

POSITION
OF BRITISH LIBRARIANS
RESPECTING SALARIES, HOURS,
VACATION, SUPERANNUATION, ETC.

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Before proceeding to examine in detail the various matters covered in this Report, it will be necessary to define the classes of libraries and grades of librarians selected for notice. This is necessary in order to limit the scope of the Report and to make clear exactly with what it deals. The LIBRARIES dealt with comprise the following.

1. STATE LIBRARIES. — Libraries supported or controlled by the State and including those attached to Government departments, as well as national institutions like the British Museum.
2. UNIVERSITY LIBRARIES, including colleges.
3. ENDOWED LIBRARIES. — Libraries founded by individuals or corporations and maintained from trust funds without expense to the public.
4. SOCIETY LIBRARIES. — Those attached to learned and other societies for the use of members or the general public.
5. SUBSCRIPTION LIBRARIES, including Club and Proprietary libraries, but excluding commercial libraries of all kinds.

6. LONDON MUNICIPAL LIBRARIES, established under the provisions of the Public Libraries Acts or otherwise.

7. PROVINCIAL, SCOTS and IRISH MUNICIPAL LIBRARIES established under the provisions of the Public Libraries Acts.

The various grades of LIBRARIANS dealt with include the following.

a. CHIEF LIBRARIANS. — Officers in supreme charge of any library system, however large or small.

b. SUB-LIBRARIANS. — Deputies or seconds-in-command, who, in the absence of their chiefs, act on their behalf.

c. BRANCH LIBRARIANS. — Officers in charge of branches, subordinate to Chief Librarians, and, in some cases, also to Sub-Librarians.

d. CHIEF ASSISTANTS or Superintendents of Departments — Including Assistants or keepers in charge of Reference, Lending or other Departments, Branch Inspectors, etc.

e. SENIOR ASSISTANTS, including 1st. class clerks or assistants.

f. JUNIOR ASSISTANTS, including 2nd. class clerks or assistants.

g. VOLUNTARY ASSISTANTS. — Those giving their services for nothing in return for instruction in library work and the chance of being promoted to the permanent staff.

h. PREMIATED ASSISTANTS. — Those who pay a premium to the library for instruction in library work, with the chance of being promoted to the permanent staff.

Clerks, Attendants, Janitors and other unprofessional officers are excluded from this Report.

SALARIES

It has not been found possible to obtain returns from all British Libraries, but information has been received from such a representative selection of every class, that the

particulars given can be accepted as a correct record of present-day conditions. To avoid invidious comparisons, no individual libraries will be named, and the rates of pay will be shown by means of a series of averages, and the range between the lowest and highest salaries paid in each grade.

The salaries paid in British Libraries are all more or less controlled by the amount of income possessed by each institution and the length of service of the officers. In the State Libraries and many of the Municipal and other classes, the salaries are graded according to a scale, which fixes the minimum or starting rate, the annual or other increments, and the maximum rate. Some salaries are further affected by the provision of free residences, light, fuel and rates and taxes. In the case of Municipal Libraries this provision has been valued at £60, for the purposes of this Report, and added to the cash salary paid to the officer.

STATE LIBRARIES — SALARIES

Most of the State Libraries are officered by persons who have passed the Civil Service examinations in various departments, but few, if any, possess special professional qualifications such as the certificates and diploma of the Library Association issued for proficiency in Bibliography, Classification, Cataloguing, Literary History and Library Economy. The Civil Service examination is a general knowledge one, comprising a certain amount of mathematics, foreign languages, history, and the usual elementary requirements in spelling, handwriting and so forth.

Entrance to the State Libraries is, therefore, not a question of technical qualifications, but ability to pass an examination which makes no provision for knowledge of librarianship. The subordinate members on the staffs of the State Libraries are drawn entirely from those who have passed the Civil Service Examination, and they are liable to be drafted off to particular departments without much regard to special fitness. The Senior assistants are mostly second

division clerks in the Civil Service Classification, save in the case of the British Museum, where candidates for appointments must be specially nominated and pass a separate examination. Promotion from grade to grade is usually accomplished by Chief Officers, and Chief Librarians are appointed on the nominations of the Ministers in charge of the various departments.

CHIEF LIBRARIANS. — Minimum salaries range from £ 300 to £ 1000, and Maximum salaries from £ 500 to £ 1500, plus residence. Average Minimum salary £ 510 : average Maximum £ 748.

SUB-LIBRARIANS. — Minimum salaries, £ 120 to £ 700. Maximum salaries, £ 300 to £ 800, plus residence: Average Minimum salary £ 358 : average Maximum £ 480.

CHIEF ASSISTANTS — Minimum salaries, £ 400 to £ 520. Maximum salaries £ 500 to £ 700. Average minimum salary £ 480 ; average maximum £ 590.

SENIOR ASSISTANTS. — Minimum salaries £ 70 to £ 300. Maximum salaries, £ 180 to £ 500. Average Minimum salary, £ 190 ; average maximum £ 366.

JUNIOR ASSISTANTS. — Minimum salaries, £ 60 to £ 150. Maximum salaries, £ 100 to £ 300. Average minimum salary, £ 110 ; average maximum, £ 228.

UNIVERSITY LIBRARIES

CHIEF LIBRARIANS. — Minimum salaries, No scale. Maximum salaries, £ 220 to £ 1000 ; average £ 483.

SUB-LIBRARIANS. — Maximum salaries £ 100 to £ 500 ; average £ 262.

SENIOR ASSISTANTS. — Minimum salaries, £ 60 to £ 125. Maximum salaries, £ 80 to £ 250. Average minimum salary, £ 91 ; average maximum, £ 154.

JUNIOR ASSISTANTS. — Minimum salaries, £ 26 to £ 70. Maximum salaries, £ 39 to £ 120. Average minimum salary, £ 52 ; average maximum, £ 80.

ENDOWED LIBRARIES

CHIEF LIBRARIANS. — Minimum salaries £ 100 to £ 300. Maximum salaries £ 150 to £ 600. Average minimum salary, £ 180 ; average maximum, £ 380.

SUB-LIBRARIANS. — Minimum salaries £ 50 to £ 100. Maximum salaries, £ 70 to £ 220. Average minimum salary, £ 72 ; average maximum, £ 163.

SENIOR ASSISTANTS. — Minimum salaries, £ 30 to £ 65. Maximum salaries, £ 50 to £ 140. Average minimum salary, £ 52 ; average maximum, £ 95.

JUNIOR ASSISTANTS. — Salaries range from £ 12 to £ 70.

SOCIETY LIBRARIES

This return is imperfect owing to the information being refused in so many cases. It may be stated generally, however, that Chief Librarians receive anything between £ 52 and £ 600 per annum, while subordinate officers are paid on a scale very similar to the Endowed Libraries.

SUBSCRIPTION LIBRARIES

CHIEF LIBRARIANS. — Minimum salaries, £ 145 to £ 200. Maximum salaries, £ 210 to £ 280. Average minimum salary, £ 105 ; average maximum, £ 252.

SUB-LIBRARIANS. — Minimum salaries, £ 78 to £ 100. Maximum salaries, £ 95 to £ 120. Average minimum salary, £ 86 ; average maximum, £ 105.

SENIOR ASSISTANTS. — Minimum salaries, £ 13 to £ 50. Maximum salaries, £ 45 to £ 70. Average minimum salary, £ 29 ; average maximum, £ 54.

JUNIOR ASSISTANTS. — Minimum salaries, £ 13 to £ 18. Maximum salaries, £ 22 to £ 39. Average minimum salary, £ 15 ; average maximum, £ 32.

LONDON MUNICIPAL LIBRARIES

CHIEF LIBRARIANS. — Minimum salaries, £ 200 to £ 600. Maximum salaries, £ 250 to £ 700. Average minimum salary, £ 275 ; average maximum, £ 386.

SUB-LIBRARIANS. † — Minimum salaries, £ 90 to £ 200.
Maximum salaries, £ 93 to £ 450. Average minimum salary,
£ 125 ; average maximum, £ 180.

BRANCH LIBRARIANS. † — Minimum salaries, £ 65 to £ 170.
Maximum salaries, £ 104 to £ 225. Average minimum salary,
£ 125 ; average maximum, £ 168.

CHIEF ASSISTANTS. — Minimum salaries, £ 50 to £ 130.
Maximum salaries, £ 80 to £ 156. Average minimum salary,
£ 80 ; average maximum £ 115.

SENIOR ASSISTANTS. — Minimum salaries, £ 30 to £ 90.
Maximum salaries, £ 60 to £ 250. Average minimum salary,
£ 58 ; average maximum £ 95.

JUNIOR ASSISTANTS. — Minimum salaries, £ 20 to £ 65.
Maximum salaries, £ 30 to £ 91. Average minimum salary,
£ 29 ; average maximum, £ 52.

PROVINCIAL, SCOTS, & IRISH MUNICIPAL LIBRARIES

The range of the incomes produced by the rate allowed to be levied by the Public Libraries Acts (1 d. or less in the £ of rental) is so great in places outside London, that it will be necessary to show the salaries of Chief Librarians in five groups. The salaries of Chief Librarians are more affected in the provinces by the annual income of the institution and length of service of the officers than is the case in London, where in no case does the library rate produce less than £ 1800. Throughout the United Kingdom, but excluding London, the annual incomes from the Library Rate range from £ 9 to £ 29,000. The effect of this is to vary considerably the salaries of the chief librarians. The other officers are also affected, but this is minimized to some extent by the fact that no library appearing in this report has less than £ 200 per annum. Other factors which affect the general result to some extent are the cases of towns which have obtained special parliamentary power to increase the library rate, and the

† Free Residences valued at 50.

fact that most women chief librarians are paid on a less liberal scale than men. This latter policy does not, as a rule, prevail to the same degree in subordinate positions, although some libraries employ very young girls and pay them very low wages.

CHIEF LIBRARIANS.

LIBRARY INCOME UNDER £1000

Minimum salaries, £ 52 to £ 150. Maximum salaries, £ 60 to £ 200. Average minimum salary, £ 96 ; average maximum, £ 132.

LIBRARY INCOME UNDER £4000

Minimum salaries, £ 120 to £ 300. Maximum salaries, £ 178 to £ 400. Average minimum salary, £ 200 ; average maximum, £ 278.

LIBRARY INCOME UNDER £8000

Minimum salaries, £ 200 to £ 260. Maximum salaries, £ 300 to £ 500. Average minimum salary, £ 230 ; average maximum, £ 382.

LIBRARY INCOME UNDER £ 16,000

Minimum salaries, £ 300 to £ 350. Maximum salaries, £ 300 to £ 725. Average minimum salary, £ 325 ; average maximum, £ 468.

LIBRARY INCOME UNDER £ 30,000

Minimum salaries, £ 400 to £ 450. Maximum salaries, £ 450 to £ 600. Average maximum salary, £ 515.

SUB-LIBRARIANS. — Minimum salaries † £ 60 to £ 200.
Maximum salaries, £ 65 to £ 300. Average minimum salary,
£ 105 ; average maximum, £ 154.

BRANCH LIBRARIANS. — Minimum salaries, £ 47 to £ 130.
Maximum salaries, £ 54 to £ 235. Average minimum salary,
£ 92 ; average maximum, £ 120.

CHIEF ASSISTANTS. — Minimum salaries, £ 40 to £ 140.
Maximum salaries, £ 50 to £ 230. Average minimum salary,
£ 83 ; average maximum, £ 122.

† Omitting women Sub-Librarians.

SENIOR ASSISTANTS. — Minimum salaries, £ 13 to £ 91.
Maximum salaries, £32 to £115. Average minimum salary, £ 52; average maximum, £73.

JUNIOR ASSISTANTS. — Minimum salaries, £ 13 to £ 45.
Maximum salaries, £13 to £102. Average minimum salary, £ 17.10. - ; average maximum, £ 41.10.

To obtain a comparative view of the salaries paid to British Librarians of different kinds and grades, the following Table has been compiled to show the average Maximum Salaries.

AVERAGE MAXIMUM SALARIES

KINDS OF LIBRARIES	LIBRARIANS			ASSISTANTS		
	CHIEF	SUB-	BRANCH	CHIEF	SENIOR	JUNIOR
State	£748	£480	—	£590	£366	£228
University	483	262	—	—	154	80
Endowed	380	163	—	—	95	45
Subscription	252	105	—	—	54	32
London						
Municipal	386	180	£168	115	95	52
Provincial						
Municipal		154	120	122	73	41.10/-
under £1000	132					
» 4000	278					
» 8000	382					
» 16,000	468					
» 30,000	515					

VOLUNTARY ASSISTANTS are not employed to any great extent in the six kinds of libraries reported upon. In cases where they are, the same hours and same duties are given as to the permanent staff.

Within the past few years a considerable number of Continental women have been received as voluntary assistants in London and other municipal libraries, in return for some training in methods of work. These women come

chiefly from Holland and Germany, and the experience and training obtained have enabled many of them to obtain library positions in their own countries. A mutual exchange of this kind would be very beneficial to all the countries involved, and it would have special advantages for British assistants, by compelling them to learn foreign languages.

PREMIATED ASSISTANTS are very uncommon, and only one case has come to light. In return for an agreed sum of money paid to the Library or Librarian, the pupil is taught library work, and is promoted to the permanent staff if suitable, and a vacancy occurs. The remuneration in British municipal libraries is so small, especially in connexion with minor appointments, that it is hardly worth the expense of paying a premium in order to enter and learn the profession.

SUPERANNUATION

Superannuation as a part of the question of salaries has next to be considered. In the state libraries pensions are paid to all the permanent officers under a regulation, applying to the whole government service. Boy service does not count for pension. After entry as a man, at the ages of 19 to 25 according to the post, a year's salary is paid to his representatives on decease after five years service. Pensions are granted at the rate of 1/80 of a year's salary for each year of service up to 40 years, i. e. half pay as a maximum. In addition 1/30 of the annual salary is paid for each year of service as a cash bonus on retirement.

Retirement is permissible at the age of 60 and compulsory at 65; and no payments are made on retirement below these ages, except in the case of ill-health, the authorities having power to recall a man to his duty in case of recovery.

Comparatively few of the municipal or other libraries provide for the superannuation of officers, and in most cases where it prevails, the conditions are laid down in local schemes.

Attempts have been made to procure legislation providing for the superannuation of all municipal officers, but this has failed to become law. The schemes which do exist are either

compulsory or permissive, and some of them exact contributions ranging from $2\frac{1}{2}\%$ of salaries and upwards. The grants made are very much on Civil Service lines and the approximate allowance may be stated to be equal to about half pay at the age of 60. But the rate of contribution and pension vary in nearly every case.

RESIDENCES

Residences are provided free of charge for rent, etc. in a number of cases, but it is not a generally recognized policy for such provision to be made by library authorities. The British Museum and Houses of Parliament provide residences for some of their chief officers; more than half of the London Metropolitan Boroughs provide residences in the library buildings for their chief librarians, and in many cases for janitors or caretakers.

A few also provide residences for the librarians in charge of branch libraries. In most cases, this provision is taken into account when the amount of salary is decided. The accommodation given varies very much, and the apartments are situated either over the public rooms or alongside the library buildings.

Usually 2 or 3 living rooms (dining, drawing, or sitting-room), 3 to 6 bedrooms, kitchen and the usual offices are provided, and it is very difficult to place a value on this accommodation owing to its variety and differing conditions. For the purpose of this report an inclusive sum of £ 60 has been allowed as the average value of the Chief Librarians' houses, including rates and taxes, fuel and light, that being what a librarian would probably pay for the same item if he resided in a rented house of his own. The provision of free residences is not so common in British provincial municipal boroughs, and in many of the recent buildings erected with Dr Andrew Carnegie's munificent gifts of money, it has been made a condition of such donations that no part of them should be spent on official residences of any kind. Opinion differs widely as to the convenience or wisdom of having residential librarians. Some assert that it is a convenient

arrangement in many respects, others declare that it is not a good plan, because it causes librarians to neglect needful exercise, whilst nearly everybody agrees that it is not healthy for anyone to live over a public library.

VACATION

In the State Libraries the annual vacation allowed ranges from 48 days for Chief Librarians, 36 for sub-librarians, 28 for first-class assistants, to 18 for second-class assistants, with various other qualifications based on length of service. In all the other kinds of libraries the range is very great for every grade of officer. University Libraries being in recess at various times, usually give their officers longer vacations than other libraries. Six and five weeks for Chief Librarians is a usual period. In Municipal Libraries the periods allowed are as follows

Chief Librarians	2 weeks to 1 month.
Sub-Librarians	2 weeks to 3 weeks.
Branch Librarians	2 weeks to 3 weeks.
Chief Assistants	7 days to 3 weeks.
Senior Assistants	7 days to 3 weeks.
Junior Assistants	7 days to 3 weeks.

There is only one case of a chief librarian receiving but 2 weeks' vacation, and comparatively few libraries allow senior and junior assistants more than 2 weeks. In addition to these annual holidays, most libraries are closed on public holidays, and about 6 extra days can thus be reckoned as vacation.

HOURS

There are no fixed hours for Chief Librarians as a rule, and in libraries of all kinds the hours of staff duty are controlled by the hours of opening and closing. Some state library officers work 42 hours weekly, others less, and in some cases one half-day weekly off duty is allowed. In University Libraries the hours range from 33 to 43 weekly; the majority of the officers averaging about 34 hours. Endowed and Society libraries usually have shorter hours than Municipal

Libraries, and consequently the staff hours are fewer weekly. The Municipal Libraries, being in many cases open for 12 to 14 hours daily, are compelled either to provide a sufficient number of assistants in order to secure reasonable hours of duty, or the assistants must work long hours in cases where the staff is small. According to Brown's *Guide to Librarianship*, 1909, p. 70. « Hours range from 60 in large towns to 5 or 6 per week in small places. Average about 48 hours weekly ». This agrees with the average of the figures obtained for this Report, except that no maximum number returned as worked in any library was more than 51 1/2. A half-day off duty is allowed in most libraries, and in some cases one whole day once a fortnight instead. In cases where reading rooms are open on Sundays it is customary either to employ special attendants, or recompense the members of the staff who take duty in rotation.

QUALIFICATIONS, ETC.

The qualifications for appointments in State Libraries have already been mentioned (p. 31) and it only remains to make a brief statement as to educational requirements for appointments and promotions in other libraries. In non-municipal libraries the chief requirement for appointment is a good general education, promotion proceeds as a rule by seniority. In many of the municipal libraries no particular qualifications are demanded and in such cases it is frequently found that boys and girls about 15 or 16 years of age are appointed at salaries ranging from £13 to £20 per annum. On such poor terms it is impossible to attract well-educated and mature assistants who are fitted to assist the public intelligently.

The policy of employing cheap and juvenile assistants is forced on some places by the poverty imposed on them by the Library rate limitation, but there can be no doubt that there are cases where no justification exists for such extreme parsimony.

In many of the more progressive municipal libraries it is the rule to require educational qualifications equal to those implied by the possession of the Oxford and Cambridge

Junior and Senior Local Examination certificates, or failing these, they must pass an examination in general knowledge conducted by the Library Authority. For promotion, a number of libraries require assistants to gain two or more of the professional certificates issued by the Library Association, and this is frequently made a condition of appointments to senior positions.
