

# ALIA HLA COMPETENCIES






COMPETENCY AREA	DESCRIPTION
<p data-bbox="108 533 124 566">1</p>  <p data-bbox="331 524 497 586"><b>The health environment</b></p> <p data-bbox="162 654 545 792">The health sciences, and the health and social care environment, and the policies, issues and trends that impact on those environments.</p>	<p data-bbox="600 474 1465 533">A health library and information professional maintains current knowledge of health and social care systems in Australia, including developments in:</p> <ul data-bbox="609 542 1481 967" style="list-style-type: none"> <li>• the health and social care, research and education sectors;</li> <li>• health systems research, policy development, and models of care;</li> <li>• research into illness and disease, and into prevention and wellness;</li> <li>• health sciences professions, their education frameworks and academic pathways, registration and professional development requirements, and library and information services needs;</li> <li>• the legal and regulatory frameworks for health systems and professions;</li> <li>• policies and standards of relevant government, corporate and professional bodies;</li> <li>• ethical issues in health and health information practice;</li> <li>• the parent organisation's structure and aligning with the organisation's strategic direction.</li> </ul>
<p data-bbox="108 1093 124 1126">2</p>  <p data-bbox="331 1075 561 1137"><b>Reference and research services</b></p> <p data-bbox="162 1205 529 1294">Health reference and research services and delivering best practice information services.</p>	<p data-bbox="600 1030 1433 1146">A health library and information professional is an expert in the delivery of reference and information services that connect users with the information that they need at the right time and place, and in the right format, through:</p> <ul data-bbox="609 1155 1465 1541" style="list-style-type: none"> <li>• information needs analysis;</li> <li>• reference and research consultation services;</li> <li>• designing expert literature search strategies;</li> <li>• sourcing and delivering information resources in customised formats;</li> <li>• liaison, embedded, informationist or clinical librarianship activities;</li> <li>• design and delivery of alerting services;</li> <li>• participating in systematic and other types of literature reviews;</li> <li>• supporting and participating in conducting well-designed knowledge and evidence syntheses;</li> <li>• participating in policy review and compliance auditing.</li> </ul>



COMPETENCY AREA	DESCRIPTION
<div data-bbox="89 232 577 309" style="background-color: #e67e22; color: white; padding: 5px;"> <span style="font-size: 24px; font-weight: bold; margin-right: 10px;">3</span> <div style="display: flex; align-items: center;">  <span style="font-size: 18px; font-weight: bold;">Resources</span> </div> </div> <p data-bbox="161 371 544 456">The management of health knowledge and information resources in a variety of formats.</p>	<p data-bbox="600 194 1461 280">A health library and information professional knows and has the ability to manage and contribute to their organisation's evidence base comprising all types of health data, information, and knowledge, through:</p> <ul data-bbox="611 293 1445 857" style="list-style-type: none"> <li>• collection analysis, development and management;</li> <li>• procurement, negotiating with publishers and providers of resources, and licensing;</li> <li>• rights management;</li> <li>• protecting and preserving knowledge and resources, and ensuring they are discoverable;</li> <li>• monitoring publishing trends;</li> <li>• copyright compliance;</li> <li>• cataloguing, classification, MESH and other schema;</li> <li>• thesauri, subject indexing and metadata;</li> <li>• digitisation and digital repository management;</li> <li>• database design;</li> <li>• organisational policy/procedure creation and use;</li> <li>• organisational data and systems integration;</li> <li>• research data management.</li> </ul>
<div data-bbox="89 949 577 1070" style="background-color: #f1c40f; color: white; padding: 5px;"> <span style="font-size: 24px; font-weight: bold; margin-right: 10px;">4</span> <div style="display: flex; align-items: center;">  <span style="font-size: 18px; font-weight: bold;">Leadership and management</span> </div> </div> <p data-bbox="161 1099 520 1155">Leadership and management theory and practice.</p>	<p data-bbox="600 922 1469 1037">A health library and information professional knows and applies leadership and management theory, selecting actions that are appropriate to the situation, driving and/or contributing at a personal level and a service level through:</p> <ul data-bbox="611 1050 1437 1626" style="list-style-type: none"> <li>• strategic and business planning;</li> <li>• service improvement;</li> <li>• human resources management;</li> <li>• budgets, financial management and fiscal accountability;</li> <li>• risk management;</li> <li>• project management;</li> <li>• space, facilities and technology management;</li> <li>• policy and procedure development and application;</li> <li>• review and evaluation of library and information services and programmes;</li> <li>• marketing, public relations, advocacy and communications;</li> <li>• leading and inspiring teams;</li> <li>• influencing key stakeholders;</li> <li>• understanding equity, multicultural, diversity and cultural issues;</li> <li>• horizon scanning for innovative service and practice improvements.</li> </ul>



COMPETENCY AREA	DESCRIPTION
<p data-bbox="108 257 130 288">5</p>  <p data-bbox="331 244 544 309"><b>Digital, ehealth and technology</b></p> <p data-bbox="161 371 552 539">The digital and ehealth context, and the technology and systems used to manage data, information and knowledge resources in the delivery of library and information services.</p>	<p data-bbox="600 194 1414 280">A health library and information professional is aware of, understands, is involved with, and uses information and communications technologies, including:</p> <ul data-bbox="611 293 1469 880" style="list-style-type: none"> <li>• library management systems;</li> <li>• web and network management services;</li> <li>• mobile technologies and applications, including systems interoperability;</li> <li>• identity management and authentication systems;</li> <li>• industry standards relating to eResource management (e.g. link resolvers, Knowledge Base and Related Tools (KBART), Shared Electronic Resource Understanding (SEUR), COUNTER and SUSHI, APIs etc);</li> <li>• content, learning, research data, repository, and database management systems;</li> <li>• business intelligence systems;</li> <li>• electronic medical records, patient portals, computerised physician order sets, and integration of point-of-care knowledge resources;</li> <li>• understanding data analytics and 'data as evidence' in clinical decision-making, policy and research contexts;</li> <li>• understanding the principles of cybersecurity and information privacy.</li> </ul>
<p data-bbox="108 1016 130 1048">6</p>  <p data-bbox="331 1003 523 1068"><b>Health literacy and teaching</b></p> <p data-bbox="161 1122 557 1234">Health literacy, curricular design and instruction, and teaching the information skills associated with evidence-based practice.</p>	<p data-bbox="600 947 1465 1032">A health library and information professional understands adult education methods and the skills related to educating and training others, and has the ability to:</p> <ul data-bbox="611 1046 1477 1386" style="list-style-type: none"> <li>• conduct training needs assessments;</li> <li>• identify and integrate existing educational and vocational frameworks and benchmarks;</li> <li>• develop, deliver and evaluate training programmes;</li> <li>• engage in and or/develop consumer health literacy programmes;</li> <li>• use instructional methodologies, including innovative technologies and technology-enhanced learning;</li> <li>• model evidence-based information practice, that is, identify the need for information; search the literature; find, critically appraise and synthesise evidence; and manage references for literature reviews.</li> </ul>
<p data-bbox="108 1520 130 1552">7</p>  <p data-bbox="331 1516 539 1547"><b>Health research</b></p> <p data-bbox="161 1628 520 1713">Health research and the application of health research methodologies.</p>	<p data-bbox="600 1451 1437 1509">A health library and information professional understands and practices scientific research methods, including:</p> <ul data-bbox="611 1523 1453 1942" style="list-style-type: none"> <li>• quantitative and qualitative research methods;</li> <li>• interpreting and presenting data and statistical analyses;</li> <li>• data science, research data management, 'big' data, and data analysis;</li> <li>• conducting research, quality improvement and innovation projects;</li> <li>• critically examining and filtering research literature from many related disciplines;</li> <li>• promoting scholarly communication;</li> <li>• facilitating knowledge translation and evidence-based practice that incorporates sources of patient data as well as published evidence;</li> <li>• promoting open science and open access to government-funded research outputs.</li> </ul>



COMPETENCY AREA	DESCRIPTION
<div data-bbox="89 232 579 309" style="background-color: #4CAF50; color: white; padding: 5px; display: flex; align-items: center;"> <span style="font-size: 24px; margin-right: 10px;">8</span>  <span style="margin-left: 10px;"><b>Professionalism</b></span> </div> <p data-bbox="165 371 379 427">Health information professionalism.</p>	<p data-bbox="603 197 1461 282">A health library and information professional maintains currency of professional knowledge and practice and upholds professional standards and values through:</p> <ul data-bbox="611 293 1477 712" style="list-style-type: none"> <li>• membership and participation in their professional associations;</li> <li>• undertaking formal and informal continuing professional development activities;</li> <li>• maintaining professional certification through the ALIA Health Specialist PD Scheme<sup>1</sup> to achieve the competency;</li> <li>• conducting research and publishing in the professional literature;</li> <li>• teaching and mentoring others;</li> <li>• advocating for the health information professions;</li> <li>• collaborating with other professionals to improve health care, health literacy and access to healthcare information;</li> <li>• contributing to society through sharing specialist knowledge and expertise.</li> </ul>

## Notes on how to use the Competencies

- Health librarians, from novice to expert, need a basic understanding of each Competency Area.
- The Descriptions provide examples to indicate the scope of the Competency Areas. It is unlikely that a librarian will have full knowledge of each of these examples; rather, they illustrate the range of competencies that may be encountered.
- Job (or position) descriptions define the scope of practice and the depth of knowledge, skills and responsibilities required for different position levels.<sup>2</sup>
- Job descriptions are likely to focus on a few of the Competency Areas.

<sup>1</sup> ALIA. Health Specialisation. Accessed 5th Nov 2018  
<https://membership.alia.org.au/pdinfo/specialisations/health-specialisation>

<sup>2</sup> ALIA. Work level guidelines for library and information services. Accessed 5th Nov 2018.  
<http://www.alia.org.au/sites/default/files/documents/LIS%20Work%20Level%20Guidelines%2016052013.pdf>

