



**Libraries  
In Aotearoa  
New Zealand  
2014**

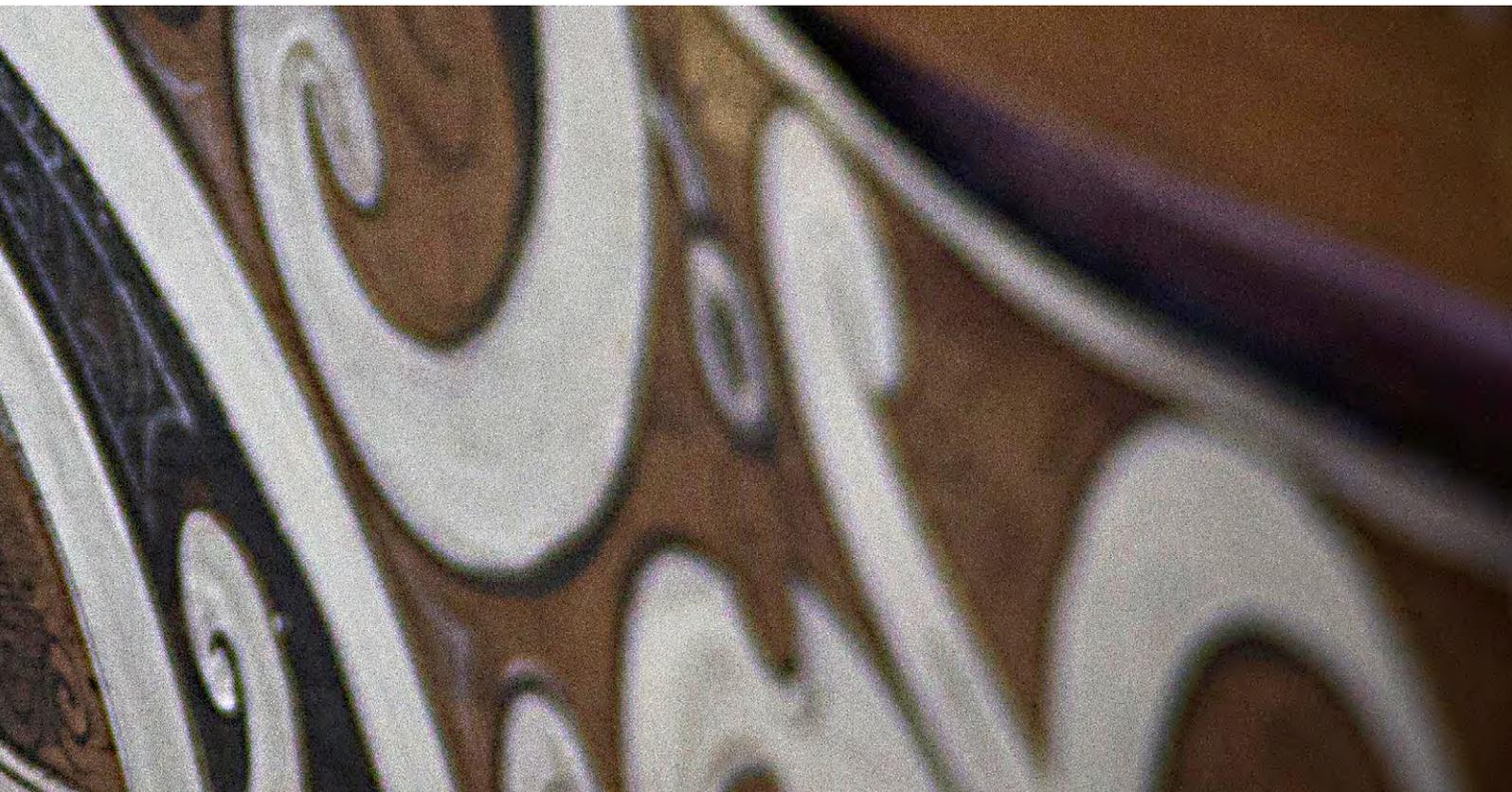
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# Libraries In New Zealand Today

The common theme for the Library and Information profession in 2014 has been one of change, but what has become increasingly clear is that libraries are an essential service. With 90% of the world's data having been generated over the past two years libraries are increasingly important in supporting their communities to manage this volume of information.

The International Federation of Library Associations (IFLA) is predicting 5 key trends that will continue to change our information environment and these are already at play in New Zealand:

- 1 New technologies will increase the availability of information but will limit access to those who are digitally literate.
- 2 Online education resources such as MOOCs will make learning cheaper and easier to access.
- 3 Individual privacy will be impacted.
- 4 Technology will enable hyper-connected societies and increase transparency of government.
- 5 The global information economy will experience continual disruption due to the advent of new technologies.

Libraries will be the key in ensuring that the communities they support are able to meet these challenges.



# The Current State Of Libraries

## The Library Professional

In 2013 there were 6,198 New Zealanders who identified themselves as working as librarians – 4,164 librarians, 2,349 library assistants, and 9 library technicians. This is a reduction of 465 personnel since 2006 and emphasises the growing pressure being placed on librarians.

Professional development is becoming increasingly important for librarians as the pace of changing technology is dramatically impacting the service offering that libraries are providing their communities.

LIANZA provides a professional registration scheme supported by the International Federation of Library Association's (IFLA) Body of

Knowledge. This highlights the skill level in the profession and enables librarians to demonstrate continual professional development. The scheme has been adopted by a number of library sector employers including Auckland Council and the Queenstown District Lakes Council.

Remuneration in the sector is still of concern. While entry level positions are paid on par with the general market, senior

management roles face total remuneration packages of up to 16% lower than their counterparts in other sectors. School librarians are the most at risk, paid on the support staff scale with many not making a living wage. Given the importance of school librarians to childhood literacy this is a situation that needs to be addressed.

Another challenge to be addressed by the profession is the greying of the workforce, with a large proportion of library managers due to retire within the next 15 years. Recruitment and training are currently a key focus of the profession.

In 2013 New Zealand libraries loaned over 2.5 million items, had nearly 3 million visits, and held 3 million ebooks and 10 million print volumes. Their total budget exceeded 127 million.

## University Libraries

University libraries continue to face their own set of challenges in both service provision and their role in the wider University environment. There is an expansion of demands on university libraries in the teaching and learning environment and libraries now either incorporate or work much more closely with student learning.

University librarians are forging new roles in research data management, e-research and the management of research outputs. The increased availability of electronic resources means that libraries are able to rethink the use of physical spaces meaning more study areas for students for both collaborative and private work.

University libraries are changing their service delivery models to increase mobile access to library services. Staff development and succession planning continues to be important. University librarians are watching the development of new publishing models for academic publishing, including the development of open educational resources, and considering the impact on libraries.

University libraries in New Zealand have a total floor space of 307,724 square metres



## School Libraries

School Libraries are many and varied as there are no central requirements or guidelines for a school library. Funding for the library and staffing comes out of the "Operational Grant", which is managed at the discretion of the school management, so many libraries are competing with toilet paper for a share of the grant. As noted, school library staff are paid on the support staff scale which does not acknowledge specialist training. School library staff have no job security as their role is based on management budgeting and is the most vulnerable to funding cuts.

Many schools are currently dependant on the goodwill of librarians working with reduced hours, budgets and rates of pay or untrained staff finding their way with little guidance or professionalism. This is a grave situation given that studies have repeatedly shown that students who are able to access a well-resourced school library run by a professional librarian are much more likely to be successful academically.

School libraries  
improve teacher  
effectiveness

## Special Libraries

The increasing ease of access to information through the web, and other digital channels, is impacting special libraries more than any other sector with the "just google it" philosophy putting special libraries under threat. Despite this, special librarians are more important than ever with their expertise allowing them to filter the vast amount of information they offer, providing significant time savings to businesses looking for critical information quickly. A recent Australian study showed that special libraries return \$5.43 for every dollar invested.

Special libraries return  
an average of \$5.43 for  
every dollar invested

# The Current State Of Libraries: Continued

## Law Libraries

Law libraries (and librarians) operate across many sectors e.g. public, corporate, tertiary education, business, law societies, government and the Courts. Like most special librarians, law librarians generally obtain some specialised subject knowledge in areas of the law and sources of legal information in addition to their professional skills in librarianship and information management.

Law libraries face many of the same issues and challenges as other sectors. The impact of changing technology and the advent of electronic publishing are ongoing challenges requiring constant attention and adaptation. Law librarians must also consider succession planning as fewer students emerge from library studies with specific training in law librarianship.

As with all libraries, law librarians need to continue demonstrating 'value' to their organisations. Generally, law librarians are very aware of the need to be seen as relevant and "close to the business" of the enterprise. There are many innovative strategies in place across the sector in order to achieve this.

Thus, it is safe to say that the role of the law librarian has broadened in recent times and continues to branch out into non-traditional areas. As well as providing research and maintaining physical and electronic collections, law librarians are involved in a range of activities on a day-to-day basis, such as:

### *Deciding On The Use Of New Technologies:*

- user education and training
- provision of analytical / alerting services to support the business and competitive intelligence
- knowledge management
- internal and external communications, and
- marketing and business development.

The world of legal publishing is also evolving to accommodate demands for new devices, access from anywhere and improved search functionality. In a welcome development, officialised New Zealand legislation "is now freely available" online. The sector supports further digitisation of legal material.

## Public Libraries

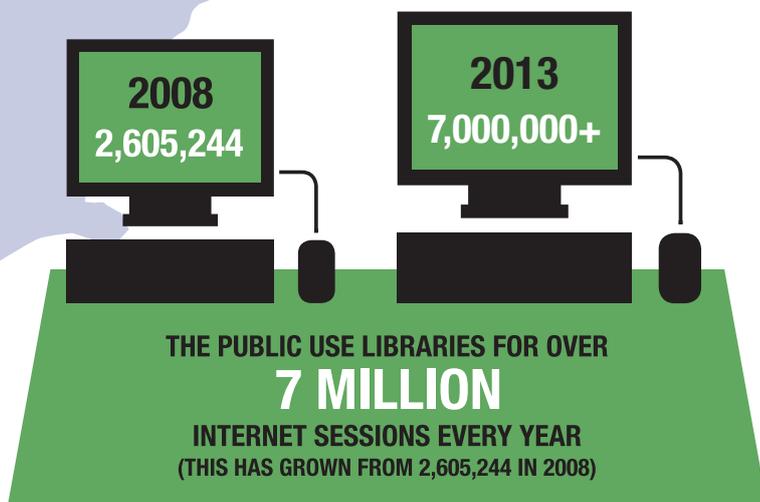
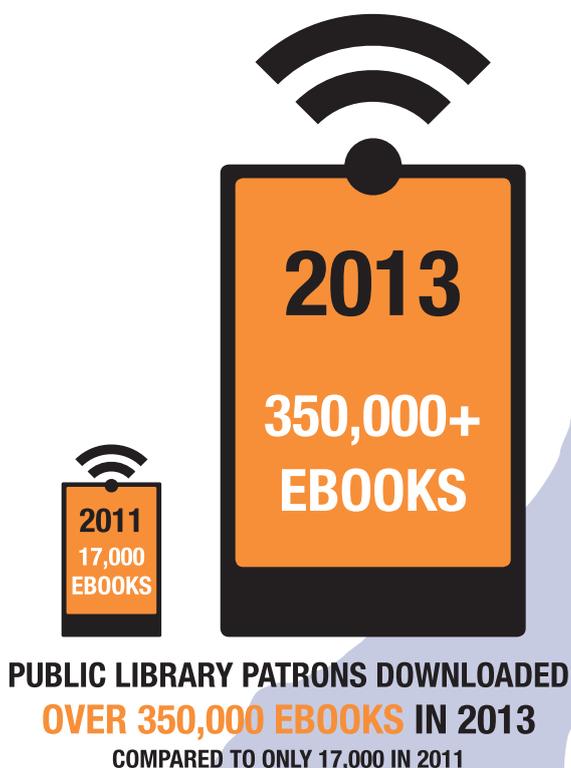
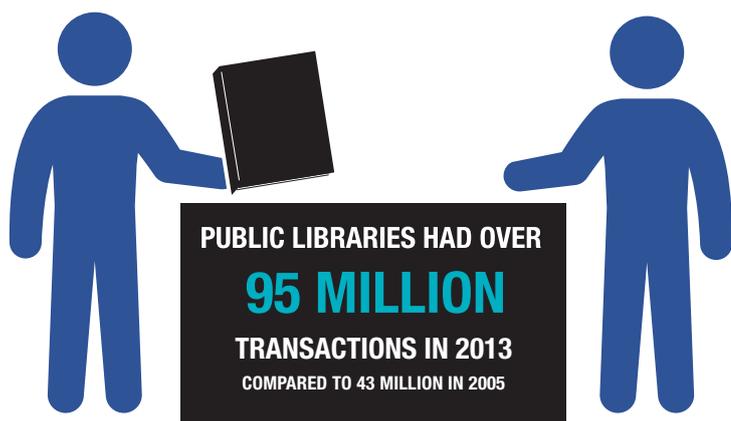
Public libraries continue to surmount challenges as they increase the support and services provided to their increasingly diverse communities. As local governments practice increased economies library budgets are under threat and there is growing pressure to deliver real value and a solid return on investment.

Ebooks provide an ongoing challenge with exponential growth – since 2011 annual ebook lending has grown from 17,000 loans to over 300,000 loans per annum. It is difficult to identify where the ebook / hard copy tipping point is and the impact this will have on library spaces and the library experience.

Public libraries are also becoming content creators, especially through the digitisation of unique local history content. Crowd sourcing of data is becoming more common as the community is engaged in developing and updating content.

Public library membership increased from 50% of the population in 2005 to 55% in 2013

# Libraries By The Numbers



# Working For The Sector

## LIANZA

In operation since 1910 and incorporated by its own act of parliament LIANZA is the professional organisation for the New Zealand library and information profession. LIANZA membership reaches into every library sector, including public, tertiary, business, health, and medical, law, central government, health, school, and theological libraries and their professional staff. With a vision to be the “vibrant, vital professional voice for those engaged in Librarianship and Information Management” LIANZA is committed to strengthening the library and information profession in New Zealand.

[www.lianza.org.nz](http://www.lianza.org.nz)

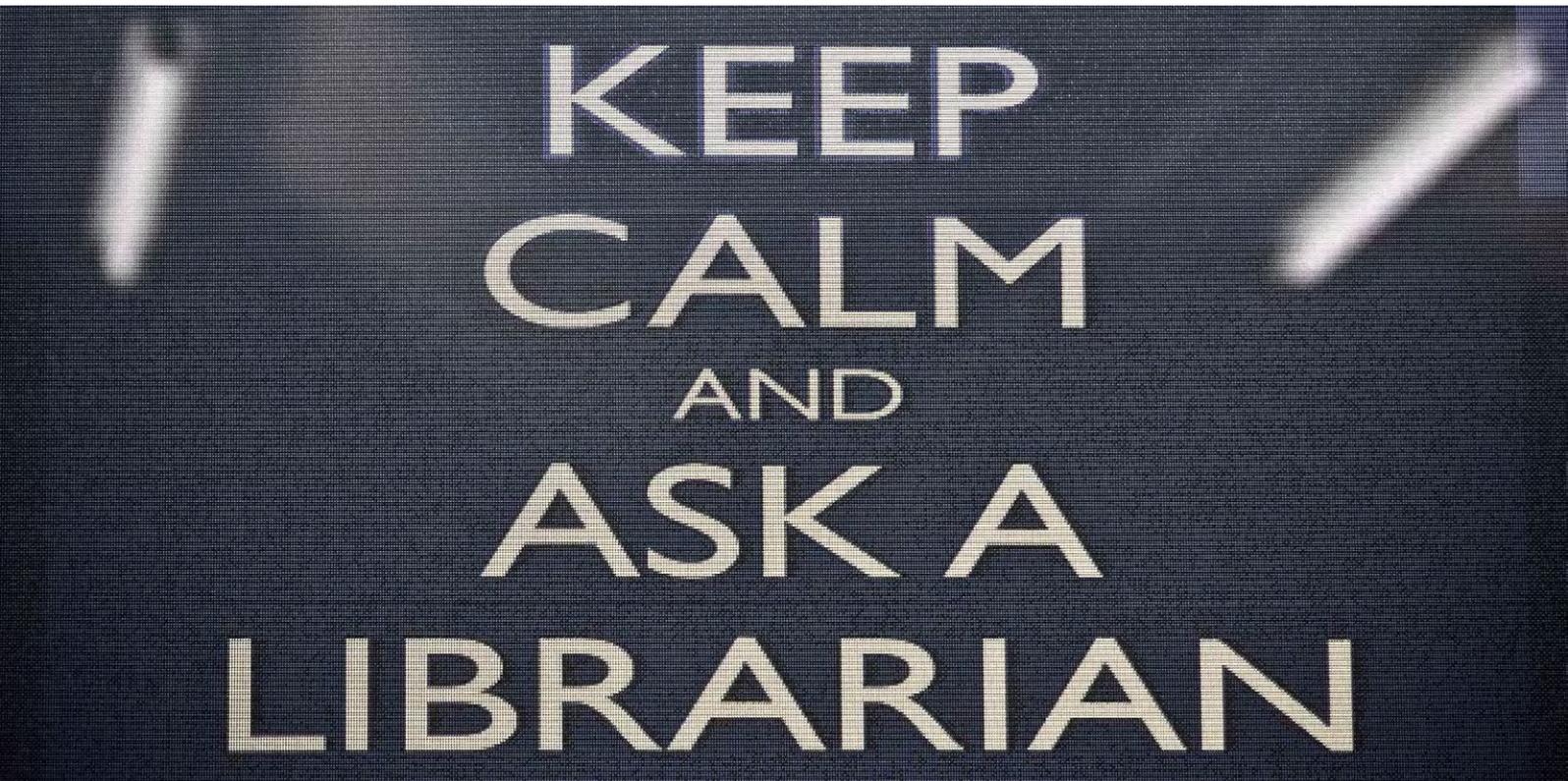
## APLM

Established in 2007, the Association of Public Library Managers (APLM) represents and promotes the interests of public libraries and their users at a national level. APLM’s strategic goals include delivering better value public services; forming strategic alliances; and using new technologies to deliver content and services anytime, anyplace.

In 2012 APLM published the [Public Libraries’ Strategic Framework](#) [PDF, 6.2MB] which outlines priorities focused on enhancing the delivery of library services anywhere, anytime, in the digital environment. Collaboration with other partners including the National Library, LIANZA, LGNZ and schools is a key aspect. Current areas of particular focus are the role that public libraries have as community digital hubs; literacy initiatives; reading support and promotion; content delivery and working towards a national eBook solution.

In 2013 voting membership of APLM was broadened to include a greater number of senior managers working in public libraries in order to bring a wider range of knowledge and experience to draw on.

[www.publiclibrariesofnewzealand.org.nz](http://www.publiclibrariesofnewzealand.org.nz)



KEEP  
CALM  
AND  
ASK A  
LIBRARIAN



There are 44  
university  
libraries or  
branches in  
New Zealand

## SLANZA

The School Library Association of New Zealand Te Puna Whare Mātauranga a Kura (SLANZA) aims to strengthen and promote the role of school libraries, to enable all school communities to become information literate.

SLANZA provides networking, support, cross-sector relationships and advocacy for the benefit of members. SLANZA provides professional development in regions as well as their free online training course “Connected Librarians”. Their bi-annual conference attracts international speakers and supports local school library staff to develop.

SLANZA have a comprehensive reading website which supports teaching and student achievement with reading lists and resources and they provide study grants, annual awards, life membership and the highly regarded [Collected](#) magazine with a focus on school libraries.

[www.slanza.org.nz](http://www.slanza.org.nz)

## Te Rōpū Whakahau

Te Rōpū Whakahau is the organisation which unites Māori librarians and information specialists in Aotearoa New Zealand. Te Rōpū Whakahau aims to teach, strengthen and unite us all no matter where we are, and to advocate for the improved management of Māori workers, Māori materials and Māori clients.

Te Rōpū Whakahau is a growing association of people engaged in libraries and information either personally or professionally. The association offers an extensive support network across Aotearoa New Zealand for Māori passionate about the intergenerational transfer of wealth and knowledge. This support ranges from regional and national activities to simply socialising with other members.

Te Rōpū Whakahau is an association that includes people from iwi and hapū, rūnanga, wharekura, kōhanga and kōhungahunga; story tellers, waiata composers and authors; who work in schools, galleries, archives, museums and in the information and communications technology sector.

Our members are national and international individuals and organisations that have a keen interest in the indigenous worldview and its application to the information sector. Te Rōpū Whakahau advocates for Māori working in Libraries and Information, client access and services, and improved management of Māori materials.

Through their Mātauranga Māori courses delivered to the sector, and their on-going work developing the Māori Subject Headings for New Zealand Te Rōpū Whakahau is having a significant impact on the library sector.

[www.trw.org.nz](http://www.trw.org.nz)

## Working For The Sector: Continued

### IAML(NZ)

The New Zealand branch of the International Association of Music Libraries, Archives and Documentation Centres (IAML(NZ)) seeks to encourage and promote the activities of music libraries, archives and documentation centres, to support and facilitate the realization of projects in music bibliography, music documentation and music library and information science at national and international levels. The New Zealand branch was established in 1982 and since then has achieved much to support music and music librarianship in this country in all sectors where music is found, from public libraries to academic and special libraries.

IAML(NZ) also has an advocacy and support role, recent work includes garnering support from the music community around the country when the music collections at the National Library were under review, making a submission to the TPP negotiations with regards copyright and how this would affect music, and attending the select committee hearings (by invitation).

IAML(NZ)'s biannual journal "Crescendo" (available in print subscription and online through EBSCO) covers a wide range of topics including research, musicology, updates on technology, information about specific less well-known collections around the country and much more.

The annual IAML(NZ) conference is held at different venues around the country and attracts interesting and stimulating speakers, provides an engaging and interactive programme and this also offers great learning and networking opportunities. IAML(NZ) offers a travel scholarship to attend their conference and, where possible, support to attend the international IAML conference.

Following their 2013 conference, in collaboration with the National Library, IAML(NZ) hosted a training session on cataloguing music with RDA which was very well attended and greatly appreciated. The 2014 conference will be held in Auckland directly following the LIANZA conference and IAML(NZ) are presenting a workshop on Digital music at the LIANZA conference.

[www.iaml.info](http://www.iaml.info)

### NZLLA

The New Zealand Law Librarians' Association (NZLLA) supports and promotes the interests of legal information professionals in New Zealand and their 130 members work in many library sectors, including public, corporate, tertiary education, law society, business, central government, and courts. Members interact with their international colleagues frequently in the course of their work and the Association has reciprocal members' rights accords with local and overseas professional bodies.

The NZLLA lobbies government and other bodies on information issues and it presents members' collective views to legal information providers.

The NZLLA provides a vibrant, varied and vital professional education programme for its members organising seminar sessions and social functions regularly in Auckland, Wellington and Christchurch, with many presentations being delivered by telephone or video conference calls so that members throughout the country can participate.

The Association communicates with its members via their website, the LawLibs electronic discussion list and various social media channels.

The Association is currently exploring methods for making recordings that will be available to members anytime, anywhere and will be holding a symposium later this year.

[www.nzlla.org.nz](http://www.nzlla.org.nz)

# LIANZA's Work For The Sector



## Conference

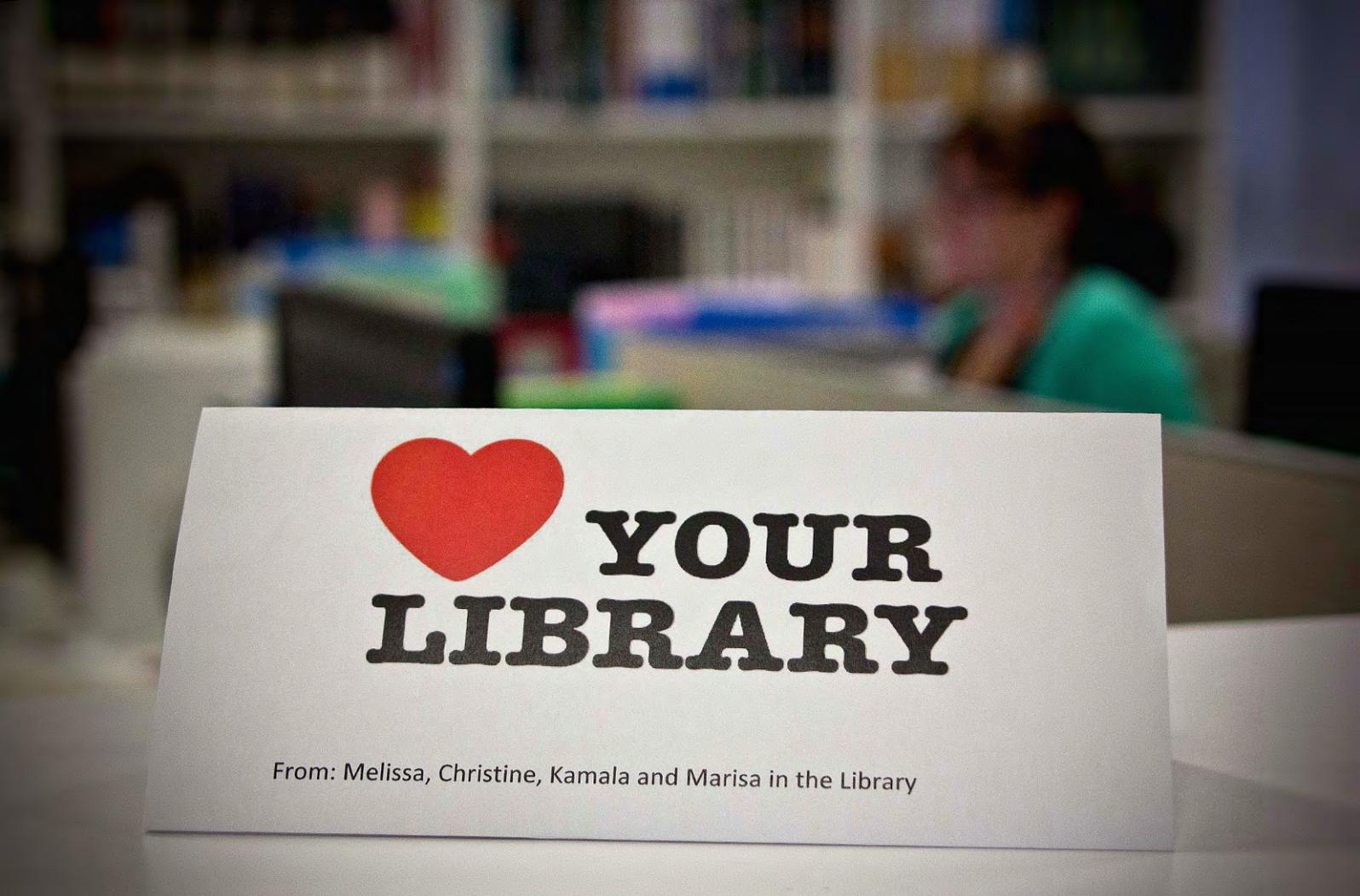
LIANZA delivers an annual conference for the New Zealand Library and Information Profession, bringing together over 500 delegates and 50 suppliers in the largest meeting of the Library Sector in New Zealand. This year's conference theme is Pou Whakairo – Connect and Thrive. Keynotes in 2014 include Thomas Frey and Eihblin Roche.

## Strengthening the Profession

LIANZA has been working on three project strands with the overarching aim of strengthening the Library and Information profession within New Zealand. These have focused on identifying emerging leaders, assisting librarians in developing the skills they will need to meet future challenges, and working to develop a cohesive brand for New Zealand libraries.

## Remuneration

LIANZA has worked with strategic pay to provide relevant and up to date remuneration information for its members, along with sample job descriptions for key library positions.



# YOUR LIBRARY

*From: Melissa, Christine, Kamala and Marisa in the Library*

## **CPD**

LIANZA continues to provide a wide range of professional development offerings to the sector, both online and face to face. LIANZA is currently developing a series of training modules for face to face delivery in the regions, with a new method of distribution allowing LIANZA to significantly reduce the cost of training to the sector.

## **Health and Safety**

LIANZA is currently working to update its OSH Standard for the Library and Information Sector and is developing a best practice guideline, as well as a series of tools to integrate with the ACC Discomfort, Pain, and Injury resources.

## **Supporting the Profession**

LIANZA continues to promote the interests of the Library and Information profession. In 2014 LIANZA made a submission on the Local Government Amendment Act to articulate the potential impact of changes to development contributions on libraries. LIANZA also (as part of the Fair Deal Coalition) met with TPPA negotiators to discuss the implications of proposed changes to copyright legislation as a result of this agreement. In addition, LIANZA has made submissions on local government plans highlighting the need for robust library services, and has also supported members by providing information on the value of libraries.

## **Collaboration**

In 2013 LIANZA hosted a meeting of key library associations within New Zealand including APLM, SLANZA, LLA, TRW, and CONZUL. In the ensuing year, as a result of this meeting, information sharing between the associations has increased. In addition SLANZA and APLM are working with LIANZA to deliver content streams at the annual LIANZA conference.

# Special Interest Groups

*LIANZA offers Special Interest Groups in a variety of areas to encourage the exchange of information and facilitate the sharing of ideas and support.*

## Digital Library SIG

Digital Library SIG, formerly Information Technology SIG (IT-SIG), provides a forum for discussion, information and education on digital library developments and information technology in libraries. Current membership is around 130 individuals working in areas such as library websites, library catalogues and management systems, digital asset management systems, institutional repositories, and video, image and text digitisation projects.

The SIG holds a workshop and often an “Unconference” at the LIANZA Conference each year to discuss issues and enable members, and potential members, to network and discuss topics such as website redevelopment, library guides software, changing discovery experiences, Facebook and Twitter.

The SIG runs webinars focusing on more specific areas of interest allowing presenters to share their computer displays and discuss work practices and problems. Topics have included digitisation, ebook standards and patron-driven acquisition models, discovery layers, metadata normalisation and digitisation standards

The SIG runs a wiki at [lianzaitsig.pbworks.com](http://lianzaitsig.pbworks.com) and the DigLibSIG email discussion list.

## PIMN SIG

Te Herenga o te Moana-nui-ā-Kiwa: Pasifika Information Management Network Special Interest Group is a support network of, and for, Pasifika librarians and information management colleagues who work with Pacific communities and collections. The current membership is 16 however there are 130 people signed up to the discussion list.

PIMN's vision is to provide and contribute “to the enhancement of Pasifika peoples’ lives by delivering services and information which are easily accessible, current, meaningful, and relevant to their development and contribution to society.” (PIMN's Mission Goals).

PIMN actively participates in exploring, researching, and documenting the way Pacific indigenous knowledge is currently being recognised and managed in our institutions; raising the status and availability of Pacific literacy materials; advocating for the digitisation of Pacific newspapers; better access to Pacific resources, and enhancing support services to Pacific communities.

PIMN provides professional development activities for members and other colleagues including guest speakers, presentations with tours of significant Pacific resources and workshops and seminars.





# Library

## and Information Services

### Health-SIG

Health-SIG provides a forum for health sector library and information professionals. The current membership is around 85, comprising librarians from District Health Boards, Non-Government Organizations (NGOs), Polytechnic and university libraries, as well as personal LIANZA members with an interest in health information.

Whilst its purpose is general and professional, it also provides a space for health librarians to discuss a variety of issues both directly and indirectly impacting on the work of our members. Health-SIG provides stimulating study days, conference programmes, friendship, camaraderie, vibrant email and in-person discussions.

Associated with Health-SIG is the email discussion group Health-INFO which focuses on issues concerning health information in New Zealand.

### TELSIG

The Tertiary Libraries Special Interest Group exists to promote the interests of librarians and libraries associated with tertiary education and aims to foster discussion and information sharing, encourage co-operation and collaboration, and provide professional development opportunities. Current membership is over 160 from across the country.

Due to the diverse locations of members and the sometimes isolated nature of their roles within their institutions, the group concentrates on building up a selection of online activities where the barriers to participation such as cost and travel are lower. The online discussion groups are a popular and cost effective way to both improve professional knowledge and connect with colleagues all around the country.

### CatSIG

Cataloguing SIG supports those employed exclusively or primarily as cataloguers as well as those where cataloguing is one task amongst many. The current membership is 185, made up of all library types, sizes and areas.

A major CatSIG initiative is to organise cataloguing training in both main centres and regional areas in the form of webinars, as well as providing funding so courses can be offered at minimal cost to participants.

CatSIG supports the sector by providing sponsorship for students taking cataloguing courses at the Open Polytechnic and Victoria University of Wellington and by sponsoring LIANZA Conference speakers.

Contact is maintained with the membership through a quarterly newsletter and a discussion list.



## Preservation SIG

The purpose of the group is to foster awareness and understanding of preservation issues as they relate to New Zealand libraries in order to achieve positive outcomes. As preservation is an issue for all libraries, the group seeks collaboration across all library sectors— for analogue, born digital and digitised collections. Current membership is 42 comprising personal members in public, tertiary, museum, theological, business, government and research libraries and six institutional members.

The SIG aims to help develop awareness of strategies, best practice and standards for the preservation of, and access to, a wide range of library information resources. The SIG works closely with the National Preservation Office (NPO) as it facilitates and coordinates preservation initiatives for national documentary heritage collections, with SIG representation on the Client Input Group of the NPO.

Preservation SIG works to enhance strategic partnerships with allied (regional and national) heritage sectors and organisations, including collaboration on the provision of training, workshops and symposia, and assisting with the regional care and co-ordination of heritage resources; and to advise the LIANZA Council, and contribute to the development of policy.

## SLIS

SLIS (Special Library and Information Services) is a group of 195 librarians working in a range of special libraries in the lower North Island and the South Island. The majority of members are based in Wellington and work in government and corporate libraries.

SLIS design our professional development events with the LIANZA bodies of knowledge in mind, to ensure that SLIS members are able put attendance at these events towards their professional registration. Normally, up to 50 members attend each SLIS event. These are either held in the evening with time for networking, or over a lunch break.

We offer sponsorships for professional development opportunities and registrations to LIANZA conferences; we also work with the New Zealand Law Librarians Association sometimes to co-ordinate meetings and events.

## Special Interest Groups: Continued

### PubSIG

PubSIG promotes and supports the development of public library services and the librarians who work in them.

The group advocates on behalf of public librarians, raising awareness of issues that impact them and providing financial assistance from time to time in the form of scholarships. The current membership is 219 nationwide.

The SIG offers a forum for communication, networking opportunities and a chance to celebrate the great work that public librarians do each day in New Zealand.

The group helps provide training opportunities and has sponsored members to attend training and communicates with members via the listserv and PubSIG on Facebook – actively seeking “good news” stories and disseminating them – as well as maintaining a presence on the LIANZA website.

### EAST-IN SIG

EAST-IN SIG is a group for information specialists in the East Coast/Hawkes Bay Region, designed to conduct continuing education for information professionals.

The current membership is 25 members. The group holds a number of events each year and communicates to its membership via email, flyers and a blog - [east-in-sig.blogspot.com](http://east-in-sig.blogspot.com)



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