
LIS salary levels: cause for concern?

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Abstract

Information from a range of sources was collated to examine salary levels in a variety of advertised LIS posts over a two-month period. Sectors and geographical locations were compared, and the resulting data put into context by use of 'average house price' data for the geographical regions examined. Briefly, factors such as the fact that LIS tends to be a female dominated profession and underemployment are examined. The role of the membership body is also examined in helping to obtain improved levels of remuneration. The effect of chartership status on the pay levels in the advertisements in the sample is also discussed. Some practical suggestions are given as to how CILIP might promote the profession, thereby perhaps raising the salary levels for its members.

Introduction

Traditionally, LIS is seen as a low-paid career. This snapshot survey was carried out using information taken from a variety of sources to see whether this is in fact the case. Although the study intended to focus on salaries for LIS graduates, non-'graduate jobs' were also included in the study, to take into account those areas where LIS graduates may find themselves underemployed.

Methodology

Salaries for 543 LIS vacancies advertised in a range of publications between November 2001 and early January 2002 were examined. Where part-time rates were given, these were rounded up to a full-time equivalent to make comparison fairer. Where a salary range was given, the lowest salary was taken. Although traditionally in surveys of this kind, the average salary is taken, it was felt that employers would often appoint applicants at the bottom of the scale, particularly where the applicant

was new to the workforce. No information was included on terms, conditions or bonuses.

Library and Information Appointments provided the main source for the information in this snapshot survey. In addition the following websites were monitored fortnightly:

- www.jobs.ac.uk (academic sector, which tend on average to advertise posts at a slightly higher salary than *Appointments*.)
- www.fish4jobs.co.uk (jobs advertised in local newspapers, which tend on average to be at a lower salary than *Appointments*)
- www.guardianunlimited.co.uk (almost exclusively in London; salaries advertised tend to be higher than *Appointments*)
- www.employmentservice.gov.uk (vacancies notified to job centres spread across the country, a wide variety of salaries and posts)
- www.monster.co.uk (a small selection of vacancies)

Only eight of the posts in the sample were advertised at more than one site, accounting for less than 2% of the total. Duplicates were weeded where the job title, location, salary and job description were identical.

In addition to the sites mentioned above, selected county council sites were monitored. These included Dorset, Edinburgh, Dumfries & Galloway and Birmingham. These county councils were included in order to include two examples of rural county councils, and two examples of urban county councils. The original intention was to include vacancies from across the United Kingdom in an attempt to redress the anticipated London/south-east bias of the sample. Although other council sites (Cardiff, Gateshead, Manchester and Hull) were also viewed, for the time frame of this survey no LIS posts were advertised at these latter sites.

Overall, the vacancies advertised on the county council sites accounted for less than 3% of the sample, with Dorset accounting for most council vacancies, at 1.28% of the sample (7 out of 543 posts) and Dumfries accounting for 0.1% (1 out of 543 posts). It was therefore felt that any geographical bias in the survey was too small a percentage to be admissible. Other sites consulted on an 'ad hoc' basis included Capita RAS (Capita RAS, 2002) and the BBC site (BBC Online, 2002). Both of these sites are known to represent major employers who have openings for LIS posts. Capita RAS in particular is one of the principal sites advertising posts in national government departments, a major source of LIS posts. The BBC site was included in an attempt to incorporate information from LIS vacancies in an 'independent' sector, unlikely to be advertised elsewhere.

The keywords used when searching for jobs on the above sites were limited to “librarian” and “library assistant”. The latter term was included as LIS graduates may find themselves employed in jobs which are paraprofessional or administrative rather than professional. The evidence for this is at present largely anecdotal, and may benefit from further research.

Average salaries

To allow for ease of comparison, salaries were rounded to the nearest £100. The lowest full-time salary identified by the survey was £6,300 for a ‘New Deal’ Library Assistant post; the highest was £60,000. By monitoring sites such as fish4jobs.co.uk (UK-wide coverage) and county council sites across the UK, every effort was made to eradicate any geographical bias in the survey. The majority of vacancies, however, (42%) were in the London and South East area. The average UK LIS salary was £15,500 per annum including London salaries. Excluding London salaries, the average was £15,200 per annum. If vacancies in London and the South East were excluded, the average salary dropped to £14,700 per annum. The difference between the average salary including and excluding London and the South East was just five per cent or £847. Given that London and the south east have the highest cost of living in the United Kingdom (National Statistics, 2002) it was interesting to note that the average salary was not higher when data for the region was included in the overall survey.

Twenty-five per cent of the posts (134 vacancies) advertised were part-time, 18% of vacancies (99 jobs) were temporary, and 4% of posts were both. Once part-time salaries had been rounded up to give full-time equivalents, 75% of all LIS posts advertised between these dates paid less than the ‘average’ UK 2001 salary of £21,000 (Incomes Data Services, 2001). Indeed, 56 jobs (10%) paid less than £10,000. Over a quarter (26%) paid between £10,000 and £15,000, with a further 29% paying between £15,100 and £19,000.

Salary Level	Number of Vacancies	Percentage of jobs advertised
<£10,000	56	10%
£10,000-15,000	141	26%
£15,100-17,000	79	14.5%
£17,100-19,000	79	14.5%
£19,100-21,000	52	10%
£21,100-23,000	46	8.5%
£23,100-27,000	34	6.25%
£27,100-£30,000	18	3.25%
£30,100+	23	4.25%

Not Stated	15	2.75%
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Table 1 LIS salary levels

Skills demanded

The advertisements revealed other interesting facts. Some temporary posts advertised in the *Appointments*, for example, were so temporary that by the time a candidate was appointed the post would be coming to an end. One post advertised in November 2001 was a four-month fixed-term contract due to run out of funding in March 2002. Even if an applicant were available immediately, by the time interviews had been held and job offers issued, it would have been difficult to appoint anyone much earlier than December 2001.

Although the majority of recruiters are looking for good general LIS skills, a small minority was seeking very specialised skills. Knowledge of foreign languages was specified (to at least ‘A’ level), as essential, particularly Welsh (1% of advertisers, or 5 posts) and other European languages (a further 1% of advertised posts). A very small minority of employers wanted extremely specialised language skills: Greek, Turkish or Somali (0.1%). Another employer asked for ‘music or drama graduates with a postgraduate qualification in librarianship’; another specified that ‘A degree or equivalent at NVQ Level 4 and a good knowledge of Spanish and/or Portuguese [was] essential as well as knowledge of Latin America and Iberia’.

Another advertisement asked for “Experience of driving up to 7.5 ton gross vehicles, library experience, an interest in ICT applications and possession of, or working towards, the European Computer Driving Licence (ECDL) award desirable”.

The range of skills sought by employers of School Librarians was extremely broad. One school advertised that duties would include “keeping the library tidy and books in order, supervising pupils in the library, sorting deliveries and assisting teachers...Will also produce overdue lists and chase books that need returning”.

Salaries by library sector

The majority of vacancies, 40%, were in the public sector, followed by the academic sector (higher education), with 20%. The ‘other’ sector included vacancies in organisations such as the BBC, the media, careers services, and where the sector was unknown.

Sector	Number of Vacancies	Percentage
Public	219	40
Academic (HE)	110	20
Other	53	10

Charities	26	5
FE/Education	30	6
School	34	6
Government	23	4
Business	18	3
Health	17	3
Legal	11	2
Prison	2	1

Table 2 Number and percentage of LIS vacancies by sector

The academic (HE) sector had the highest average salary (£17,800), with a lowest salary of £8,500 and a highest of £60,000. Schools had the lowest average salary (£11,300), with a lowest salary of £9,600 and a highest of £20,400.

As the table below shows, academic, independent/other, charities, and legal sectors top the salary chart for ‘average salaries’. Schools, health, prison and public vacancies are at the bottom of the league. Again, as with other figures in the survey, salaries have been rounded to the nearest £100.

Between the highest average salary of £17,800 in the academic sector and the lowest average salary of £11,300 in the school sector there was a 36% difference. Where lowest average salaries were concerned, the difference between the highest of £13,000 and the lowest of £8,200 was also 36%.

However, where highest actual salaries are concerned, between the highest salary of £60,000 and the lowest of £13,800 there was a 77% difference.

Sector	Average	Lowest	Highest
Academic (HE)	17800	8600	60000
Independent/Other (including Business)	15100	11000	55000
Charities	15000	13000	27200
Legal	14700	10500	22500
Government (not local)	13100	10600	35200
Education/FE	12700	10500	32500
Public	12600	8200	50500
Prison	11800	8900	13800
Health	11500	9700	28000
Schools	11300	9700	20400

Table 3 Average, lowest and highest salaries by sector

Implications of LIS salary levels

The lowest average salary identified in this snapshot survey was in the Midlands (£12,000), with the highest average salary in Ireland. The lowest actual salary was in Yorkshire (£6,300 [New Deal vacancy]), with the highest actual salary (£60,000) to be found in London. These salaries should, however, be considered in context of the cost of living in their respective areas. The Midlands also had the lowest average property price, with London having the highest average property price. Average property prices were taken from a survey published by the BBC (BBC Online, 2001) and have been rounded up to the nearest £1000 for ease of comparison.

	Average	Lowest	Highest	Average Property Price(£)
Midlands	12300	9300	26000	£43,000 (Stoke-on-Trent)
Yorkshire	13000	7700	55000	£98,000 (York)
North Yorks	13300	6300	20000	£102,000 (North Yorkshire)
North West	14100	8000	34000	£68,000 (Merseyside)
Scotland	14400	8400	21000	No information available
South West	14900	7900	30500	£91,000 (Portsmouth)
East Midlands	15100	12600	25400	£65,000 (Leicester)
West Midlands	15500	8600	24500	£82,000 (West Midlands)
Wales	16000	9900	18000	£89,000 (Cardiff)
South East (outside London)	16000	9100	32500	£173,000 (West Berkshire)
North East	16200	9200	34200	£78,000 (Northumberland)
London	16500	8200	60000	£196,000 (Ealing)
Monmouthshire	17600	15300	19700	£107,000 (Monmouthshire)
South Coast (Sussex)	18000	17000	24000	£132,000 (Brighton and Hove)
Anglia	19700	10100	50500	£121,000 (Cambridgeshire)
Oxfordshire	20900	10600	27300	£166,000 (Oxfordshire)
Ireland	24800	17400	27300	No information available

Table 4 LIS Salaries and average property prices by region

Table 4 indicates that in all UK regions the average LIS salary on its own would not be sufficient to obtain a mortgage on an 'average' dwelling. While acknowledging that an 'average', by its very nature, means that there is a number of dwellings below the fees illustrated above, the overall picture should give cause for concern.

As the economy in the South East and other parts of England overheats again, and house prices spiral out of control, many employers are finding it increasingly difficult

to recruit and retain staff. The NHS Information Authority, for example, had vacancies in the south and east regions accounting for 27% of the total UK vacancy picture in March 2000 (NHS Information Authority, 2000). The South East of England Development Agency has also expressed concern at the levels of skills shortages in this part of the country (South East England Development Agency, 2001). The government has belatedly admitted this is a problem, and recently there has been some discussion over the status of what are being termed “key workers”. As Jane Griffiths, MP for Reading East, has pointed out in no less august a place than Whitehall: “The definition of a key worker needs careful thought. We all assume that the term covers police, nurses and teachers, but...Who are the key employees in our economy?” (House of Commons Hansard Debates, 2000).

Certainly many librarians would fit the definition of a low-paid public sector employee providing a service to the local community. Griffiths’ colleague Martin Salter also expressed concern:

“someone who has studied at police college or for a graduate place in teaching should be able to afford to buy a two-up, two-down terraced property in a town like Reading...such properties now sell for £100,000 to £120,000, which is far beyond the reach of someone graduating as a teacher or a public service professional on a salary of about £20,000 to £22,000” (House of Commons Hansard Debates, 2000).

In 2001, an NUT spokeswoman expressed the buying power of newly qualified teachers in the capital: “Newly qualified teachers earn £16,050 a year. On that salary, you’d be lucky to afford a semi-detached toilet in London” (Mathiasan, 2000).

As this snapshot shows, many LIS posts do not offer salaries anywhere near either of these figures. Although Library Association (LA) salary guides are available, they are limited to government, law and health sectors and offer guidelines and recommendations only. The table below shows salaries as ‘recommended’ by the LA compared to the salaries identified in this survey. The exception to this is the legal sector, which was based on actual information.

	LA Guide: Lowest	This survey: Lowest	LA Guide: Average	This survey: Average	LA Guide: Highest	This survey: Highest
Health	10000	9700	16500	11500	25000	28000
Legal	10300	10500	21000	14700	63000	22500

Government (not local)	13500	10600	22000	13100	30000	35200
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Table 5 LA salary recommendations compared with snapshot survey findings for legal, health and government sectors.

One intriguing recommendation appears in the LA salary guide for government, which suggests that interviewees should ‘Remember that starting salaries are very often negotiable – ask for a point higher up the scale if you think your qualifications and experience merit it’.

This suggestion ignores the fact that applicants may be unemployed or underemployed. They will therefore almost automatically be put at the bottom of the salary scale or eliminated from the selection process. I still remember with amusement how quickly one interview was terminated when I unintentionally upset the equilibrium of the personnel manager. Despite being both a qualified librarian and teacher, with over 6 years’ experience, the LIS post I then held paid less than £13,000; I upset the lady’s composure by gently asking how much she would expect to pay for my skills and experience.

Graduate Salaries

As with nurses and teachers, the majority of new librarians are now graduates. Whether this factor alone is enough to make LIS work a ‘graduate’ profession is too complex an issue to debate here. What is apparent, however, is that the salary levels paid to qualified graduates who choose to enter LIS work are generally below those paid in many other ‘graduate’ professions.

The principal source of ‘graduate salary’ information is the Association of Graduate Careers Advisory Services. As with ‘average wage data’ however, the annual salary tables produced by this organisation present an inaccurate and often overestimated picture of salary levels. The main problem is that AGCAS includes data only from organisations that are members of the Association of Graduate Recruiters, “predominantly large blue chip companies. Occupations which require additional qualifications, such as law, medicine and education, are not covered” (Prospects, 2002).

In these blue chip organisations, the typical graduate salary in 1999/2000 was £18,000. In 2000/2001 it was predicted to rise to £18,600. However what is not apparent from this survey is that “less than five percent of employers paid starting salaries of more than £24,825 – and these high salaries are enjoyed by a relatively small number of graduates” (Richardson, 2001).

Other surveys paint a more realistic picture, with some surveys, such as the Barclays Graduate survey (an annual survey carried out in 1998, 1999 and 2000)(Prospects, 1999) pointing out the disparity between male and female dominated careers:

“Subjects such as engineering are dominated by males – 85% are men – and the average salary is £15,225. In comparison for a female dominated subject such as language, where 78% are women, the average salary is £10,663”(Barclays Bank, 1999). Although these are 1998 figures, it is unlikely that the basic differential between male and female salaries has changed very much.

In many posts, then, LIS workers face a double barrier. Firstly, they are often public sector workers, meaning that they belong to one of the lowest-paid groups of professionals in the UK. Secondly, the majority of LIS workers are women and are therefore unlikely to reach the higher-paying posts. This is very apparent in a research study carried out in Scotland into women in the professions:

“There is a frequently expressed view that the position of women in the professions will change as women enter professions in increasing numbers. However, research elsewhere suggests that this will happen neither automatically nor easily... Further research and data gathering is needed...to examine why the gender pay gap emerges so quickly despite the rising numbers of women graduates entering professions” (Kay, 2001).

The bigger picture: average wages in the UK

According to labour market information for the year 2000-2001, the average annual wage was £21,842 (Income Data Services, 2001). The ‘average wage’ was calculated by taking the ‘weekly’ wage and multiplying it by 52. Where the rate given was hourly, this was multiplied by 37.5 and then multiplied by 52. The ‘average wage’ includes male earnings as well as female. The fact that male salaries are often higher than female salaries distorts the ‘average wage’ figures somewhat, as does the fact that the data is based exclusively on full-time positions.

The salaries at the top end of the average wage scale have a disproportionate effect on the overall average (Incomes Data Services, 2001). If the ‘average wage’ were based on the median, that is the level at which 50 per cent of people earn more and 50 per cent earn less, then the ‘average national wage’ would in fact be £342 per week, equating to an annual salary of £17,784.

The minimum wage is currently £4.10 per hour for over 21s, equating to a wage of just under £8,000 per annum. As yet, there does not appear to be any research into the relationship between the fact that over 5% of the UK workforce is estimated to earn

the national minimum wage (Low Pay Unit, 2001), and the fact that the 'average national wage' is so much higher.

Many LIS positions do not offer a salary anywhere near this UK 'average' or 'median'. If, however, female only salaries were used as the basis for the labour market information, the 'average' wage would be closer to £16,000 per annum (One NorthEast, 2001).

A predominantly female profession

Librarianship, like teaching and nursing, is mainly a female profession: over two thirds of professionally qualified librarians are women (UKOLN, 1996). The low pay of teachers and nurses has been well documented, and with the assistance of their trade unions they have finally recently achieved well-deserved pay rises.

In this survey, 219 of the 543 jobs, or 40%, were in the public sector. Since the "typical public sector worker now is a female professional" (Denny, 2001), and since many librarians are employed in the public sector, both employers and membership bodies should be concerned about the low salary levels apparent within LIS work. Salary levels and conditions inevitably have an effect on the numbers of applicants being drawn to public sector work in particular.

On the mailing lists (Jiscmail, 2001) and elsewhere employers frequently lament the lack of qualified, suitable applicants for the posts advertised (Lisgarten, 2001). Many (although not all) of these employers are based in the South East, where the cost of living (particularly the cost of buying or renting even the smallest studio flat) bears little if any relation to the salaries offered. Unless conditions are dramatically improved, the government's desire to implement the People's Network and other initiatives will inevitably suffer.

A further factor which may affect the salary levels of LIS professionals is 'underemployment'. Generally, women remain the main caregivers in a family unit. Most LIS employees are female. Certainly while children are young and require schooling, or while other dependants require care, women may find geographical mobility a problem. Many qualified LIS graduates may therefore find themselves taking jobs for which they are over-qualified, or accepting part-time work that tends not to be as well paid, pro rata, as full-time posts.

Where LIS staff are geographically immobile a low staff turnover may result. This low staff turnover may also affect salary levels. Once a member of staff has been appointed at a particular salary level it can be very difficult for the staff member to improve that salary substantially without either being promoted to a different grade or

changing employers. The exception to this is the academic sector, where all staff are awarded an annual increment until they reach the top of their scale.

Again, the evidence for this is largely anecdotal and based on observation, and more formal structured study may help to establish whether this is in fact the case.

Despite the fact that “70% of new households over the next 20 years will be single person households” (DETR, 2000), there still seems to be a tacit understanding that the majority of women are working to help supplement the main wage earners’ income.

The changing face of LIS Work

In this snapshot, 25% of the posts (134 vacancies) advertised were part-time, 18% of vacancies (99 jobs) were temporary, and 4% of posts were both. This indicates that LIS jobs, like many other areas of the labour market, particularly those dominated by women, are increasingly becoming part-time, temporary, or both.

Over half of these part-time posts (67%) paid full-time equivalent salaries of less than £15,000. Only 6% of these posts paid over the ‘average wage’ of £21,000; and of the 8 posts in this category, 7 were in London, and 5 were either evening or weekend posts (and therefore subject to unsocial hours enhancements).

FTE Salary	Number of vacancies	Percentage of part-time posts in the survey
<10000	46	35
10000-15000	43	32
15100-17000	10	7.5
17100-19000	17	12
19100-21000	10	7.5
21000+	8	6

Table 6 Part-time LIS vacancy salary levels

In an article entitled, “My local milkman earns more than me”, compiled by Peter Fairbrother, Keith O’Sullivan writes:

“of 107 non-agency jobs advertised in the penultimate ‘Appointments’ [of 2000], 49 were fixed-term, maternity cover, or part-time/pro-rata. This is pretty typical.”

O’Sullivan continues:

“Quite how anyone is supposed to have either security or reasonable quality of life...in this profession has increasingly become a mystery to me. We’ve been seeing posts advertised with frankly derisory salary levels for far too long in what is supposed to be an established graduate profession. We are not all female second income-earners. The LA has GOT to take a far tougher line with employers like this if it is to justify its subscription costs... The bald fact is that we do need to be ‘more like a trade union’ ...if our salaries are ever to reflect our qualifications” (Fairbrother, 2001)

The role of the main professional body

For some time now, the active involvement of the membership body in its members’ affairs has come under question. Fairbrother continues:

‘Many readers felt that the Library Association did not care and did nothing to promote the improvement of salaries for its members’. The response of the LA’s Chief Executive was that the LA couldn’t work as a union ‘because information work is so diverse’. This met with short shrift from one LA member who pointed out that UNISON, his/her current union, “represents the cleaners and catering staff in [his/her] organisation”(Fairbrother, 2001)

There appears to be considerable annoyance at the wide disparity between the status and pay of librarians and educators, particularly following the announcement by teaching union leader Nigel de Grouchy that £24K was a ‘bad salary level’:

“I suspect you also know librarians who’ve worked longer than 7 years who haven’t got through the 20K barrier, yet along the 24K that Nigel de Grouchy [teaching union leader] says still represents ‘a bad salary level compared to other professions who are on £35 to £40K’. Nothing illustrates more bluntly just how far LIS has to go to reach base zero on this” (Fairbrother, 2001)

Although librarians often compare themselves with educators, this is not a fair comparison: the workload of teachers (particularly in the compulsory education sector) is considerably higher than that of most librarians.

There appears to be some feeling amongst contributors to mailing lists and other publications such as *Impact* that the LA historically has denied that salary levels were any concern of theirs. As the new Chartered Institute of Library and Information Professionals (CILIP) develops, it can only be hoped that the old image of the staid, spinsterish, myopic librarian waiting for a husband to rescue her from the stacks (preferably a well-paid spouse on a City salary) can be eradicated once and for all.

The Royal College of Nursing, the principal nursing membership organisation, campaigned on behalf of its members and has a track record of collaborating with other trade unions. It would be beneficial if CILIP could do the same. Admittedly, few librarians hold people's lives in their hands on an average day, and a campaign to Whitehall lamenting the conditions of librarians would probably be gently dismissed. However, if the government is serious about making such initiatives as SureStart and the People's Network work properly, they will need qualified information managers.

Members appreciate that CILIP is not a trade union, and has no bargaining power. It could, however, take a more realistic approach to helping the members who pay its fees achieve salaries more commensurate with their experience and qualifications. After all, the higher the salary, the higher the membership fee!

As the merger between the IIS and LA may indicate, recruitment and membership are continuing to fall. Membership dropped by 2.1% in 1998 (Library Association, 1998) and a further 3% in 2000 (Library Association, 2000). Librarianship is also an ageing profession, if the profile of Leicester county council can be taken as typical (Leicestershire County Council, 2000). In this middle England county, with a mix of rural and urban libraries, over 50% of the total staff are between the ages of 30 and 66, with 66% of the 91 librarians aged between 35 and 50.

If assistance is not forthcoming with salary levels the membership, and indeed the profession as a whole, may continue to shrink.

Chartered Status – does it really make a difference?

In over 98% of the jobs listed, being chartered made no difference at all to the salary, not even rating a mention. In only 2% of vacancies (12 posts in total) did chartership make any difference to the starting salary or range quoted. All of these posts were either in academia or the public sector (local, not national, government).

At best, this indicates how few employers have any awareness of chartership as a professional qualification. At worst, it indicates that they do not believe in the value of chartership as a professional qualification.

Other organisations which have chartered membership status, such as those representing accountants, do require their members to periodically demonstrate that they have maintained a level of professional expertise. Since this would also potentially generate extra income for CILIP, as well as possibly paving the way to convince employers that the chartership is a qualification worth having, CILIP may like to consider this carefully.

The way forward: some recommendations

There is no escaping the fact that individuals must take responsibility for their own career development. However, there are many ways in which CILIP could assist in the struggle for improved LIS salaries. Such measures may include the following:

- Promoting the profession as a graduate (and increasingly postgraduate) profession;
- Promoting chartership as a valid professional qualification in all library sectors, not just academia and the public sector. This may mean looking again at the chartership process and introducing some form of revalidation at regular intervals. This could also be a potential source of extra income for CILIP;
- Conducting or commissioning research into the extent to which LIS remains a 'female' profession and/or the extent to which LIS professionals are limited due to geographical factors, and the effects on salary levels;
- Conducting or commissioning research into how many LIS graduates are underemployed and underpaid for their skills; Such individuals will find it difficult to gain professional experience, and therefore charter, thereafter providing the membership body with lifelong membership fees and income;
- Adopting the best practice of the RCN and other membership bodies to work with the unions to conduct pay and status campaigns for their members;
- With apologies to the purists, eradicating the term librarian. This eponym does us no favours. An aggressive image overhaul would also not be untimely;
- Rejecting advertisements from low-paying employers, as has been suggested in more than one forum, benefits no one. These vacancies could however be grouped together on a special page containing 'vacancies more suitable for brand new graduates and those seeking entrance to library school'. It is appreciated that employers have budgets to manage. However, occasionally employers are simply not paying the market rate for the skills they want, and 'naming and shaming' in this way may have long-term benefits.

In personal terms, it seems that the HE sector is the one to aspire to if salaries are important, and the public sector one to avoid.

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