

ART GALLERIES AND MUSEUMS ASSOCIATION OF NEW ZEALAND (INC.)

REPORT OF SALARY SCALE SUB-COMMITTEE, 1961.

The Sub-committee was appointed at a meeting of the Council held at the Dominion Museum on 2nd July, 1959, members being Messrs. E.G. Turbott (Convener), H. Grimson, H.C. McQueen, P.A. Tomory and the President, Dr. R.K. Dell (ex officio). (Mr. Grimson, having left the Museum since, has resigned from the Committee.) A brief interim report was received by the Council at a meeting on 15th October, 1959, followed by a second interim report on 6th April, 1960. At the latter meeting, the Council approved in principle the adoption of a scale already in operation in a larger institution, or portions of the scales of related institutions if appropriate; the Sub-committee was requested to prepare its final report.

The Sub-committee is of the opinion that the position would be met by a comparison of the position in Museum, University, and D.S.I.R. fields; that instead of preparing its own scale the Association should recommend to governing authorities that they adopt sections of the University and/or D.S.I.R. scales appropriate to the staff concerned. Institutions with relatively small staffs have in other instances found it convenient and quite practicable to adopt salary scales of other larger institutions and apply them to their staff. Neither the employing body nor the staff have then to go through the process of negotiation about salaries whenever there is a general change in salary levels; the "outside" scale is applied automatically to the small institution. There will be negotiations, however, about the classification of the staff of the small institution. Such discussions would be necessary at the time of the adoption of the "outside" scale and we set out below suggestions for comparability of positions. There will also be negotiations from time to time about individual members of staff; they may wish to be regraded on the adopted scale, or indeed the employing body may wish to regrade them.

The following table shows the positions which the Sub-committee considers are comparable with Museum positions in University and D.S.I.R. :

<u>UNIVERSITY</u>	<u>MUSEUM</u>	<u>D.S.I.R.</u>
<u>Professional Staff</u>		
Professor	Director	Director
Associate Professor	Asst. Director	Senior Principal Scientific Officer
Senior Lecturer	Keeper	Principal Scientific Officer Senior Scientific Officer
Lecturer	Asst. Keeper	Professional Grades I and II
Asst. Lecturer	Junior Keeper	Professional Grades III - VI
Asst. Librarian	Librarian	Librarian

Technical Staff

(A. Display Staff)

Technical Officer	Preparator	Technical Officer
Technician Grade 3 or 2.	Display Assistant (Artist, Asst. Prep., Asst. Artist)	Technician Grade 1 or 2.
Technician Grade 1.	Junior Technician	Technician Grade 3.

(B. Recording Staff)

Technical Officer	Recorder	Technical Officer
Technician Grade 3 or 2.	Asst. Recorder	Technician Grade 1 or 2.
Technician Grade 1.	Junior Recorder	Technician Grade 3.

For small museums away from the four main cities, it is suggested that the salaries of the director and staff should be tied to the scale used by the local city council, so that the director is equated with an officer of the council, say librarian or assistant librarian, according to the comparative statuses of these people and the director.

It is realized in attempting to compare positions in other institutions that, while the positions in administrative and

professional categories are fairly closely comparable, the work of a museum staff is largely of a special kind. For one group, that of the display staff, no comparability exists with posts in other fields; and the University and/or D.S.I.R. scale for laboratory technicians is the only group in a somewhat comparable field.

(Salaries for technicians vary considerably amongst New Zealand universities; only one University's scale is shown below.)

Such staff as cabinetmakers and custodians have minimum wages laid down in the relevant awards, but employing bodies may in some cases see fit to put them in the appropriate categories of technician staff.

A table showing present salaries in other institutions is appended.

It is also considered that it would assist governing bodies if an attempt were made to define duties and qualifications for the various museum posts (see Appendix).

Art Galleries : Even in our larger Art Galleries the position of Assistant Keeper will be adequately staffed in the salary as for Junior Keeper. The position of Restorer will be equivalent to that of Preparator.

Small Museums : Within the framework of the suggestion made above about comparing museum staff with local body staff, it is suggested that the Director of any one should not be below the salary of Keeper; and a Preparator of a small museum should not be below the salary of Assistant Preparator. (This recommendation is considerably higher than the scale recommended by the Association for local provincial Art Galleries and Museums - see Annual Report for year ending 31st January, 1958.)

A P P E N D I X

DEFINITION OF DUTIES AND QUALIFICATIONS

Keeper

- Duties :
1. To have charge of and to maintain the collections in his department.
 2. To conduct research work on these collections either in the museum or in the field; to supervise the preparation of displays and to deliver lectures on his particular branch of science, as required.

Qualifications :

To have a university degree with appropriate subjects or equivalent qualifications; to have ability to conduct original research with a view to scientific publication. To be able to present the subject in popular terms by means of publication, lecturing and display.

Assistant Keeper

- Duties : As for Keeper 2. May be delegated responsibility for a section of a department.

Qualifications :

As for Keeper.

Preparator

- Duties :
- To prepare specimens, mainly birds and mammals, for display and study collections. To prepare and set up skeletal material. To design and execute display exhibits. To prepare models, casts, etc., with the use of plaster, plastic or other materials; and in the absence of an Art Technician to carry out the necessary art work for the completion of displays.

APPENDIX (continued)

Qualifications :

To have a thorough knowledge of taxidermy; to have ability to plan and execute exhibits, which implies the possession of some degree of artistic ability; to have a good knowledge of the techniques used in the reproduction of natural history and other objects by modelling, moulding and casting with plastic and other materials.

Display Assistants

Duties : To use their skills to assist in the work of the museum as required.

Qualifications :

Diploma, such as D.F.A. or sufficient experience in museum work to have shown competence in the techniques required, such as taxidermy or modelling.

Junior Technician

Duties : Initially to make himself proficient in the execution of work; and subsequently to assist as required by the Preparator. To assist the senior officers in routine or other matters which may be more profitably carried out by junior and less highly paid staff.

Recording Staff

(grades according to experience)

Duties : To assist the Keeper in the organisation, cataloguing and maintenance of the collections.

EQUIVALENT UNIVERSITY, MUSEUM AND D.S.I.R. POSITIONS.

<u>University</u>		<u>Museum</u>	<u>D.S.I.R.</u>	
Professor	£2,800	Director	Director of a laboratory or division	£2,800 £2,600 £2,450 £2,300 £2,150
Associate Professor	£2,250	Asst. Director	Senior Principal Scientific Officer	£2,150 £2,025 £1,900
Senior Lecturer	£2,000- 1,750	Keeper	Principal Scientific Officer	£1,800 £1,700 £1,600
			Senior Scientific Officer	£1,500 £1,400
Lecturer	£1,700- 1,250	Asst. Keeper	Professional Grades I and II.	£1,300 £1,210 £1,165
Asst. Lecturer	£1,100- 900	Junior Keeper	Professional Grades III to VI.	£1,120 £1,075 £1,030 £ 985 £ 940 £ 900 £ 850 £ 805 £ 745 £ 700 etc.
Asst. Librarian		Librarian	Librarian	
(Rates according to N.Z. Libraries Assn. scales.)				
(<u>Laboratory Technicians</u>)			(<u>Laboratory Technicians</u>)	
Technical Officer	£1,400- 1,210	Preparator	Technical Officer	£1,285 G.1. £1,210 G.2. £1,140 G.3. £1,060 G.4. £1,030
Technician G. 3.	£1,185	Artist, Asst. Preparator	Technician G.1.	£ 995
G. 2.	£1,125- 965	Asst. Artist	G.2.	£ 910- 870
G. 1.	£ 940- 315	Junior Technician	G.3.	£ 825
			Technical Asst.	£ 772 etc.
Technical Officer	£1,400- 1,210	Recorder	Technical Officer	£1,285- £1,030
Technician G. 3.	£1,185	Asst. Recorder	Technician G.1.	£ 995
G. 2.	£1,125- 965		G.2.	£ 910- 870
G. 1.	£ 940 etc.	Junior Recorder	G.3.	£ 825
			Technical Asst.	£ 772 etc.