HLANEWS

Perspectives on an AGING WORKFORCE

This article by Cheryl Hamill is one you will want to keep handy. Cheryl writes on our aging health librarianship workforce and how we can help to identify and address this issue. We can all draw from her experience and use these points when the human resource (HR) planners ask us the question "What issues and risks affect Allied Health and Health Sciences personnel?"

This article has been adapted from some words prepared for a response to planning being done with Allied Health and Health Sciences professionals in my own organisation. Health librarianship is a very small profession that seldom receives attention from workforce planners and has extremely limited professional development opportunities. Most professional development (PD) is driven from within the small profession. There is almost no career structure available to entice people to take up enhanced skill development though in general the Health system has been incredibly lucky to have very dedicated and highly skilled librarians across the system permanently sitting at low level professional stream classifications. Last year, an in-depth report by Health Libraries Australia, Health Librarianship Workforce and Education: Research to Plan the

Future (www.alia.org.au/groups/healthnat/pubs/ReportMay2011) reported on the state of play in health librarianship across Australia.

The age profile of health librarians is of concern. We are an ageing profession with few new entrants in younger age brackets. For example, at my own Library there is no one under fifty and this same pattern is repeated in most WA Health libraries. Word-of-mouth tells us that this situation is common throughout the country. This is most evident when we gather at events such as conferences.

Things aren't looking much brighter for the future either. We hear from library and information science educators that those entering the profession tend to be second or third career entrants and so are starting out at an already advanced age. Recruitment of librarians with any sort of health background is very rare although some libraries are fortunate enough to have some such staff.

There is no specific education or training to become a medical/health librarian – it tends to

be an apprenticeship type process to pick up the specific knowledge and skills needed in health after completion of a librarianship qualification. This is an unsatisfactory way to develop changes to the professional skill set and the understanding required to meet the needs of the health system. A common preoccupation with many health professions is role scope and enhancement. There is much

INside

FROM YOUR

CONVENOR

Welcome to the June 2012 issue of HLA News.

There are some great professional development opportunities for health librarians coming up later this year. First is the HLA Professional Development day on Tuesday 10 July at the Garvan Institute in Sydney. The theme of the day is 'Speaking Systematics – Primer on Systematic Reviews for Health Librarians'. The program has now been finalised and speakers include Dr Edoardo Aromataris from the Joanna Briggs Institute; Sarah Hayman from Flinders University; Ruth Mitchell from the Cochrane Renal Group; Catherine King from the National Centre for Immunisation Research and Surveillance; Debbie Booth from the University of Newcastle Library; and Julie Williams from the University of New South Wales Library. Topics to be covered include: the researcher's perspective on systematic review searching, qualitative systematic reviews, expert searching, using published standards for searching, the librarian as a member of the systematic review team and using EndNote to manage systematic review results. There will also be a showcase session in which Katie McKay from St Vincent's Hospital Library will discuss integrating decision support into the electronic medical record, the HLA/HCN Health Informatics Innovation Award will be presented, and the winner of the Anne Harrison Award will be announced. Registrations are now open and filling fast so

please visit the website (http://hla2012.blogspot.com.au/) for all details plus the registration form.

ALIA continues to provide high-quality online education opportunities through the FOLIOz program. This year the BREAKOUT course is being offered over eight weeks in September/October. This course examines new and extended roles in healthcare information, and how librarians and other information professionals can acquire the knowledge and skills to move into these new roles. Registrations for the BREAKOUT course are now open; see the ALIA training web page for more details (http://www.alia.org.au/training/).

Many of you will have read the reports in the December 2011 issue of HLA News of the first Australian Evidence Based Practice Librarians' Institute held at the University of Queensland in November/December last year. Following the success of last year's Institute, the program will be repeated this year in Darwin in September. This three-day residential workshop explores the basis of evidence based practice through lectures and small group activities, with a maximum of 24 participants led by 8 tutors. More details are available in the announcement in this issue and also on the website: http://elibrarygroups.health.nt.gov.au/ebpseminar2012. The Institute will be led again in 2012 by Connie Schardt, Associate Director for Public Services at the Medical Center Library, Duke University and adjunct faculty at the School of Information and Library Science at the University of North Carolina Chapel Hill. Connie teaches evidence based practice to library students and practicing librarians

in the US, Canada, and other countries, in both online and face-to-face workshop formats. We are very fortunate to have Connie's support for the Australian EBP Librarians' Institute.

So, three great professional development activities on offer in the second half of 2012, all of which will provide participants with the opportunity to extend their knowledge and skills in health information practice. As the research into health librarians' future roles and skills conducted by HLA over the last few years has demonstrated, our profession is changing as the health context changes, and we must anticipate, and be prepared to move into, new roles as they emerge. The report of this research project was released in 2011; to access the report follow the link from the HLA ALIA webpage (http://www.alia.org.au/groups/healthnat/) . The report contains seven key recommendations and the HLA Executive, working with ALIA staff and Board of Directors, has commenced implementation of these recommendations. A working party has been established to oversee implementation under the governance of the ALIA Professional Development, Education, Research and Publishing (PDERP) sub-committee. A project officer will be appointed shortly to assist the working party to achieve its key outcomes which include: a framework of competency-based standards for health librarianship; a certification and revalidation program for our profession; inclusion of health librarians in the current Health Workforce Australia reforms; and closer links between HLA and closely related professional bodies such as AHIEC (Australian Health Informatics Education Council) and HISA (Health Informatics Society of Australia).

As our profession changes, and health librarians move into new roles and acquire new skills, we should also keep in mind the demographics of our workforce.

HLA/HCN INNOVATION AWARD
WINNER announced

Applications for the 2012 HLA/HCN Health Informatics Innovation Award closed at the end of March. We are very pleased to report that the entries received were of a high standard and we thank those who took the time to complete and submit their entry.

We are delighted to announce that the winner of the Award is Sarah Hayman for her entry "CareSearch Palliative Care Knowledge Network", an innovation at Flinders University, SA.

Sarah has won $3000 with support from Health Communication Network (HCN) and Health Libraries Australia (HLA) and will be presented with the award at the HLA Professional Development Day in Sydney in July by Allison Hart, Manager, Knowledge Solutions at HCN.

Sarah's abstract describing the project is reproduced at right.

The Award's selection panel also wish to acknowledge runner-up Bonnie Heim's application on "HAPI – Health Awareness Project Information" – you can read more about Bonnie's project in the next issue of HLA News.

Australian
Library and
Information
Association

HCN
HEALTH COMMUNICATION
NETWORK

The purpose of the HLA/HCN Health Informatics Innovation Award – sponsored by Health Communications Network (HCN) – is to acknowledge excellence/ innovation in performance by an individual information professional or team. It provides an opportunity for those working in the Australian health and biomedical library sector to showcase innovative projects which, through the use of health informatics or web technologies contribute to or support improved health outcomes.

The Australian Knowledge Network project

The Australian Knowledge Network project is a major initiative funded by the Australian Department of Health and Ageing since 2006 to facilitate access to palliative care literature and evidence for health consumers and health providers. The CareSearch website has been developed within this project.

The CareSearch project team (of researchers and librarians) has developed a palliative care search filter to enhance access to evidence of high quality. Evidence-based search filters use a detailed and intensive research methodology to enable automated real-time retrieval of relevant literature, and can result in more comprehensive and routine retrieval, for health librarians and for clinicians, academics and researchers. The filter is available free of charge on the website where it is part of a suite of services designed to support knowledge translation in the palliative care field. The filter can be used with one click to search for all palliative care information, or for more than 60 assigned special topics within the field. It can also be used as a base for users to build their own customised searches, and instructions are supplied for this.

The CareSearch project team in association with the Flinders Filters team, has developed several search filters and associated research expertise. Current filters include: palliative care, heart failure, lung cancer and primary health care, with future filters to include Indigenous health, residential aged care facilities and bereavement. The Flinders Filters team grew out of the CareSearch project as a result of the need to support and further this work as an area of research as well as a project deliverable of clinical relevance.

Search filter use and development are of considerable current interest to librarians and others in the health knowledge and evidence field. The filter work undertaken at CareSearch is one of only a small number of such projects worldwide and has a significant practical outcome for users as well as extending understanding and capacity in the area through original research and publications. It demonstrates the ability of librarians in the health sector, working outside the traditional library environment, to contribute valuable expertise to a growing body of research while providing a service of demonstrable value to other health practitioners, patients, carers and families. At the heart of CareSearch is a collaborative approach in which health professionals, librarians and other information specialists work together using interdisciplinary knowledge and skills to provide a unique service.

The CareSearch website can be accessed at: www.caresearch.com.au and enquiries about the project can be emailed to caresearch@flinders.edu.au. Sarah will be available to answer questions about CareSearch at the Professional Development day on 10 July.

Editor's NOTE

Welcome back – I feel I am finding my feet as I bed down this, my second issue as Editor of HLA News. I would like to engage more with you, our readers. To this end, I invite you to write to me with your comments and suggestions on content you would like to see included within our journal. I would also like to hear from you if the articles you read within this edition stir any thoughts or emotions. To enable this, any material sent to me will be included in a new *Letters to the Editor* section.

This is your chance to have a go at writing. You can see your name in print or use a pseudonym if you prefer. It will be a great chance for us to get discussion going on issues that are important to our profession.

Of course, there is an open invitation if you would like to write an article for HLA News, just contact me via our email address: hla_news@hotmail.com.

I hope to meet and catch up with many of you at our PD Day in Sydney next month. Until next issue, enjoy our cooler months.

Jane Orbell-Smith AFALIA (CP)
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SOUTH AUSTRALIA HEALTH LIBRARY NETWORK
RELISHING THE ROLE

Mary Peterson, South Australia Health Library Network Knowledge Manager, talks about her role and implementing the recommendations of the SA Health library services review report presented in May 2010.

The various library services of SA Health were reviewed in 2009-10, and the final review report was presented in May 2010. The report stated that "SA Health has an ethical obligation to provide current evidence and information to support safe and appropriate clinical practice, policy development and research" and recommended that one SA Health Library Network be established. [1]

Key recommendations of the review included:

- [The development of a library network with] one formalised state-wide management structure, led by a Library Network Knowledge Manager (a librarian) who reports to a state-wide Executive Director
- One budget for all library costs and one shared internet/intranet based service for resources
- Central procurement of as many information resources as possible
- Delivery of the service via a redeveloped library internet portal (SALUS) [2]
- Establishment of a Knowledge Reference Group (KRG) to provide advice on policies and resources for the SA Health Library Network and to monitor the quality and performance of the SA Health Library Network.

The review and its recommendations were approved at the June 2010 meeting of SA Health Executive, and ratified on 17th June 2011. The position of Knowledge Manager was subsequently advertised, and I was appointed to the role in October 2011 for an initial period of one year.

Six months into that time, I have been invited to discuss my role as Library Network Knowledge Manager, what it means and how it differs from more traditional health librarians.

The main function of the role of the Knowledge Manager is to implement the recommendations of the library review. There are several key aspects to the role:

- Ensuring that the key recommendations are achieved (central purchasing and licensing of core resources, establishing a governance structure for the network, delivery of the redeveloped library portal, SALUS)
- Strategic planning for the future delivery of library services for SA Health
- Communication and raising awareness of the Library Network throughout SA Health
- Collaboration with library managers and library staff in the planning of the service

In this, there is no great difference from any library management position. What is different is the context in which the work is done – across a whole government department rather than a single site. The Knowledge Manager needs to have an understanding of the structure and functions of the entire Department and to develop networks across all areas of the Department, (in the same way that librarians do within their hospitals or health agencies). Being outside the service delivery level of a specific library greatly facilitates this, as the role belongs to the Department as a whole, and not one particular agency or hospital service. The Knowledge Manager role provides an opportunity for advocacy at a high Departmental level for the Library Network and its services. Continuation of the role in the future would enable ongoing collaboration with groups within SA Health and reduce the likelihood of information 'silos'. Collaboration has already been established with teams of one professional group with the aim of achieving coordination and possible rationalisation of their information resources. Significantly, contact has been established with the SA Health team developing a new enterprise-wide electronic patient record system to ensure that the mission-critical information resources are embedded in the system during its build phase and into the future.

The appropriate use of clinical information is central to safe, ethical, clinical practice and supports teaching, research, service planning and policy development. It is encouraging that SA Health has accorded recognition to the effective delivery of information and clinical decision-making support tools – key enablers for the delivery of the best possible health care.

Mary Peterson

REFERENCES
1. Healthcare Management Advisors. South Australia Department of Health, SA Health Library Network Review. Final Report 19th May 2010
2. Salus is the Roman Goddess of health and welfare. Similar to the Greek Goddess Hygieia, she was responsible for the health of both individuals and the Roman state. She is often depicted holding or feeding a snake, a common symbol of healing.

ABOUT THE AUTHOR
Mary Peterson is currently Knowledge Manager, Health Library Network in the SA Department of Health and Ageing. Prior to this, Mary had many years experience in the hospital library setting and has a particular interest in online information and service delivery, and emerging technologies.

TOPICAL BYTES:
Ebooks Pricing

Topical Bytes is a series linking you with quality health information sources. The topic this issue is the cost of ebooks.

Ebooks offer libraries a means of supplying texts to clients without having to (a) actually hold/store a print copy; and (b) purchase, catalogue and end-process multiple copies of the same title. They have the added advantage of library clients being able to access them from their own IT gadget often in a variety of forms. Initial thoughts were that ebooks would be cheaper because there was no longer the need to produce a print version. We are finding that the reality is quite different. Is this money grabbing by the publishers and aggregators or are there legitimate reasons behind the costs? The following picks are related to current discussion and actions. This is one topic that we in health libraries will watch with interest given our extensive move to electronic resourcing.

Dan Gillmor of *The Guardian* UK newspaper comments on the rapid price rise associated with ebooks noting as an example Barnes and Noble priced jumped between 30 and 50 percent. He identifies pricing ebooks in the same way as print versions as "a terrible deal for the customer". http://www.guardian.co.uk/commentisfree/cifamerica/2011/dec/23/ebook-price-swindle-publishing

Narasu Rebbapragad in *PC World* reports that the US Department of Justice is preparing to sue six major ebook publishers citing they have worked together to push up prices. http://www.pcworld.com/article/228688/updated_ebook_prices_fuel_consumer_outrage.html

James Titcomb in the UK newspaper *The Telegraph* reports that ebook prices will fall following agreement by some publishers to revise their model of pricing. He advises interestingly that the price of printing actually only comprises 10 to 15 percent of a book's price, hence a justifiable price similar to the print vrsion of a title. Three ebook publishers have moved to lower the cost of their ebooks. The price change was in response to the proposed suit by the US Government. http://www.telegraph.co.uk/technology/9216138/Why-do-ebooks-cost-so-much.html

The Telegraph also reports Apple as arguing that they want to protect the setting of ebook prices by publishers (not sellers). Apple were charging publishers 30% of the sale price as their commission for marketing a specific ebook. The sales figures around ebooks are quite staggering, in the US sales rose 117% at a cost of just under US$970 million. http://www.telegraph.co.uk/technology/apple/9198024/Apple-sued-over-ebook-pricing.html

Andrew Colley of *The Australian* gives us the local perspective. He predicts a backlash similar to that of the United States and interestingly points out that one of the publishers involved (HarperCollins) was in fact part of the News Corporation Group. http://www.theaustralian.com.au/arts/books/sellers-fear-backlash-on-e-book-price-pact/story-e6frg8nf-1226325302414

Ben Kersery of SlashGear cites a *Next Web* report that the Australian Competition and Consumer Commission is already investigating ebook retailers and how pricing is set on their products. It is reportedly inviting retailers to provide details of price fixing and anti-competition. http://www.slashgear.com/australian-watchdog-circling-around-apple-ebook-price-fixing-12222588/

INFORMATION RESOURCES GROUP
A Special Interest Group of the HTAi

Catherine Voutier, Clinical Librarian at Royal Melbourne Hospital, provides an informative look at the Information Resources Group and what being Chair of the Group really entails.

The Information Resources Group (IRG) is a special interest group of Health Technology Assessment International (HTAi), an international organisation for the promotion of health technology assessment. Group membership includes representatives from international assessment agencies, government policy makers, clinicians, methodologists, medical librarians, health system decision makers and industry.

The IRG has been around since 1997 when it first operated under the name of International Society of Technology Assessment in Health Care. When HTAi was formed in 2003, the group migrated and became one of the first special interest groups. It has a revolving chairmanship (Chair and Chair-Elect), an Executive Committee (chair, chair-elect, immediate post-chair, and two IRG representatives), and project working groups. The positions of Chair and Chair-Elect are held for two years. Until recently, the Chair-Elect chose someone they would like to work with from the membership; for future terms, the chair will be an elected position.

The Chair-Elect position is Chair-in-training. You learn by working closely with the Chair in organising the group annual activities and maintaining group cohesiveness and functionality. You are expected to attend the annual HTAi conference during your term in office, so accepting the position of Chair-Elect/Chair is a financial consideration as well as a professional development one. You can also expect a lot of emails!

The annual pre-conference workshop is the principal activity of the IRG. Planning begins in August, ten months before the annual conference the following June. The first action of the Chair is to locate a medical librarian in the area where the conference will be held. Workshop session proposals are sent out to the group in September and the Executive Committee review each one, the liaison librarian for local content. The workshop proposal is formally drawn up and a succinct version of the proposal is submitted to the Local Organising Committee with deadlines set for November. Accepted session speakers are advised by the Chair. The Chair also drafts an advertising schedule and delegates overseeing of related e-list advertising. The liaison librarian assists with local promotion. Once the Chair is informed of room allocation for the workshop and AGM, details of rooms and facilities are provided to the speakers with a request sent in mid-May for back-up copies of speaker presentations.

Trouble-shooting is a major part of being Chair. Last year, I could not attend the conference in Brazil due to the Chilean volcanic ash cloud cancelling all flights in and out of Australia. As I was also speaking at the workshop, I spent some time on Skype messaging the Chair and other speakers. This year, one of our main speakers has moved jobs and country of residence. I am currently following up on whether this speaker can attend. It is the responsibility of the speakers to find alternate speakers if they are unable to attend, but these responsibilities are not written in the IRG administration documents. One of my aims as Chair is to formalise expectations of Chair/ Chair Elect and speakers as a risk management strategy. This will have to be approved by the IRG members at the AGM.

Second most to the workshop is the AGM and the Annual IRG Dinner. The local liaison librarian scopes out venues and makes the booking. This is an essential job because in some years the conference is located in a country where English is not the main language spoken. The Chair presides over the AGM, setting the agenda and reporting the main activities of the IRG, and the working groups present their updates. The Annual Dinner is held on first evening of the conference, and all workshop attendees, speakers and the Executive Committee are invited to attend. This is a valuable networking activity and also provides downtime from the stresses of conference attendance.

The Chair is responsible for monitoring and advising the activities of the project working groups with the aim of encouraging research activities. To ensure this, the Group have developed a reporting schedule and evaluation forms. Reports are required at regular intervals for the Chair to then report to the HTAi Board. Currently there are two working groups: the HTAi Vortal working group and the IR Reference Tool working group.

Being Chair also comes with responsibilities to the HTAi Board and the Organisation itself. Chairs of special interest groups are automatically enrolled as part of the International Scientific Planning Committee (ISPC) and work closely with the Local Organising Committee in planning the following year's conference. One of the roles of the ISPC is to review workshop proposals and session abstracts. There is of course conflict of interest regarding the review of the IRG proposal, but the online reviewing software

One of the findings of the HLA health workforce and education research was that 66 percent of people who responded to the research survey fell in the 41 to 60 years age range. Therefore a large proportion of health librarians will be considering retirement over the next 10 to 15 years. Who will replace them? Will their jobs still exist? These are some of the questions Cheryl Hamill considers in her article in this issue 'Perspectives on an Aging Workforce'. Also in this issue there are a number of regular features such as the NHS Update from our 'UK Correspondent' and new features introduced by our new editor Jane Orbell-Smith. These include 'Topical Bytes' on the subject of e-book pricing and 'Web Wanderings'.

Finally, I have two important tasks to perform as HLA Convenor. The first is to announce the result of the 2012 HLA/HCN Health Informatics Innovation Award judging. The winner of the Award is Sarah Hayman for her entry "CareSearch Palliative Care Knowledge Network". Sarah has won $3000 with support from Health Communication Network (HCN) and Health Libraries Australia (HLA), and will be presented with the award at the HLA Professional Development Day in Sydney in July. For more detail about the CareSearch project see the announcement in this issue. I would also like to thank HCN and particularly Allison Hart, Manager, Knowledge Solutions for their ongoing support of this award.

My second task is to let you know that Melanie Kammermann, former HLA News editor, has resigned from the HLA executive. I would like to acknowledge Melanie's huge contribution to HLA over many years. She was the first convenor of the group when it was formed as a result of ALIA's restructure of state-based interest groups and, of course, was editor of HLA News for six years. Despite not having worked as a health librarian for a number of years, and relocating with her family to Hong Kong, she remains involved with and committed to health librarianship. The executive will miss her knowledge, experience and wisdom and hope to welcome her back to an executive role in the future.

Enjoy this issue of HLA News. I look forward to catching up with many of you at the HLA Professional Development Day in Sydney in July.

Suzanne Lewis
HLA Convenor

HEALTH LIBRARIES

more than just a search engine!

allows declaration of conflict of interest and responsibility for reviewing is passed onto another ISPC member. Planning for the 2013 conference in Seoul has already begun – with an intial teleconference that will be followed by a face-to-face one at the conference in Bilbao, Spain in June. The Chair is expected to attend the breakfast meeting with the HTAi Board, in addition to the conference dinner.

Being Chair of the HTAi IRG has been an excellent opportunity. I've met wonderful people and it has been a fantastic learning opportunity. My Chair-Elect is a search methodologist from the Canadian Agency for Drugs and Technologies in Health and we work well together. We will all meet together in Bilbao* after a year emailing each other.

If an opportunity comes along to Chair a special interest section or be on an association's board, why not try it? It will be challenging and take up time, but it could be worth it. I certainly feel more competent in organising international events in the future.

*The Group's next event is the HTAi2012 IRG Pre-Conference Workshop: *Transforming Information Services in a Changing HTA Environment,* 24th June 2012, Bilbao Spain. http://www.htai2012.org/Workshops.htm registration@htai2012.com

ABOUT THE AUTHOR

Catherine Voutier is the Clinical Librarian at Royal Melbourne Hospital, part of Melbourne Health. She is also Chair of the Information Resources Group at HTAi. Her past roles have included Information Officer with the Centre for Clinical Effectiveness, Southern Health, subject specialist and indexer with Australasian Business Intelligence, and Librarian at the Centre for Grief Education.

35 YEARS IN ONE PLACE

As Norma Worswick prepares to retire from Ballarat Health Service her colleague Nick Higgins reflects on a career that spans 35 years in one place, but far from standing still!

When Norma Worswick was installed as Librarian at the Base Hospital's new library in 1977 she found on its shelves 51 outdated medical texts and subscriptions to just five medical journals. Thirty-five years later and on the verge of Norma's retirement, the Library has 9,764 books and subscriptions to 8,188 journals.

In her 35 years as Library Manager, Norma has ushered in the digital age and seen demands for the library's service grow, particularly over the past decade with the arrival of more medical students. When she began at the Base, Norma, who had pursued librarianship after ditching a teaching degree which she hadn't enjoyed, could not imagine remaining in the one place for five years, let alone 35!

She recalls having a few hurdles to overcome in the early years.

"My first battle was over the budget. There was no budget," she said. "My second battle was wanting to get a photocopier. The CEO at the time said they were 'fly-by-night' bits of equipment that would not be around in five years' time".

The third battle was with a matron who would open mail to the hospital regardless of the intended recipient.

"She was thrilled with me ordering nursing and medical journals, ripping out the pages she liked. I would get the journals with pages missing so I rang the publishers to ask what was happening with my journals."

Norma eventually discovered where the missing articles had gone and confronted the matron who did not take kindly to the approach. She banned Norma from entering the nurses' home to post library notices without first obtaining permission.

For 18 years Norma managed the Library on her own before a clerical assistant was appointed. The new appointment meant the library could stay open while Norma had a lunch break. These days, the Library has four staff working over three full-time positions.

Norma had the first computer in the Hospital and in the mid-1980s had a modem linked to the National Library. By the late 1980s, the library had internet access. The Library is now well resourced with IT facilities, desks and an abundance of reading material. Norma says while the internet has brought obvious benefits it has meant reduced face-to-face contact.

Retirement activities for Norma start with her stepson's wedding at Margaret River, after which she has planned a jaunt through Europe. While that's happening, husband Colin will stay at home caring for their two beloved standard poodles.

Nick Higgins
Ballarat Health Service
Manager Media and Communications

Base Hospital librarian Miss Norma Worswick arranges journals in the newly opened W. R. Griffiths Library.

THEN AND NOW – a news clipping of Norma Worswick at the 1977 opening of the Ballarat Base Hospital library (ABOVE) and in 2012 (RIGHT)

FROM OUR 'UK CORRESPONDENT'
Crunch time for NHS – will it SURVIVE?

Dire warnings that the UK's new Health and Social Care Bill will result in a health service short on two essential ingredients for good health care: 'national' and 'service'.

Warnings by leading doctors about the new Health & Social Care Bill to re-organise the NHS are given in an assessment by the Faculty of Public Health (FPH), which represents 3,300 public health specialists in the NHS, local councils and academia. The Bill, they say, poses "significant risks … to patients and the general public" and could well damage "people's health and patients' experience of care". They also argue that there will be an increase in geographical variation in service provision – the postcode lottery. Also, imposing "a competitive market" on the NHS will make it difficult to provide joined-up care for the rising number of patients with long-term conditions, as separate organisations collaborating to provide care "may be seen as anti-competitive and incur substantial financial penalties".

Dr John Middleton, Vice-President of the FPH, which is calling for the NHS bill to be scrapped, said: "Under the new system patients may need to go to the NHS Commissioning Board for GP or optometrist care, the Clinical Commissioning Group if their hospital service or chiropody causes them a problem, Public Health England for their eye screening and the local authority public health service for their weight management and lifestyle services – it's a recipe for uncoordinated care and everyone passing the buck." NHS arrangements for emergency planning, screening and immunisation programmes are also "unsafe" because of flaws in the Bill, Middleton added.

The main changes that will take place are as follows:

1. The NHS will no longer be national. Each GP will decide on what to fund and what not to fund.
2. Waiting times are predicted to increase. Under the provisions of the Bill, hospitals can have up to 49% of beds occupied by private patients.
3. Currently there are three tiers of bureaucracy (Department of Health, Strategic Health authorities and Primary Care trusts). Under the new arrangements there will be: Department of Health, NHS Commissioning Board, strategic Health Authority clusters, Commissioning Support Organisations, Clinical Commissioning Groups, Clinical senates, Monitor, and HealthWatch.

So, it's a huge move from centralisation to decentralisation, but a massive increase in bureaucracy. It will be musical chairs for incumbents. And lots of duplication and no one quite knowing who is responsible for what.

Interesting times…

UK Correspondent

To comment on this article or other issues relating to health librarianship, please email the Editor at HLA_News@hotmail.com

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RMIT sponsored delegate
COMPETITION WINNER

RMIT Publishing is delighted to be the delegate sponsor for the Health Libraries Australia Professional Development Day to be held in Sydney on July 10th. The lucky winner of this promotion is Elizabeth Deans from Melbourne.

Elizabeth is Senior Librarian at The Royal Melbourne Hospital Health Sciences Library. Her entry described a range of electronic services implemented in her library, not least of which is the "seamless" client service provision that is actually three separate services.

Elizabeth has won an airfare, two nights' accommodation and registration to the HLA PD Day. Congratulations Elizabeth, we look forward to seeing you in Sydney.

RMIT Publishing specialises in providing leading online research from Australia, New Zealand and the Asia Pacific. The Informit Health Collection provides full text access to authoritative health research including peer reviewed journals, books, conference papers and reports from some of Australia's leading health and science organisations including CSIRO. With more than 47,000 records, the Informit Health Collection covers a range of topics including nursing, counselling, children's health, public health policies, audiology, biotechnology, Indigenous health, aged care and traditional and alternative medicines.

Developed in 2009 in response to growing demand for a single access point to Australasian health information, the Informit Health Collection is now a valued health information resource subscribed to by more than 100 health associations, government departments, research institutes, universities, TAFEs and state and public libraries around Australia.

The Informit Health Collection allows Australian health professionals to explore relevant research to further develop their areas of expertise For more information please visit http://www.informit.com.au/health.html or contact our Sales Team: sales@rmitpublishing.com.au or +61 3 9925 8210.

Recent publication by HLA Member

Congratulations to Veronica Delafosse, librarian at the Health Sciences Library at Caulfield Hospital in Victoria whom, in conjunction with her colleague Caulfield Hospital's spinal rehabilitation specialist Peter New, entered the challenging realm of peer reviewed article writing.

Veronica and Peter's paper "What to call spinal cord damage not due to trauma? Implications for literature searching" was published in the *Journal of Spinal Cord Medicine,* v.35 (2) 2012, DOI 10.11 79/2045772311Y.0000000053.

Veronica reports that the process enabled her to learn more about the peer review process and dealing with journal editors. She says they asked detailed questions that as an author, you needed to stand your ground whilst being able to justify your findings. Through negotiation, Peter and Veronica were able to have most of their editorial decisions accepted.

Dr New wrote in support of Veronica,

"One thing for me that is unique about our collaboration is that as a librarian you spend heaps of time helping others with research projects, (including multiple projects with me over the past decade plus). This project very much involved your expertise to make it happen and contribute to the literature and intellectual debate on this."

Dr New is attending an international meeting in September to speak to the paper. Responses received so far within the Spinal Cord Injury (SCI) community welcome the initiative and laying the ground-work for constructive debate. Once the SCI community decide on a preferred term for NTSCI, the next step is to submit it to the National Library of Medicine and Elsevier as thesaurus terms.

We will wait to hear Veronica's next instalment on the project's progress.

LINKS TO CURRENT HEALTH INFORMATION

WEB WANDERINGS

A regular column linking you with current health information related issues and discussion from the web.

Essential Nursing Resources (26th Ed)

The 26th edition of the ICIRN Essential Nursing Resources (ENR) list is a resource for locating nursing information and for collection development. The list includes print, electronic, and web sources to support nursing practice, education, administration, and research activities. Only the most recent editions and website addresses have been included. The list was compiled to point to pathways for exploration, rather than be an end point, and to expand to other formats beyond traditional references.

New and redesigned sections in this edition include Blogs, Forums and Discussion Lists; Evidence-based Nursing; Management; Patient Safety/Quality Assurance; and Toxicology, Environmental, Occupational Health. See the Key below for the indication of the format of the resource and its availability via mobile, online or print.

www.icirn.org/Homepage/Essential-Nursing-Resources/Essential-Nursing-Resources-PDF.pdf

Medical Librarians: Part of the Health Care Team (Medical Library Association)

This website promotes health librarianship to those who may be considering entering the profession. The site includes role information and video clips. Needs some of the salary information updated or adjusted to the National levels but overall a concise and informative website.

www.healthpronet.org/ahp_month/01_07.html

HLWIKI Canada

HLWIKI Canada is an open, freely-accessible wiki with entries about health librarianship, social media and a range of information technology topics. Recent additions include an excellent section on Aboriginal Health although focusing on indigenous Canadian issues, this may prove to be of great use to Australian and New Zealand health professionals. The site commenced in 2007 and hosts more than 700 pages. It is very popular evidenced through its 4.3 million views.

http://hlwiki.slais.ubc.ca/index.php/UBC_HealthLib-Wiki_-_A_Knowledge-Base_for_Health_Librarians

ARCHI

The Australian Resource Centre for Healthcare Innovations (ARCHI) is an unique national information and networking service for health professionals. ARCHI supports innovation in health care delivery by disseminating resources and fostering connections between health care providers and service managers who are involved in implementing change.
Recent topic and resource additions include: Essentials of Care, Young Parents Project. The site also has strengths in the areas of Health Promotion, Primary Health Care, Quality and Safety, Service Redesign, Chronic and Complex Care, and, Falls.
www.archi.net.au/

Export directly from Google Scholar to EndNote

Google Scholar has the ability to save citations from searches into EndNote. Open Google Scholar and select 'Scholar Preferences' near the search box. Scroll down until you get to 'Bibliography Manager' near the bottom of the page. Select 'Show links to import citations into' and change the option to 'Endnote'. Click on 'Save Preferences' and you're set to go. Now when you do a search you will have an option 'Import to EndNote'.

Health Apps Focus: "FoodSwitch"

The George Institute in conjunction with health insurer BUPA developed and released "FoodSwitch", a free smart phone app to help consumers make healthier food buying choices. Information on 28,000 product contents is accessed using the smart phone's camera to scan packaged food barcodes. The site even offers a suggestion of a healthier alternative – a bit like carrying your own dietician in your pocket.

www.georgeinstitute.org.au/foodswitch

National Library of Medicine

The National Library of Medicine presents information on changes that have happened at NLM and with their online resources at each MLA conference, the latest ones are:

MLA 2012: NLM Online Users' Meeting: PowerPoint Presentations. NLM Tech Bull. 2012 May-Jun;(386):e6b. http://www.nlm.nih.gov/pubs/techbull/mj12/mj12_mla_ss_ppt.html

MLA 2012: NLM Theater Presentations. NLM Tech Bull. 2012 May-Jun;(386):e6a. http://www.nlm.nih.gov/pubs/techbull/mj12/mj12_mla_theater_ppt.html

ANNE HARRISON AWARD
SPECIAL ANNOUNCEMENT

As we go to press it has just been announced that Melanie Kammermann has won the 2012 Anne Harrison Award with the project 'Census of Australian Health Library and Information Practitioners and Services'.

Melanie's co-applicants are Gillian Hallam, (Adjunct Professor, Library and Information Studies, QUT), Lindsay Harris (Manager, The Queen Elizabeth Hospital, Adelaide) and Scott Hamilton (Technical Consultant, Brisbane).

The primary aims of the project are to conduct a census of Australian health libraries and self-described health librarians working in settings other than libraries. The data collected will be publicly reported and the census will be replicable for the future. A web based data collection and reporting system will be developed for both current and future use.

A secondary aim will be the development of an online directory of Australian health library and information services.

The award will be presented at the Health Libraries Australia Professional Development Day in Sydney on 10 July 2012.

About the Anne Harrison Award

http://www.alia.org.au/awards/merit/anne.harrison/

This Award commemorates the contribution of Miss Anne Harrison (1923-1992), librarian-in-charge of the Brownless Medical Library at the University of Melbourne (1949-1983), and founder of the Central Medical Library Organization (1953-1994). She helped pioneer the introduction of Medline into Australia, and was a founder of the Australian Medical Librarians Group in the early 1970s, and later of the LAA Medical Librarians Section (now ALIA Health Libraries Australia). An ALIA Fellowship was conferred on her at the State Library of Victoria on 21st June 1989 by Averill Edwards, ALIA President. The prize money for this biennial award is $5,000.

The Award makes funding available for:

1. Research projects that will:
   - increase the understanding of health librarianship in Australia, or
   - explore the potential for the further development of health librarianship in Australia.

or

2. Projects to enrich the knowledge and skills of Australian health librarians, to help support:
   - an approved course of study or study tour, or
   - a publication in the field of Australian health librarianship, or
   - continuing education courses, including meeting the expenses of overseas speakers.

Applicants are not limited to ALIA members or to librarians, provided proposals meet the objectives of the Fund.

For further information on the Award and application guidelines please visit www.alia.org.au/awards/merit/anne.harrison/

Paper and poster submission for
MLA '13 IN BOSTON

MLA '13, will take place on May 3–8, 2013, in Boston, and will incorporate the 11th International Congress on Medical Librarianship (ICML), the 7th International Conference of Animal Health Information Specialists (ICAHIS), and the 6th International Clinical Librarians Conference.

Submissions for the MLA 13 opened on November 30, 2011. The 2013 contributed papers and posters submission deadline is May 1, 2012. Final findings and results may be added to the accepted papers and posters up to 1st February 2013, so you don't have to have completed research to submit a paper or abstract.

The same system will be used for submissions to all four parts of the incorporated meeting – MLA, ICML, ICAHIS and ICLC.

The 2013 meeting theme is "One Health: Information in an Interdependent World," which emphasizes global interdependencies in all health-related areas. "One Health" is meant to encompass not only human and animal health, but also public health, environmental health, climate change, food safety and production, and international health policy.

For access to the online submission process, instructions, and a list of section program themes, see www.mlanet.org/am/am2013/.

AUSTRALIAN EVIDENCE BASED PRACTICE LIBRARIANS' INSTITUTE

4 to 6 September 2012

Darwin Health Library, Royal Darwin Hospital Campus, Darwin NT.

An introductory three day residential seminar, covering the steps required for Evidence Based Practice (EBP). The course is designed and taught by medical librarians and is directed towards medical librarians who need to support Evidence Based Clinical Practice in their institutions. The program allows librarians to work together in a relaxed and supportive environment. It combines general content in large group engaging lectures and small group interactive sessions to practice basic concepts of Evidence Based Practice. During the three days you will have the opportunity to acquire the knowledge and skills needed to support evidence-based practice.

Cost: $1350 per person for three day attendance including three nights' accommodation, full catering and facilities. Internet access and WiFi access at the Darwin Health Library will be available at no cost. The cost for local participants is $1050 (accommodation not included).

Further information at http://elibrarygroups.health.nt.gov.au/ebpseminar2012

NOTE This seminar will be limited to 24 participants. Those first to register will secure places...

to learn from other professions in staking claim to our scope of practice (as that may be eroded too if we do not take care) and looking at opportunities to apply our profession's knowledge base and skills to enhancement of roles.

It is difficult to ascertain statistics on Health Librarianship as an employment stream. Codes used within our organisational HR systems are devised for financial reporting rather than using recognised standard classification. If the Australian Bureau of Statistics' Australian Standard Classification of Occupations (librarians ASCO code 2292) was assigned to positions some data would be easily retrievable. Useful workforce and profession planning data would include age, qualification and employment level information. It must however be noted though that although use of the ABS code may work within health HR structures it would not work as effectively within other organisations employing librarians (e.g. local council, state government or universities) as the code does not specify health and extends to all fields of librarianship. If used consistently across the country however, there would at least be some (not comprehensive) statistics that could be found by means of a cross-link between the librarians ASCO code with the ABS industry code for Health. Other mechanisms would be needed though to get a complete picture. The census type issues are a focus for HLA Executive concern in 2012 and into the future.

Health librarians across Australia want to interact effectively with Health Workforce Australia to ensure our numbers are counted. To rectify lack of access to readily identifiable statistical information, we need to recommend our respective HR senior officers use the predefined ASCO codes. This would assist with national workforce planning and also feed into national industry needs and education (tertiary study) planning processes. If employers move in a common direction it should

make the whole data collection process simpler.

Health libraries currently work collaboratively but many things need to change for us to work effectively in the future. Our roles are highly specialised and evolving rapidly to deliver electronic and other library services that meet the needs of an evidence-based health system. Formal planning processes often do not consider library service requirements and there are many things about the structure of our services that need to change. Structural readjustment is not just something that affects auto and manufacturing industries! Service redesign is now routine in health systems and health libraries services would benefit from a fresh self-examination. Workforce issues are central to redesign and though there are no doubt crocodiles in the waters, they are there even if we do nothing.

Imagine if you will, a service redesign planned around the needs of clients that makes the best use of your skills and gives you a career structure mapped out around defined and enhanced scopes of practice (with associated professional development options). Where new means of delivering services are developed that are valued and supported because they clearly match the needs of your clients. Where you have a career structure that is staffed with adequate numbers (back-filled for leave relief) and perhaps an intern employment year supported by the organisation for ongoing recruitment as positions become vacant. Where ways are found of keeping our aging workforce with skills to offer connected to the workforce and, where the mere counting of us in a workforce census counts us in a real and meaningful way.

Cheryl Hamill
Librarian in Charge, Fremantle Hospital and Health Service, SMAHS, WA Department of Health

EDITOR'S NOTE:
The HLA Executive is continuing work on workforce requirements including education requirements and competencies.

MEMBER SPOTLIGHT

BRONIA RENISON
FAST FACTS

HLA member since:
Mid 1980's – Medical Libraries Section, Victoria, committee member and newsletter editor.

First professional position:
Victorian Plant Research Institute, Burnley Gardens (Victorian Dept of Agriculture) – I started as a cadet librarian while studying.

Current Position:
Director Library Services for Townsville Health Service District (since 1997).

Education:
Bachelor of Arts (foreign languages), DipLib ARMIT.

Favourite Website or Blog:
YouTube for music and dance videos.

What do you find most interesting about your current position?
Using new mobile technologies to deliver library services.

What has been your biggest professional challenge?
To improve library services despite constant organisational change.

How did you join Health Librarianship?
A part time job close to home in Melbourne when my children were young.

What was your previous employment background?
I prefer special libraries: I have worked in agriculture, training, local government and electricity. I have on occasion worked at Monash and James Cook University libraries.

What would you do if you weren't a health librarian?
In a music library, or using foreign languages in a larger library. If not in a library, a music or language teacher.

What do you consider the main issues affecting health librarianship today?
How to gain recognition as a member of the clinical health care team.

What is your greatest achievement?
Work: being invited to join clinical research projects – to do more than the lit search. Personal: my husband and I have built two yachts; we cruised for over five years in Australia, Indonesia, Singapore, New Guinea and the Solomon Islands.

What is your favourite non-work activity?
Music: listening, playing, performing and a little teaching.

What advice would you give to a new member of Health Libraries Australia or a new graduate information professional?
1. Continually engage with patrons and encourage complaints, because then you know what to improve.
2. Share with library colleagues – everyone gains.

Anything else you would like to share about yourself?
I am currently on the board of a small non-profit agency.

Write for HLA News

If you are thinking about writing as a professional development exercise or to report on research you have undertaken, consider writing an article for HLA News.
Review our Guidelines at
http://www.alia.org.au/groups/healthnat/pubs/docs/HLA.News.Author.Guidelines.pdf
HLA News is indexed in CINAHL.

EVENTS TO SUPPORT YOUR
PROFESSIONAL DEVELOPMENT

Full events listing is available on our website: http://www.alia.org.au/groups/healthnat/educ.html

2012		
Canadian Health Libraries Association	Hamilton, Canada	11-15 June
European Association for Health Information and Libraries (EAHIL) 25th Conference	Brussels	4-6 July
✸ HLA Professional Development Day (satellite session to ALIA Biennial)	Sydney	10 July
✸ ALIA Biennial Conference	Sydney	11-14 July
HISA: Health Informatics Conference	Sydney	30 July – 2 August
IFLA Health and Biosciences Libraries Section	Helsinki	10 August
Evidence Based Practice	Darwin	August
✸ ALIA FOLIOz Break Out: Extending the health LIS professional role – skills and strategies	Online	3 September – 28 October
Health Libraries Inc. Conference	Melbourne	October
Lib 2.012	Online	3-5 October
2013		
✸ ALIA Information Online	Brisbane	12-14 February
✸ HLA Professional Development Day (satellite session to ALIA Information Online)	Brisbane	February
HISA: Health Informatics Conference	Adelaide	August
11th International Congress of Medical Librarianship (ICML12) with MLA Annual Conference & Clinical Librarian Conference	Boston	3-8 May
Canadian Health Libraries Association	Saskatoon, Canada	22-25 May
European Association for Health Information and Libraries (EAHIL) 25th Conference	Stockholm	12-14 June
IFLA Health and Biosciences Libraries Section	Singapore	17-23 August
Health Libraries Inc. Conference	Melbourne	October
Evidence Based Library and Information Practice Conference (EBLIP7)	Saskatoon, Canada	15-18 July 2013

EDITOR'S POSTSCRIPT

Marketing and presentations – top tips

Garrreynolds.com provides some useful tips if you are looking for assistance with marketing and presentations. Topics include: branding, presentation tips (organisation and preparation tips, delivery tips, slide (e.g. powerpoint) tips), design basics, and resources.
http://www.garrreynolds.com/Presentation/index.html

In the Literature…

Health Information and Libraries Journal are currently running an interesting series of articles "International trends in health science Librarianship", HILJ Vol 29 (2012). This is a good way to keep up to date with what is happening in the rest of the world.
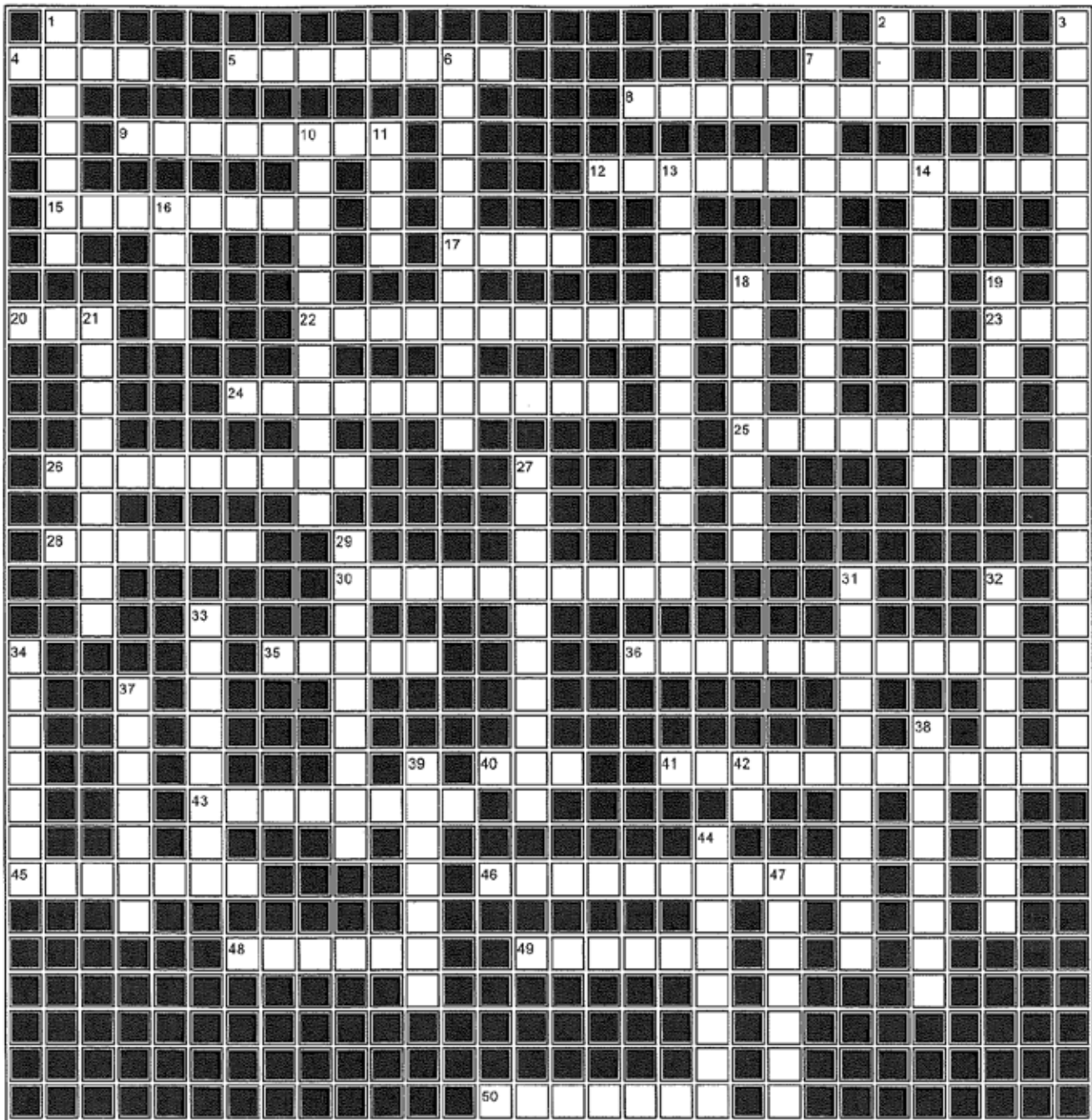
Join the HLA e-list

Keep up to date by subscribing to the aliaHealth elist.
To register, complete the online form at: http://lists.alia.org.au/mailman/listinfo/aliaHEALTH/

CROSSWORD

A health-centric brain teaser – answers will be published in the next issue of HLA News.
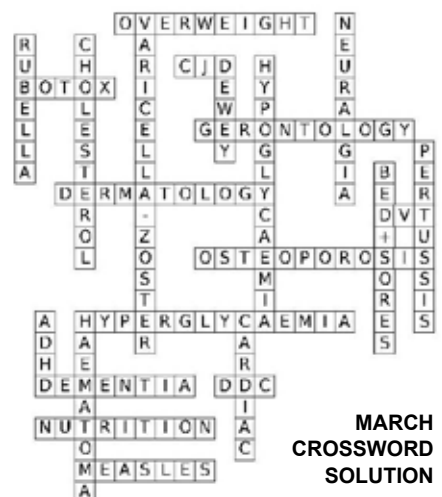

ACROSS

4 Medical subject headings
5 Bacteria associated with bubonic plague
8 X-ray process
9 Eye disease caused by pressure
12 Fear or anxiety of enclosed space
15 Tissue death due to loss of blood supply
17 Online catalogue
20 Deep vein thrombosis (abbrev.)
22 Form of Chinese medical therapy
23 Punctuation style
24 Rapid heart rate
25 Hearning loss
26 Red-green colour blindness
28 Injury
30 Cancer causing agent
35 Alphabetised list
36 Conjunction of information science & technology
40 Freedom of information
41 Umbilicus
43 Hair loss
45 Mid-section of the body
46 Low body temperature
48 Common skin irration
49 Part of the eye
50 Lack of iron in blood

DOWN

1 Between 11-19 years of age
2 Health Libraries Australia (abbrev.)
3 Heart attack
6 In the eye
7 Anxiety disorder fearing panic attack
10 Freely available information
11 Cataloguing rules
13 Shortened word form
14 Allergies
16 Walking manner
18 Yellowish skin and eyes
19 Nostrils
21 Source of word synonyms
27 Dropped characters
29 Type of long-life paper
31 Bubonic plague
32 Science of managing pregnancy
33 To treat a disease partially but not cure.
34 Lack of carbon dioxide in the blood
37 Hallux
38 Misrepresentation of medical knowledge
39 Medical illustration
42 Classification System (abbrev.)
44 A callus
47 Online US medical database

MARCH CROSSWORD SOLUTION

REGISTRATIONS NOW OPEN
HLA Professional Development Day 2012

Sign up, sign up for SPEAKING SYSTEMATICS – PRIMER ON SYSTEMATIC REVIEWS FOR HEALTH LIBRARIANS – HLA's unique professional development day to be held in conjunction with the ALIA Biennial Conference in Sydney on Tuesday 10 July.

The program will cover topics relating to health librarians' involvement in systematic reviews, and will feature a presentation by **Dr Edoardo Armataris** from the Joanna Briggs Institute.

In addition there will be papers from **Sarah Hayman**, Flinders University and CareSearch (Expert searching – what are we missing?); **Ruth Mitchell**, Cochrane Renal Group (Understanding and using published standards for high quality systematic review searches); **Catherine King**, Cochrane Renal Group (The health librarian as a systematic review team member: practical considerations); **Debbie Booth**, The University of Newcastle (Managing systematic review search results using EndNote);

SPEAKING SYSTEMATICS
Primer on Systematic Reviews for Health Librarians

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Tuesday 10 July 2012
9am to 5pm
(registrations open 8.30am)

——————

The Garvan Institute,
384 Victoria Street,
Darlinghust, Sydney

——————

ALIA members – $110 (INC GST)
Non-members – $165 (INC GST)

Julie Williams, UNSW Library (When do systematic reviews become unsystematic?); and **Katie McKay**, St Vincents' Hospital (Integrating decision support into the eMR: St Vincents' Hospital).

The program will also feature presentations from our two Gold sponsors (Wolters Kluwer Ovid and MIMS), plus presentation of the Anne Harrison Award and the HLA/HCN Health Informatics Innovation Award. There will also be plenty of time for networking and visiting our sponsors' tables during the breaks. Our Bronze sponsors are: HCN, M&L Medical Books and Elsevier, and our delegate sponsor is RMIT Publishing.

Registrations are NOW OPEN and further information is available at http://hla2012.blogspot.com.au/