some 80% of Library Locum's permanent placements were requests from the private sector and 20% from the government or public sector. The latter figure represents a doubling of work from the Government sector and probably the start of an increasing trend as individual departments are now permitted to decide if they wish to use private specialist employment services such as Library Locums.

Where people went

The greatest demand for permanent Library staff was in the banking-finance-accounting area which represented 30% of positions filled. The other areas of high demand were computing and communications with 18% of Library placements and marketing-advertising-PR with 12%. Libraries in the fields of law and science-engineering each accounted for 9% of placements; schools and media represented 6% of placements while medical, welfare, the arts and non-profit organisations made up 3% of placements.

Seventy-eight percent of all permanent positions filled through Library Locums were full-time and 22% were part-time arrangements.

Jobs requiring professionally qualified Librarians represented 60% of placements. These positions were mostly

'Librarian' but a small number included 'Information Manager' or 'Co-ordinator' in the title. There was one request for a 'Research Analyst' and another request for a 'Business Analyst'. Qualified and partly qualified Library Technicians made up 33% of positions to be filled. The balance between demand and supply for experienced Technicians is slightly in favour of the job seeker, particularly in the banking-finance-accounting area. Library Assistants accounted for 6% of vacancies.

What people were paid

The highest salary offered to a Librarian placed through Library Locums was \$39,000 per annum for a Software Specialist employed by a computer company. The lowest salary offered by an employer was \$14,000 for a Library Assistant which Library Locums negotiated up to \$18,000. Further findings are shown in the table below.

Range of Salaries

Library Technicians	
\$17,500 - \$20,000	9%
\$20,000 - \$21,000	54%
\$22,000 - \$24,000	33%
\$25,000+	4%

Qualified Librarians

\$25,000 - \$27,000	56%
\$28,000 - \$31,000	21%
\$32,000 - \$35,000	16%
\$35,000+	7%

Employment trends

An analysis of Job Specifications for positions filled by Library Locums indicates that subject specialisation within the profession is growing. Higher level

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positions require database searching experience, not just training. It is becoming increasingly difficult for Librarians to change from one Library type to another after some years of experience. A concern that has emerged from this data is the relatively low demand for Librarians with more than ten years of experience and the limited promotion opportunities for Library managers.

The growth in positions filled by Library Locums in the public sector reflects a changing attitude to the use of specialist personnel services. On the other hand, in the private sector, the growth areas of specialisation mirror the growth areas in the wider economy.

The number of positions open were spread fairly evenly over the year with slight highs seen in March, April, September and October. There was less activity in December and January probably due to the influence of holidays. Most industries experience minimal personnel movement during this period and Libraries are no different in this respect.

For more information, please contact Marion Nicolson, Manager, Library Locums on 699-1855.

LETTERS ... continued

mind this will give us the best overall prospect of achieving the programs we (and the Summit) have set for ALIA and ACLIS and of presenting a credible face to those we wish to influence.

I presented the following motion to the AGM of the A.C.T. Branch on 8 December and I urge others to consider the strategic good sense it contains.

'That the A.C.T. Branch -
. conscious of the magnitude of the task facing the Association and ACLIS, and
. aware of the close similarity between the objectives of the two organisations and the dual involvement of many individuals.
. urges the incoming General Council to

take every possible action to ensure that the two bodies work as one, and

. proposes that the Association examine the feasibility, benefits and processes which might bring about a merger between the two bodies.'

The motion is to be considered at a general meeting in February.

John Brudenall
Canberra

Dear Editor

The Children's Libraries Section (NSW Group) has noted with regret an omission from a recent article in *InCITE* (26th August). The article appeared in

Feedback and reported on a seminar on Young Adult Services in Public Libraries. This seminar was organised by the Children's Libraries Section, Public Libraries Section and Young Adult Librarians Network. However, reference to the Young Adult Network had been edited out of the article. Representatives from the Young Adult Network played a major part in organising this very successful seminar and their contribution should have been acknowledged.

We would appreciate it if this letter could be published to rectify this oversight.

Val Noake
Secretary
Sutherland Shire Libraries & Information
Service