ALIA/HLA Competencies 2026

ANN RITCHIE

PROJECT LEAD, HLA COMPETENCIES REVIEW

ANNRITCHIE@YAHOO.COM



https://hla.alia.org.au/publishing-and-communications/#guidelinescompetencies&gsc.tab=0

Competencies Review Project Reference Group

15 librarians & library technicians, representing all states/territories, sectors

Name	Position	Jurisdiction (Sector)	Committee role
Ann Ritchie	Project Leader	National	Chair, Secretary
Gemma Siemensma	Manager, Grampians Health Library	Vic (regional, hospital)	HLA Convenor Leader, CA7 & CA9 Expert Panel
Angela Smith	Manager, District HNE Health Libraries	NSW (regional, hospital)	HLA Exec rep Leader, CA5 Expert Panel
Jane Orbell-Smith	Libraries' Manager, Redcliffe and Caboolture Hospitals' Libraries	Qld (regional, hospital; 1-person library)	HLA Exec rep
Michele Gaca	HLA National Manager; Informationist	National + Vic (professional association; + metro hospitals)	HLA Exec rep Leader, CA1 Expert Panel
Glynis Jones	Team Leader, South Metropolitan Health Service Library	WA (metro hospitals; previously university)	HLA Exec rep Leader CA3 & CA8 Expert Panel
Laura Foley	Operations Manager Knowledge Resources, ANZCA	National (based in Vic) (specialist medical college)	Member Leader CA6 Expert Panel
Taryn Hunt	Liaison Librarian, Health Sciences, University of Notre Dame Aust (WA)	National (based in WA; university, health)	Member
Lori Korodaj	Snr Client Services Librarian, Canberra Health Services Library & Multimedia (ACT)	ACT (territory, hospital/health dept)	Member Resigned 6/3/25
Jen Novak	Corporate Librarian, NSW Health	NSW (state govt dept)	Member Leader, CA2 Expert Panel
Trudi Maly	Director Library Services, NT Health	NT (territory-wide regional/remote, hospital/health dept)	Member
Gill Thomson	Snr Library Technician, Library Services, NT Health	NT (territory-wide regional/remote, hospital/health dept)	Member (Health library technician)
Saara Kahkonen	Health Collections Librarian, Library Services, NT Health	NT (territory-wide regional/remote, hospital/health dept)	Member
Di Horrigan	Librarian Cabrini Health (to 7/25); Snr Research Officer, School of Public Health (Monash Uni)	Vic (Private hospital) Vic (university)	Member
Rolf Schafer	Library Manager St Vincents	NSW (metro hospitals)	Member
Caroline Ondracek	Library Manager Royal Children's Hospital Melb	Vic (metro hospital)	Member Leader, CA4 Expert Panel

& advice from members of 9 Expert Review Panels
& feedback from ALIA Aboriginal and Torres Strait Islander Expert Advisory Group
& consultations with AHL Managers, HLA Exec

Purpose of the Review

To ensure that HLA Competencies support continuous improvement of standards of professional practice for the specialist health library professional workforce.

Why did we need a review?

1. Previous edition was 2018 – things change:
   - Covid19 disruption
   - Rapid developments in AI
2. ALIA's *Framework of Skills, Knowledge and Ethics for the LIS Workforce* launched in 2024, revised 2025

Graphic representation of relationship of HLA Competencies to ALIA's Framework



What are competencies?

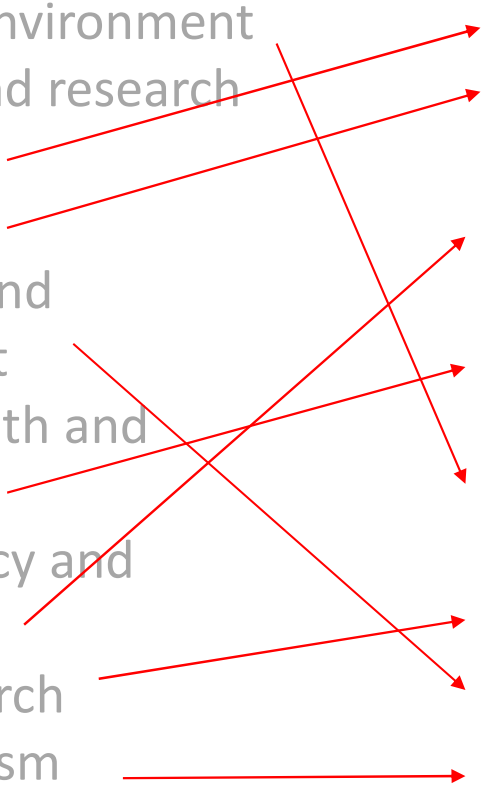
Competencies are integrated sets of Knowledge, Skills and Attributes (KSAs) that are needed to perform tasks in a particular field or circumstance.

- Sometimes they are measurable
- Sometimes there are levels or grades – basic -> advanced

What has changed? Revised content, renumbered & renamed CAs

2018

1. The health environment
2. Reference and research services
3. Resources
4. Leadership and management
5. Digital, ehealth and technology
6. Health literacy and teaching
7. Health research
8. Professionalism



2026 new ed

1. Health reference and information services
2. Health data, information and knowledge management
3. Health information literacy and educating for evidence-based inquiry
4. Digital health and technologies
5. Aboriginal and Torres Strait Islander health context
6. The health environment, communities and stakeholders
7. Health research
8. Health leadership and management
9. Health professionalism

Competency Areas (CAs) – revised content

1. Health reference and information services
2. Health data, information and knowledge management
3. Health information literacy and educating for evidence-based inquiry
4. Digital health and technologies
5. Aboriginal and Torres Strait Islander health context
6. The health environment, communities and stakeholders
7. Health research
8. Health leadership and management
9. Health professionalism

The detail…..
The threads…..

Purpose and uses

Competencies define our **specialist scopes of practice** and describe our **unique roles and essential responsibilities** in the health information workforce, i.e.

- maintaining and delivering the knowledge base for evidence-based decisions and policy
- facilitating clinical information governance

Competencies may be used for –

- differentiating us from the generalist library workforce and other library specialisms,
- differentiating us from other health information professionals
- facilitating professional development, career and strategic workforce planning
- writing position descriptions and setting job levels
- objective, authoritative basis for industrial awards
- advocacy

Questions?