

# Packet



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## Award restructuring — some results for library staff

In late 1989 this column featured some tentative descriptions of a new mysterious creature called award restructuring. Instead of merely linking wage rises to the cost of living the Industrial Relations Commission decided that wage changes should be dependent on a range of measures designed to increase productivity.

Some of those measures included the introduction of skill-related career paths, increased multi-skilling and the creation of appropriate relativities between different categories of workers. Much energy from unions, their members and employees has been directed at this last question. Eighteen months after the structural efficiency principle was unveiled, it is now possible to look at some examples of restructured awards and how library personnel have fared in this process.

The two awards I wish to look at cover librarians in the Australian Public Service and all library staff in CSIRO.

In the Australian Public Service there is no longer a separate classification of librarian. Librarians are now paid on a common pay scale with other professional

occupations in the Professional Officer stream. Seventy-one other occupations including architects, engineers and social workers are covered by these rates of pay. They are:

Professional Officer Class 1	24 100 - 25 060 - 26 520 - 28 290 - 30 270 - 32 210 - 33 810
Professional Officer Class 2	34 560 - 35 610 - 36 605 - 37 480 - 38 623
Senior Professional Officer (Eng & Rel) Gr A	55 000
Senior Professional Officer Grade A	54 000
Senior Professional Officer Grade B	45 402 - 48 156 - 52 100
Senior Professional Officer Grade C	40 906 - 44 435

Employees may commence on different rates of pay but this depends on level of qualification rather than type of discipline. For example, someone with a 3-year academic qualification starts on the third increment of \$26 520 and someone with a 4-year qualification starts on the next increment, \$28 290.

Some complex translation arrangements have been put in place to phase in payment under the new scales. For librarians common work level descriptions have been devised which apply to all types of professional work at the various levels in the structure.

There have been significant pay increases and extensions of salary horizons, particularly at the lower and middle levels.

Unfortunately library technicians have not gained from this round of award restructuring. They may be employed as Administrative Service Officers. These are not employed within the Technical Officers stream as other TAFE-trained employees are.

The second development I wish to highlight is the CSIRO (Salaries and Conditions of Service) Award 1990. This award sets out one pay structure for all CSIRO employees, whether they be a cleaner, technical assistant, librarian, experimental scientist or senior executive.

Nine pay levels covers all staff. This is the outcome of the award restructuring requirement that 'appropriate relativities' be established among employees. A very simple work level description has been devised to each level. For example, level 2 (which covers some library officers) says:

'Under general supervision applies basic knowledge and/or skills to straightforward routines and procedures using readily available guidelines and advice.'

This work level description equally applies to technical assistants, stores supervisors and animal attendants.

The nine pay levels are:

1	17 060 - 17 495 - 17 930 - 18 365 - 18 800 - 19 237
2	19 969* - 20 683** - 21 397 - 22 111 - 22 825 - 23 539 - 24 253 - 24 967 - 25 680
3	26 668 - 27 576 - 28 483 - 29 390 - 30 297 - 31 204 - 32 111 - 33 018 - 33 930
4	34 560 - 35 420 - 36 390 - 38 220 - 39 700
5	40 906 - 42 822 - 44 738
6	45 453 - 49 234 - 53 011 - 54 032 - 55 152
7	56 000 - 57 926 - 59 636 - 61 454 - 63 273
8	67 140 - 73 012 - 73 632 - 78 511 - 79 955 - 85 095
9	89 084 - 93 372 - 96 590 - 101 588

\* Minimum adult salary for administrative staff  
\*\* Minimum adult salary for technical staff

Library officers are employed at levels 2 and 3. Librarians are paid at levels 3, 4 and 5 with principal librarians at level 6. There are minimum pay rates for people who possess required qualifications. They are:

Qualification	Minimum Annual Salary
Doctorate/PhD	35 420
4-year Degree	28 483
3-year Degree	26 668

It would appear that librarians have done quite well out of this, particularly in regards to commencing salaries, which are in the same order of the Australian Public Service. This benefit has come from the process of librarian's wages now being raised to the same rates as professional occupations that were previously better paid.

Of course there is more to award restructuring than rates of pay. But pay is the proverbial carrot encouraging people to go through an exhausting process. This may provide some encouragement to those who have not seen much progress in their area. □

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