

# LIHNNK UP

by Health Libraries, For Health Libraries **ISSUE 19 AUTUMN 2005**



## five to twelve

First and foremost, a big “thank you” to all of you who sent in contributions in answer to my desperate, last minute plea for submissions. I recall that years ago, at the old regional health authority library, I helped an environmental health officer, who was panicking about finishing course work by the deadline. As he put it to me, “it’s not so much the eleventh hour, it’s more like five to twelve”. Well I had a five-to-twelve moment some weeks ago and your response was terrific!

The result is a healthy sized issue with contributions giving a variety of perspectives on national, regional and local initiatives. **Colin Davies** and **Shan Annis** give us, respectively, summaries of the National Service Framework for NHS libraries, and CILIP Framework of Qualifications. **Mike Hargreaves** provides an exciting glimpse into future technological developments as discussed at the Internet Librarian International conference.

At a regional level, **Hannah Gray** has been active in re-establishing the mental health librarians group, and **Linda Ferguson** has been involved in the Virtual Learning initiative.

Projects involving part of the region include the Greater Manchester passport scheme, which **Chris Thornton** describes, and **Roshanara Nair** tells us about the formal launch of the NHS-Public Libraries Partnership project.

Finally at a local level, **Lesley Hardman** gives a brief account of the Open Day at Bolton PCT, and there are short introductions by three new starters from as far a field South Manchester, Lancashire Teaching and Wirral.

**Kathy Turtle**

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# B E Y O N D T H E P A S S P O R T S C H E M E ...

## CHRIS THORNTON, CHAIR, GM LIBRARIANS

More than three years ago, health librarians in Greater Manchester banded together to develop a passport scheme which would enable their users to have reference access to all health libraries within the Greater Manchester area. Fast forward to 2005 and those same librarians have been taking the next steps in widening access for their users by taking part in GMHeLP.

GMHeLP (Greater Manchester Health Libraries Project) has been designed to underpin 'The new framework for the development and co-ordination of NHS library information services in the north-west' (HCLU, 2003)








The project was launched in July 2005 and is set to run for two years. Although focused on NHS libraries, help and advice has been sought from higher education colleagues working within Greater Manchester.

Four working groups have been formed to develop and deliver specific aspects of the project: policies and procedures, training, quality and a shared OPAC. Each of the working groups reports to the Governance group which is managing the project on behalf of the wider GM group.

Allied to the project is both the introduction of a post to co-ordinate and develop services

to mental health staff across Greater Manchester and the creation of a service level agreement with Greater Manchester Ambulance Service (GMAS).

The project aims include:

-  Provision of full membership rights for all staff and students to any / all NHS libraries within Greater Manchester
-  Full access to services including loans, ILLs, enquiry and mediated searches, information skills training
-  Shared OPAC
-  Common approach to quality including agreed standards and customer charter
-  Common information skills programme advertised to all staff via the North West's knowledge centre, ADITUS
-  Provision of new services to Greater Manchester Ambulance Service
-  Co-ordination of services to mental health.

A range of statistics has been agreed and is being collected by participating libraries. These will form the basis of the project evaluation papers which the Governance group will prepare and present to stakeholders. The first of these will be due in July

2006, upon completion of Phase I. Following a low key, internal, launch within each participating organisation (through posters and in-house articles), there will be a higher profile, external, launch in early 2006. This will coincide with the establishment of the shared OPAC and will be advertised to senior colleagues across Greater Manchester and marketed more aggressively.

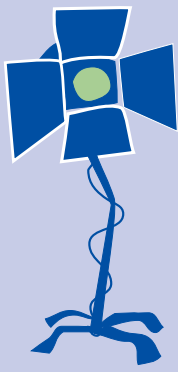
In conclusion, the participating libraries have already come a long way; our sights, however, are already set on achievements beyond the scope of the current project. And whilst R.L. Stevenson might consider it 'better to travel hopefully than to arrive', our intention is most definitely the latter!

Further information from

**Chris Thornton**

0161 276 8726

[Christine.thornton@cmmc.nhs.uk](mailto:Christine.thornton@cmmc.nhs.uk)



# Spotlight on New Starters

## Frances Dowse

At Wirral Hospital NHS Trust we have a new Community Outreach Library Assistant.

Frances Dowse starts with the Trust on Monday 3rd October. She will work for 18.5 hours per week with the Community Outreach Librarian (Beryl Stanley) and as a Library Assistant for 7 hours on Friday at the J.A. Aitken Library, Clatterbridge with the Librarian who works on Fridays at that site (Victoria Kirk).

Hopefully you will get to meet Frances at the next HCLU Briefing. We are looking forward to her starting to work with us.

## Eileen Hume

Trust Librarian  
Wirral Hospital NHS Trust

## James Allen

Hello! I'm James Allen, the new Assistant Clinical Librarian at Lancashire Teaching Hospitals, based at Royal Preston Hospital. You may remember me from a couple of years ago when I was the Graduate Trainee at Salford and Trafford – I wrote a highly entertaining piece for this magazine, and presented a fascinating talk at a LIHNN/HCLU briefing...

Since then I have been studying for the MA in Library and Information Management at Manchester Metropolitan University. I have just completed my dissertation – by which I mean both recently, and just before the deadline.

My role here at Lancs Teaching Hospitals is to work with the Clinical

Librarian, Debra Thornton, to develop the Clinical Librarian service. We're now able to deal with more literature search requests, and be involved in more clinical groups within the Trust, and so our first priority is to drum up the extra custom! In particular we hope to become more entrenched in the process of guideline development – ie. using us at the beginning of the process, rather than at the end to correct the references – and to join some multi-disciplinary teams which discuss patient cases.

My first few weeks have involved meeting lots of people in the Trust, remembering how to do literature searches, helping to conduct an evaluation of the Clinical Librarian service, moving house, getting a cat and worrying about my dissertation.

I look forward to meeting you all soon.

## James Allen

Education Centre, Library  
Royal Preston Hospital  
01772-524763  
james.allen@lthtr.nhs.uk

## Ileana Thomson

My name is Ileana Thomson and I have worked at South Manchester University Hospitals NHS Trust since February 2005 as an Electronic Resources and Systems Librarian.

I come from Romania where, after I did my degree English and Geography, I worked as a college/high school English teacher for three years until 1996 when I got married (my husband is British) and moved to the U.K.

I have worked in library and information management since 1997 (Stockport, Manchester Metropolitan University) and for the Information Commissioner where I used to make assessments of possible breaches of the Data Protection Act 1998 or the Freedom of Information Act. While working, I did an MSc in Information Management and, a year ago, I also became a Chartered Librarian.

With the CV out of the way, I want to say that I enjoy my present job at Wythenshawe Hospital which involves activating access to e-resources, Athens administration, website and library system development and management, user and staff training, enquiry desk work, promotion of e-resources to trust staff, current awareness service, etc. I am also a deputy to the Trust Library Services Manager. There are lots of new things to learn and ideas to contribute. Some of my aims are: creating a unique list of e-journals to include all NLH Core Content journals, Aditus journals and library e-journals, re-organising and developing our website and e-resources and promoting them to trust staff. We are working towards developing a comprehensive user training programme for library users and towards standardising the training materials in order to support staff with evidence based practice and clinical governance information resources.

I look forward to joining and contributing to a number of the LIHNN groups.



# North West Mental Health Libraries Group

The overall aim of the group is to provide leadership and co-ordination in the development of mental health and Learning disabilities information, knowledge and positive practice for mental health service users, providers and commissioners across the North West.

The group's core membership is librarians, information specialists and knowledge managers in North West health and social care services.

In our first meeting since 2003 we discussed issues such as current awareness, user guides, resources, an expert search service and the provision of library services to mental health professionals.

Please feel free to join us at the next meeting if you have anything to do with any of this!

The details of the next group meeting are:

**12th December  
2pm – 4pm.**

Rm 215, Gateway House,  
Manchester

Hope to see you there

Contact me if you'd like to know more and please have a look at our forum space on the Aditus website for terms of reference and minutes.

## Hannah Gray

Knowledge Management Lead  
(Acting)

Mersey Care NHS Trust

Tel: 0151 473 2780 E-mail:

Hannah.gray@merseycare.nhs.uk

# SUMMARY

## of the National Service Framework



The National Library for Health service framework for NHS funded library and information services in England defines the core areas of service that underpin the requirements of the National Library for Health Strategic Plan 2005-2008.

The framework defines seven core areas of service with each area containing core and developmental components. The core areas of service will provide the basis for national standards for library and information services. The process of developing standards will be aligned with the Healthcare Commission 'Standards for Better Health' and the International Standards for Quality in Healthcare (ISQua).

The framework focuses on:

- the delivery of library and information services to support the needs and expectations of the health staff
- the further development of partnership working between service providers at every level
- defining national standards focussed on establishing the provision of a uniformly high quality content and service.
- The Department of Health in England published a policy document on standards (Standards for Better Health, 21st July 2004) and the National Library for Health will adopt this framework for library and information service standards.
- The UK Accreditation Forum (UKAF) is leading the development of generic principles and standards that will provide an internationally accepted basis for the assessment and convergence of the accreditation schemes.

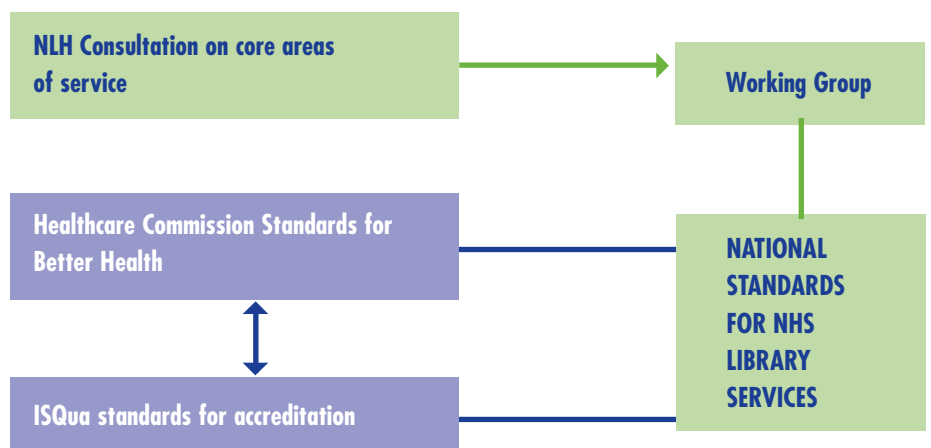


Diagram presents the convergence national developments in standard and the National Library for Health standards

# work for NHS funded library services in England

## Seven core areas of service

Underpinning the seven core areas of service are:

1. **Quality** – this is the foundation stone of the NLH and the national quality programme will encourage library and information service staff to adopt change and drive improvements through a shared vision.
2. **Partnerships** - at national and local level are also essential to provide a joined-up and seamless service. The National Library for Health will aim to achieve greater integration of NHS funded information services, bringing together the full range of library and information services.
3. **Collaborative** - working with other local library and information providers such as Public Library services has the potential to provide a wider service offer.

NHS organisations have a responsibility to ensure that the library and information services defined in the framework are in place to support informed healthcare decision-making by health workers, patients and the public, as well as to facilitate work based learning and continuing professional development.

**Colin Davies**

Health Care Libraries Unit

<b>Access to library and information services</b>	The National Library for Health (NLH) is a networked library and information service for the NHS available twenty four hours a day, seven days a week. It brings together all NHS funded library and information services (local and national) to provide a single service to all who support the delivery of care to NHS patients.
<b>Resources</b>	The NLH (nationally and locally) will provide high quality evidence-based resources that support the changing needs and priorities of the NHS. The range of online resources will increase and both national and local purchasing of content must be based on an efficient procurement model that ensures value for money.
<b>Library and information staff</b>	Library and information staff are the most important resource within the NHS library and information service. They must strive to make a full contribution to the work of the healthcare team, and should be fully recognised as an integrated part of the team.
<b>Organisational knowledge</b>	Library and information services need to focus on mobilising the knowledge base of health care in a form that health and social care staff can use, and on managing information to support corporate goals and priorities.
<b>Public and patients</b>	NHS library and information service could have an important complementary role in the delivery of information to the public. This requires effective liaison across the broad spectrum of information providers.
<b>Information skills</b>	All health workers should be given the opportunity to develop information literacy skills. Library and information services must work within their local health community and within local organisations to deliver a co-ordinated programme of information-handling skills training.
<b>Information technology</b>	The National Library for Health has adopted open systems architecture as standard. The development and/or procurement of local IT systems must be based on open systems architecture and be Z39.50 and/or SOAP compliant.

# Open Day at Bolton PCT Learning & Resource Library

(Or "Bolton PCT drum up a Thirst for Knowledge")

On Friday 30th September 2005 we held our annual

Open Day aimed at new PCT staff, and also to raise the profile of the Service to other potential PCT users.

This year we decided to combine the event with the Macmillan - World's Largest Coffee Morning



The event was well publicised. Each member of Trust staff arrived at work one morning to find an invite on their chair!

On the day itself we welcomed 65 members of staff from various Trust departments, many of them new faces. Each visitor was given a pack to take away that included basic information about our joint Library Service with the Education Centre Library, RBH, a bookmark developed by Library staff, Passport booklet, INFOCUS Web Directory and a Public Libraries Partnership leaflet. Each visitor was also encouraged to take a



Coffee, cake and the latest evidence - what more could staff from Bolton PCT want

laminated Public Libraries Partnership Poster to put up in their place of work or staff room.

Since this event several members of staff have returned to join the Library and also to gain membership of the Bolton Libraries Access Scheme.

Members of staff from the Public Health team offered to help brew up so that Michael and Lesley (Bolton PCT Library staff) could market the Library and its wealth of resources to the visitors.

The day was well worth the hard work and effort.

A total of £130.00 was raised towards the Macmillan Cancer Appeal.

**Lesley Hardman**



# Lancashire Libraries launch the NHS-Public Libraries Partnership

The Harris Library in Preston was host to dignitaries from the local Council and the health & public libraries sectors, at the launch on the 10th of October, of two health information schemes: the NHS-PLP partnership and the Book Prescriptions Scheme. The photograph shows yours truly, Roshanara Nair (PLP Project Manager – seated), David Rushforth (Programme Manager for the Bilibotherapy Projects – standing left of group), County Councillor Jean Battle & Richard Jones, (Head of Adult and Community Services Directorate in which the Library Services sit)

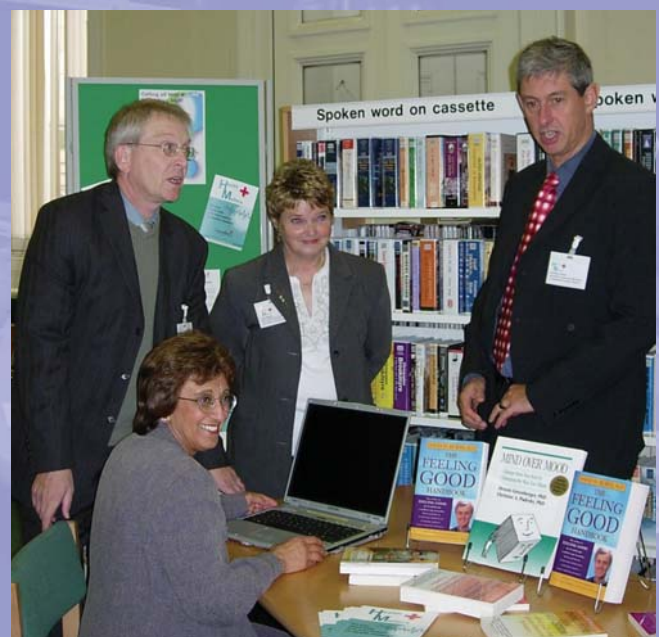
The Council was going to be putting out a press release and there was going to be an article in Vision, a Council paper which is distributed free to all households in Lancashire. (If you live in Lancashire, you might have already seen this.) The Library had produced a special leaflet for the occasion and there was a display of various books of interest to mental health patients. There were representatives from the local NHS Trusts and from HCLU. Sally Curry, the National Partnerships Manager, INSPIRE also attended. She has been most impressed with the lead the NW has taken in forging partnerships between health and other sector library services. Witness Addlib, ALLIS, and now these two projects.

She kept saying so to everyone at the gathering and you should have seen the broad grin on Richard Jones's face! (There was probably one on mine as well. Good job I couldn't see it!)

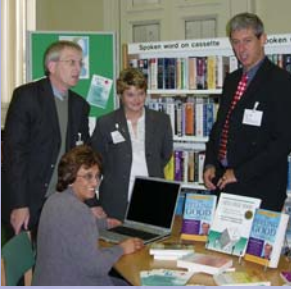
Just to give a brief update on the partnership project which I am managing. As you all probably know, the project has been funded by Cumbria & Lancashire (C&L) SHA and has been running now for over a year. It officially comes to an end in May 2006. The main objective is to turn the public libraries into access points for the electronic information resources which are available for NHS /SC staff, while at the same time, improving the skills and knowledge of the PL staff to enable them to give quality health information to patients and carers as well. To this end, training has been provided by the local NHS Librarians to the public library staff, to raise their awareness of the health information resources and also of the services that the NHS libraries offer. Working relationships have been established between the two groups of librarians in the area and the anticipation is that

these relationships will endure beyond the life of the project. Funding has been provided for the purchase of recommended bookstock (for NHS / SC staff), to be housed in the public libraries, and to facilitate this, a list of recommended titles was drawn up by the librarians in C&L.

As part of the official remit, the project has been implemented in Lancashire, Cumbria, Blackburn & Blackpool Public Library Services. However, right at the beginning of the project, we at HCLU decided not to restrict the project to C&L and also to include social services wherever possible, although we couldn't provide any funding for non-C&L areas from the project budget. In the end Colin Davies provided some funding from the Jericho project for the Greater Manchester (GM) areas which implemented it. **continued...**



Roshanara Nair (seated) with, left to right, David Rushforth, Jean Battle and Richard Jones



cont....

Public  
library

authorities in Merseyside that have come into the network have bought the books from their own resources because they decided they should have those titles anyway. So far the partnership has been established in Oldham, Stockport, Bolton, Wigan, Bury, and Knowsley, i.e. training has already been delivered in these areas. Sefton, Wirral, Halton & Warrington will start the training programme sometime soon, hopefully before Christmas. Manchester City libraries & Tameside need to wait until next financial year - for various reasons, including other training commitments.

The response from the public libraries has been very positive and enthusiastic, and the NHS trainers have been very pleased with the response to the training they have provided. We have had a special leaflet and a poster done for the partnership which most of you I hope will have seen by now.

It is very much a case of "So far, so good!" A formal evaluation is being planned for late spring next year and I am confident that when we have the results of the evaluation, we will be able to bring on board those few authorities which are currently standing on the sidelines!

So watch this space!

**Roshanara Nair**  
Project Manager  
HCLU

# Virtual Learning comes to the North West

**The three Northwest Strategic Health Authorities (Cumbria and Lancashire, Greater Manchester and Cheshire and Merseyside) have procured a Virtual Learning Environment (VLE) with an integrated Learner Management System (LMS) from a company called Teknical for use by all NHS staff in the NW.**

The NW Health Care Libraries Unit is providing project support for the VLE Implementation Team. Roshanara Nair is acting as VLE Project Officer and Linda Ferguson as VLE Project Co-ordinator.

The VLE consists of a managed service delivered using the Internet so there will be no need for major IT installations within NHS organisations. Learners will be able to access the VLE from any setting and at any time. The VLE will enable delivery of e-learning programmes as well as providing full tracking and reporting of how the programmes and resources are used by learners and organisations. In addition, the VLE should be able to support the distribution of national e-learning developments such as the former NHSU products.

The VLE Implementation Team is currently writing to Trust Training and Development Leads (copied to Directors of HR), to invite expressions of interest from Trusts who would like to be early implementers. The deadline for applications is Friday 11th November 2005. The VLE will be available for early implementer sites from February 2006 and in this

initial phase, we hope to be able to offer the following packages:

- Conflict Resolution [Covering CFSMS learning objectives]
- Mixed Messages [Communications Training]
- Essence of Care [Benchmarking, Clinical Governance & Engaging with Patients]
- ICT Skills Check tool [Training needs analysis - basic IT skills]

In addition, work is currently underway to enable access to the following statutory/mandatory training courses:



- **Health & Safety**
- **Fire Awareness**
- **Manual Handling**

Don't be surprised if either Roshanara or I contact you for your help with such things as contact details for Trust staff! We will keep you updated on further developments.

**Linda Ferguson**  
NW Health Care Libraries Unit



# Internet Librarian International 2005: Transcending Boundaries: 10th-11th October

After spending eight and a half hours travelling to London on the Sunday, on a train that ran out of tea somewhere to the north of Crewe, I was scarcely encouraged, on arrival, to find that the pubs in Kensington now charge £2.69 for a pint of bitter. Venturing into the dining room the following morning I met with the tragic revelation that breakfast was to be of the continental variety, and I began to harbour some very bleak thoughts about my attendance at the conference.

I needn't have worried though, because what was to come over the following two days would prove to be a breath of fresh air. With few exceptions, every presentation I attended at the conference proved to be thought-provoking, entertaining, professionally engaging, and pretty much as current as one might hope to expect.

After a brief welcoming speech the delegates were treated to a presentation by Ronald Milne on the Bodleian Library's Google digitisation project. He had some very positive things to say about partnership projects generally, and specifically about the technological and financial benefits of working with Google, although he fielded a number of questions from the floor from delegates clearly suspicious of Google's motives.

That was followed by a three-handed presentation which really set the tone for the whole conference. Two energetic Americans (Aaron

Schmidt and Michael Stephens) introduced us to the basics of blogs and wikis, and Brian Kelly from UKOLN delivered an enthusiastic assessment of pod-casting and instant messaging (IM). All three proved to be highly engaging and had lots to say that was new to the majority of the delegates in attendance.

Two case studies followed, with May Chang and Christopher Ham describing some of the options available when choosing Open Source blogging software, and Rachel Bridgewater and Anne-Marie Deiterling giving a candidly frank account of the ups and downs of launching a wiki. These were especially useful presentations in that they provided an insight in to working with these tools in everyday situations.

The second day set off at the same blistering pace with a colourful assessment of Google's evil empire from Stephen E Arnold. He was concerned about the way Google ranks its search results, noting that search engine results are diverging, and he worried about Google's recent forays into non-search engine territory. Generally he felt that the information community would be well-advised to be less credulous and trusting where Google was concerned. An interesting counterpoint to the opening session of the previous day, the presentation was interrupted by a genuine fire-alarm, but the audience was so transfixed by Arnold that nobody moved! Standing around outside, waiting for the firemen to discover an inadvertent cigar-smoking guest, the joke circulating amongst the delegates was that they'd



*l-r, Michael Stephens, Brian Kelly and Aaron Schmidt, speakers at the conference*



probably find the Google owners inside with a lighter and kindling.

The rest of the morning was given over to presentations on European  
**continued...**

# The Chartered Institute of Library "Enhancing opportu

cont...

collaborative initiatives, including an interesting description of a private sector partnership from Denmark, partnerships in the public library sector from Denmark and Germany, and an overview of the European Library project. The afternoon featured an extremely interesting presentation by Martin Hayes from West Sussex County Library Service, and Robert Bull from DS Ltd (UK), who described a project that aimed to bring together a diverse range of local studies databases which had evolved independently over a number of years. DS Ltd had designed a suite of software that allowed nine different databases to be searched simultaneously using a single search interface.

In all, this proved to be an extremely useful conference to attend, particularly from the perspective of NHS / HE partnerships. Knowledgeable and intelligent presentation, early introduction to state-of-the-art technologies and applications, valuable case studies from practitioners in the field, ..... and as if all that wasn't enough, a series of catering calamities meant that all the conference delegates were upgraded to a full English breakfast on the second morning!

Food for thought, you might say.

I've attached a short list of web addresses, referencing sites that are hopefully in keeping with the spirit of the conference. The conference's home page has a link to a conference wiki where various slide-shows and papers have recently been posted.

<http://www.internet-librarian.com>  
<http://en.wikipedia.org/wiki/Blog>  
<http://en.wikipedia.org/wiki/Wiki>

**Mike Hargreaves**  
Uclan

## CILIP's New Framework of Qualifications

As the Registration Liaison Officer<sup>1</sup> for the North West I feel obliged to share with NW colleagues the exciting news that CILIP have changed the regulations for Chartership and have actually broken down some of the elitism surrounding chartered status. From April 2005 joining Chartership (MCLIP) and Fellowship (FCLIP) will be Certification (ACLIP) and voluntary Revalidation of the Chartership and Fellowship. CILIP have also introduced a Mentor Scheme. More of that later.

Most of you will be familiar with the terms Chartership and Fellowship and I know many of you are already chartered or working towards chartership. I also know those of you who have, as yet, deferred aspiring to this 'gold standard' for library and information professionals... and you know I know who you are!

A note of reassurance for those of you working towards Chartership under the 2002 regulations. You have until 2008 to submit your portfolio of evidence. Anyone registering after April 2005 must follow the new regulations

The main changes brought about by this new framework are Certification, Revalidation and the Mentor Scheme, so I shall explain briefly what these are.

### Certification

According to CILIP, Certification "is a recognition of the contribution made in library and information work by para-professionals."<sup>2</sup> Wow! Good news I say. This means that as from April 2005 library assistants and library staff without a library and information related degree can obtain Certification and, after two more years (full-time equivalent) experience working in a library or information role they can register for chartered status. In my opinion, a breakthrough for library and information staff everywhere.

### How to obtain Certification

To apply for Certification you will need to be an Affiliated Member of CILIP.

You will either:

have been working in library and information work for five years or more (full-time equivalent)

[Category 1 applicants]

or

have been working in library and information work for two years (full-time equivalent) and have participated in work-based training or other staff development

[Category 2 applicants]

Guidance on how to apply for Certification can be found on CILIP's website

<http://www.cilip.org.uk/qualification-schartership/FrameworkofQualifications/certification>

You will need to refer to this guidance for further information, the registration forms and supporting documents but, briefly, you will need to submit the following:

#### Category 1 candidates:

- an application form
- your Curriculum Vitae (CV)
- a personal statement demonstrating experience and/or experiential learning
- a Personal Development Plan (PDP)
- a supporting letter, which should evidence achievement and indicate potential for future development where appropriate.
- you may also include copies of relevant certificates or equivalents

#### Category 2 candidates:

- an application form
- your Curriculum Vitae (CV)
- a personal statement reflecting the outcomes of your learning
- a Personal Development Plan (PDP)
- copies of certificates or equivalents
- a supporting letter which should evidence achievement and indicate potential for future development where appropriate

Copies of all the documentation are on the website including anonymised examples of a Personal Development Plan and a Personal Statement to help you.



# and Information Professionals (CILIP) nities, rewarding achievement”

## The Mentor Scheme

A mentor is an “experienced and trusted adviser or guide” Oxford English Dictionary.

Mentors will now replace the role of supervisors. The mentor is an essential role in CILIP’s framework of qualifications. They are not expected to run training events or instruct the candidates but to help them realize their own potential through encouragement and direction. This is the key purpose of the Mentor Scheme: to support individual CILIP members through the Framework of Qualifications processes. The key outcome for all mentoring partnerships within the scheme will be the successful completion of a CILIP qualification.

Mentoring is a compulsory requirement for all Chartership candidates. It is also available to applicants for Certification, Revalidation and Fellowship.

A list of mentors for candidates to choose from is on the CILIP website along with further guidance for both candidates and mentors. There is also advice on how to become a mentor. Our own Linda Ferguson is the mentor’s support contact.  
<http://www.cilip.org.uk/qualification-schartership/FrameworkofQualifications/mentor>

## Revalidation

At the moment Revalidation is voluntary but I suspect it will soon become compulsory so all you Chartered members out there – beware!

In the words of the CILIP Revalidation Handbook, the Revalidation Scheme “offers CILIP Members formal recognition that they are maintaining and further developing their professional knowledge and expertise.”<sup>3</sup> Continuing Professional Development (CPD) underpins the Revalidation Scheme. The handbook goes on to say: “The primary responsibility for CPD and the revalidation process lies with the individual. Each Chartered Member will present evidence of their CPD; it is not expected that members will have to take on extra work or undertake further study which is not already required within their

work situation or personal development plan. Revalidation is voluntary and applicants should apply for revalidation after a minimum of three years (or full-time equivalent) of professional experience as a Chartered Member, and after each subsequent three-year period.

Participants in the Revalidation Scheme will receive a statement of participation at the end of each year within the three-year cycle. On successful completion of the three-year revalidation period you will receive a Certificate of Revalidation.”<sup>3</sup>

The Scheme is seen to have three major benefits:

- individuals are able to demonstrate their commitment to improving and enhancing their knowledge and skills to both current and future employers
- employers will benefit by having a workforce which demonstrates explicitly its commitment to continuous improvement and which thereby brings dividends in increased effectiveness and efficiency at work
- the information profession as a whole demonstrates its commitment to continuous professional development, raising the status of the professional body to one, which views its validation as a current dynamic activity, not one rooted in history.

It may seem like a real chore to undergo revalidation every three years, but I think it’s a real opportunity to enhance our much-beleaguered profession and ourselves.

## Conclusions

Overall, I think the new Framework of Qualifications is a positive move by CILIP.

Certification opens up the possibility of obtaining chartered status to a much wider range of library and information staff. There are benefits to becoming Chartered, not least when applying for jobs with better pay and prospects and not to mention the demands of Agenda for Change and the KSF 4

Revalidation gives us the chance to demonstrate our continuing commitment to professional development and is a step on the way to Fellowship for those of us who wish to pursue that path.

The Mentor Scheme provides support and guidance to candidates undertaking CILIP qualifications and also gives those of us who wish to give others the benefit of our experience the chance to become a Mentor.

My closing comment is “And about time too!!” It’s about time that all library staff including ‘para-professionals’ have a fair crack at taking control of their continuing professional development.

## References

### 1 Registration Liaison Officer

Each CILIP Division appoints a Registration Liaison Officer who is responsible for providing advice and support, in total confidence, for those working towards chartered membership status. The RLO also organises local courses on professional development.

### 2 Certification handbook.

Last updated: 25 February 2005  
<http://www.cilip.org.uk/qualification-schartership/FrameworkofQualifications/certification>

### 3 Revalidation handbook.

Last updated: 25 February 2005  
<http://www.cilip.org.uk/qualification-schartership/FrameworkofQualifications/revalidation>

### 4 KSF. Knowledge and Skills Framework.

Can be downloaded from the Department of Health website  
<http://www.dh.gov.uk>

## Shan Annis

Assistant Director CPD.  
NW Health Care Libraries Unit  
Registration Liaison Officer.  
CILIP North West.



## notes for contributors

1. Articles and news items are welcome from all members of Lihnn, including support staff and staff in higher education institutions.

Lihnn members are actively encouraged to write up accounts of events and courses attended. Articles on new developments and projects successfully managed are also welcome.

2. News items and short pieces, which can range from factual to amusing, are also welcome.

3. All items can be submitted in print or electronic format.

## please abide by the following points:

Don't forget your name, location, title of article and date of article.

All acronyms should be written out in full for the first occasion they are used in the text. Please give full details of events, courses and conferences attended. This should include:

- The name of event and location
- Date of event
- Name of organizing or sponsoring body
- Details of how support materials can be obtained (where necessary)
- Full references to any published reports, articles, etc.

Items not submitted in time for the publication deadline will be published in the following edition.

Guidelines for contributors are also available on the Lihnn website.

## contributions should be submitted to:

Kathy Turtle, Librarian,  
Lancashire Teaching Hospitals NHS Trust,  
Education Centre, Chorley Hospital,  
Preston Road, Chorley PR7 1PP

Tel: **01257 245607**

Fax: 01257 245501

Email: [kathy.turtle@lthtr.nhs.uk](mailto:kathy.turtle@lthtr.nhs.uk)

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