

others; \$25 Students. Metcalfe Auditorium SLNSW.

- **26/3 NSW Branch AGM.** Sydney Institute of Technology Library, Mary Ann Street, Ultimo at 6.15pm. (refreshments from 6pm). See Annual Report for details of Motions on Notice. RSVP for catering purposes to the Local Presence Co-ordinator, Jo-anne Fuller: (02) 9906 6000.

- **26/3 ALIA NSW Branch Council meeting.** Sydney Institute of Technology Library, Mary Ann Street, Ultimo from 7pm (following the AGM). This meeting replaces that scheduled for 16/4.

**2-30/4 Insearch/Knight-Ridder Information Seminars.** Patents (2/4), Introductory DIALOG (11/4), Searching Chemistry for Non-Chemists (18/4 am), Beyond the Basics (23/4), Pharmaceutical (30/4). Sydney Contact (02) 212 2867.

**16-17/4 Exploring and Navigating the Internet.** Uni of NSW, School of Information, Library and Archive Studies. Contact Maureen Henninger: (02) 385-3589; Fax (02) 385-3430; e-mail: M.Henninger@unsw.edu.au

**18/4 Becoming an Internet Server:** designing homepages. Uni of NSW, School of Information, Library and Archive Studies. Contact Maureen Henninger: (02) 385-3589; Fax (02) 385-3430; e-mail: M.Henninger@unsw.edu.au

**25-26/4 Wollongong Library** 2 day AIMA training course specially for library staff in supervisory positions. Cost: \$200 per participant. To express interest ring Ann Johnson (042) 277 400

**3-7/6 Introduction to the management of records keeping systems.** A one week workshop to be held by the Records Management Office (Archives Authority of NSW and the Uni of NSW, School of Information, Library and Archive Studies. Contact Maureen Henninger: (02) 385-3589, Fax (02) 385-3430; e-mail: M.Henninger@unsw.edu.au

## NT

- **11/3 NT Branch Council meeting.** Details TBA. Contact Kathy Stapleton (089) 456 023.

## QLD

**4 & 18/3 Introductory/Bridging DB/TextWorks & DB/TextWorks Advanced Course.** Full day courses 9-5pm. Venue: Ace Training, Level 3, 10 Market Street, Brisbane. Contact Trimagic Software, Authorised Training Centre (008) 267 937; fax (02) 413 1710

- **8/3 ASSIG Seminar** — The future of serials speakers include Octover Ivins, North American Serials Interest Group and Will Wakeling, UK Serials Group. \$95 ALIA members, \$45 students,

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# Reflections on a very challenging conference

Ian Rogers, ELISS conference convening committee

A very successful conference was held in Melbourne on 4-5 December 1995. The aim of the conference was to chart the progress and define the relentless march of the competency standards.

## Setting the scene

Dr Chris Robinson, director of the Leadership and Management Development Unit at the University of Melbourne opened the conference and highlighted the changes in the workplace over the past decade. Chris saw competencies as a critical part of the government's agenda. The challenges he saw were in extending the portability of competencies beyond the library industry to higher education and further tightening of competencies and performance. He also thought it was necessary to consider how much the competencies reflect the characteristics important in jobs.

Tina Jackson, chief executive officer of Arts Training Australia, highlighted the demands of the Training Reform Agenda. Tina suggested that success of the industry competency standards was dependent on industry ownership of standards and wide consultation. Tina mentioned that award restructuring increased the demand for recognition of prior learning and the need for national standards for workplace and access to courses.

Anne Hazel painted a picture of a library in 1999 where initial and ongoing staff training is competency based, as are industrial awards, job descriptions, recruitment, performance appraisal and promotion.

## The industrial implications

David Haines, federal industrial officer for the Community and Public Sector Union and Julius Roe, national industrial officer for the Australian Metal Workers Union shared their experiences and identified some of the issues that need to be addressed to implement competency standards. The pitfalls they saw were processes which were too complicated, inflexible and hungry for resources. They also saw a lack of matching the standards to existing awards, issues of money and the need for competencies dealing with skills and knowledge required for work. They saw the library standards as a valuable tool to enable enhancement of jobs and the competencies as a package not just to be used for

performance appraisal.

## The workshops

Two workshops were delivered. The first was *Fitting competencies into the library and information workplace*, workshop three of the ALIA Board of Education's series on competency standards. The workshop provided practical methods for using the competency standards for evaluating individual position descriptions or self-evaluation. Participants examined examples of positions and staff with their respective classifications and how they could be evaluated according to the Australian Skills Framework.

*Linking competencies to organisational practice*, developed by Leigh Maynes, personnel manager at the State Library of Victoria was the second workshop. Participants examined various examples which demonstrated the applicability of the competency standards to performance management, training gap analysis and succession planning.

Jenn Evans and Kay Poustie showed how the competency standards can provide a positive model which can help to build a professional development program.

Donna Reid and Ann Hannan considered the implications of the competency standards in the library education sector in TAFE. Ann and Donna reviewed the development of the competency based course and how it is being implemented in Victoria in 1996.

Vicki Williamson, Donna Bird and Angela Bridgeland spoke about how they have used the competency standards to implement award restructuring and enterprise agreements. They examined their organisation's processes, committees and review and reward schemes which had been developed in their organisations.

The conference highlighted the following: members should consider their individual potential and plan their careers with the industry standards in mind; they should also consider the purchase of the workshop materials put out by the ALIA Board of Education; thirdly, send off for your free copy of the *ALIA framework for continuing professional development*. I would also commend to readers the special issue of ELISA where the conference papers will be published in 1996. ■

Copies of workshops 1, 2 and 3 in the *Competency standards and the library industry series* can be obtained by contacting the ALIA National Office, PO Box E441, Queen Victoria Terrace ACT 2600, telephone (06) 285 1877, fax (06) 282 2249, or e-mail [marie.murphy@alia.org.au](mailto:marie.murphy@alia.org.au)