



Helpdesk Report: Sub Librarian

by

Incomes Data Research

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This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Sub Librarian

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable ‘triangulation’ of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time Librarian.

2.1.1. Official earnings data

The data provided below is based on the Government’s latest Annual Survey of Hours and Earnings (ASHE), for November 2018. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational category. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

Annual pay - Gross (£)¹ - For full-time employee jobs: United Kingdom, 2018

Description	Code	No. of jobs (000s)	Median £	Annual percentage change %	Average £	Annual percentage change %
Librarians	2451	7	29,093	16.8	31,175	7.1

Source: Table 14.7a, ASHE 2018.

2.1.2. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff is the largest employer in the UK and as such plays a key role in influencing market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Librarians/Records Managers in the NHS are typically employed on Band 5 and the current salary range is between £24,214 and £30,112 a year.

2.1.3. IDR data

The following tables contain data from IDR Pay Benchmarker, our internal database of salary information. This data has been collected by IDR directly from employers and employee bodies through surveys and data collection for the IDR Pay Benchmarker service.

Librarian, whole economy, job level 5²

Job level	Company count	Average
Level 5	2	£28,221

Source: IDR Pay Benchmarker.

¹ Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.

² Refers to the IDR Job Level. These typically cover the following: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior director/chief executive.

3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

3.1. Data and summary

Sub Librarian, higher education/public sector – advertised positions summary

Minimum		Maximum
Average	£29,409	33,498

Sub Librarian - job advertisements

Reference ID	Organisation	Job title	Min	Max	Hours	Location
AC764	University of East Anglia	Academic Librarian	£33,199	£39,609	Full Time	Norwich
AC765	University of West of England	Subject Support Librarian	£26,243	£29,515	Full Time	Bristol
IN329	West Sussex County Council	Library Manager	£28,785	£31,371	Part Time	Bognor Regis

3.2. Job advertisements

The following pages present the job advertisements for the above vacancies.



University of East Anglia

Academic Librarian (Social Sciences)

University of East Anglia - The Library - Research and Innovation Division

Location:	Norwich	Placed On:	14th March 2019
Salary:	£33,199 to £39,609 per annum	Closes:	15th April 2019
Hours:	Full Time	Job Ref:	ALC888
Contract Type:	Fixed-Term/Contract		

[Apply](#)

Fixed-term (Maternity Cover)

Salary: £33,199 to £39,609 per annum

UEA Library Services is seeking a self-motivated information professional to join our team of professional Librarians, with responsibility for Social Sciences schools. The role will include delivery of resources to support the schools' teaching and research, budget management and the delivery of engaging discipline-related information skills sessions.

You will have a degree (or equivalent qualification) in a relevant subject, as well as a library qualification (or equivalent directly relevant experience). Demonstrable experience of developing and delivering information and/or digital skills sessions is also essential, together with strong communication, negotiation, and budgetary skills. In addition, applicants will be able to fulfil all essential criteria detailed in the person specification for this post.

Closing Date: 15 April 2019.

To apply for this vacancy, please follow the online instructions.

The University is a Bronze Athena Swan Award holder, currently working towards Silver.



Subject Support Librarian (For the Faculty of Environment and Technology)

University of the West of England, Bristol - Student Success Services

Location:	Bristol	Placed On:	15th March 2019
Salary:	£26,243 to £29,515 Band E	Closes:	14th April 2019
Hours:	Full Time	Job Ref:	1795878
Contract Type:	Permanent		

[Apply](#)

UWE Bristol is an ambitious university. Together, our people are working hard to advance knowledge, inspire people and transform futures. We are looking for people with the skills and ambition to help us achieve those aims.

Library Services is seeking to appoint a Subject Support Librarian within the Learning Services Team, based at the Frenchay Library. You would be one of a team of 4, led by the Faculty Librarian for Environment and Technology (FET).

The role involves direct support for students, staff and researchers in the faculty. In the role, you will support specific programmes at undergraduate and postgraduate levels, designing and delivering inductions and information/academic skills sessions to both large and small groups of students.

You will deliver academic skills workshops which are open to all students from all faculties, and develop skills in supporting international students.

You will also be involved in the development and implementation of Technology Enhanced Learning, including input into subject and pedagogic design, as well as active creation of the content, in liaison with relevant senior staff.

You will build and maintain strong working relationships with Faculty colleagues to deliver high quality teaching.

The role will include staffing the enquiry desk, answering online enquiries and supporting the Ask a Librarian instant chat service.

Library Services prides itself on providing high quality staff development and is keen to support professional development.

We are a well-established university, with over 30,000 students, 250,000 alumni and 3,600 staff. UWE Bristol is one of the largest providers of Higher Education in the South West. We are globally connected and regionally embedded, with strong employer and partner connections.

This role is full time, working 37 hours per week, and is available on a job share basis for applicants wishing to work part time.

In addition to progressive pay rates, UWE Bristol offers a wide range of staff benefits including:

- a generous holiday allowance of 25 Days
- up to 12.5 bank holiday/closure days per year in addition;
- flexible working;
- excellent defined benefit pension schemes;
- option to participate in the cycle to work scheme;
- family friendly policies;
- onsite nursery at our Frenchay Campus;

This post is based at our lively Frenchay campus where we have invested in the latest facilities and resources to give our students access to everything they need to succeed – with £300m having been spent recently on new state-of-the-art learning spaces and accommodation to enhance our offer even further. Frenchay campus is within close proximity to excellent motorway links and within walking distance of two train stations, making UWE Frenchay Campus the ideal place to work for those wishing to commute to Bristol.

Library Manager

Job title: Library Manager
Salary: £28,785 - £31,371 pro rata
Contract type: Temporary post up to May 2020
Working hours: 18.5 hours per week
Location: Bognor Regis Library
Benefits: [West Sussex rewards and benefits](#)

Closing date: 19th April 2019
Interview date: 29th April 2019

This position is subject to an enhanced Disclosure and Barring Service check (formally Criminal Records Bureau check)

Library Manager Bognor Regis

Join a modern forward looking library service. We are looking for an enthusiastic and well-motivated person with significant experience and knowledge of working in a library leading a front line team.

Working in a customer centred environment you will have outstanding communication and organisational skills. You will have excellent digital skills and have the ability to motivate colleagues.

You will be an innovative thinker with the ability to apply your experience to delivering an efficient and modern service.

You may be a Chartered librarian or be able to demonstrate similar experience for this opportunity to work leading teams delivering services in 3 libraries and services to rural isolated communities.

The successful candidate will play a key role in implementing, developing and maintaining the key priorities for the library service. You must have excellent interpersonal skills in order to lead teams, develop partnerships and advocate the library service. You will be working together with an experienced library manager who also works 18.5 hours as Library Manager.

The role involves keeping up to date and learning new skills and the ability to pass this knowledge on to colleagues and volunteers.

Based at Bognor Regis you will be required to travel independently throughout the county.

As a temporary post this is an ideal opportunity for someone to expand and develop skills. The appointed candidate will be supported to enable them to be effective in delivering services to the communities in the Bognor Regis area of the Arun District.