

## **The Blue Mountains Public Library/Craigleith Heritage Depot Partnership Frequently Asked Questions**

### **Why are you restructuring?**

We had to change our organizational structure to both expand and improve services at the Craigleith Heritage Depot and to put in place a structure that was in keeping with a library of our size.

An external organizational review last year recommended that we improve how we staffed our programs and services. Other small libraries like ours operate very well with fewer full-time positions. We believe that with a more logical organizational structure, we'll be able to serve the community for a long time to come.

### **What will happen to current library staff?**

We provided each staff member with an outline of the new roles within the library, and we are encouraging each of our staff to consider the new positions and to apply for those roles that interest them.

As an employer we have a legal responsibility to respect staff privacy in personnel matters. We will continue to provide support to employees as we move forward in the months ahead.

### **What will happen to children's programming?**

The library will maintain all of its current programs and events at the L.E. Shore Memorial Library. Children's programming will continue as usual.

Under the new structure, library services will also be available at the museum, improving library access to the residents of Craigleith.

### **Where are cost savings coming from?**

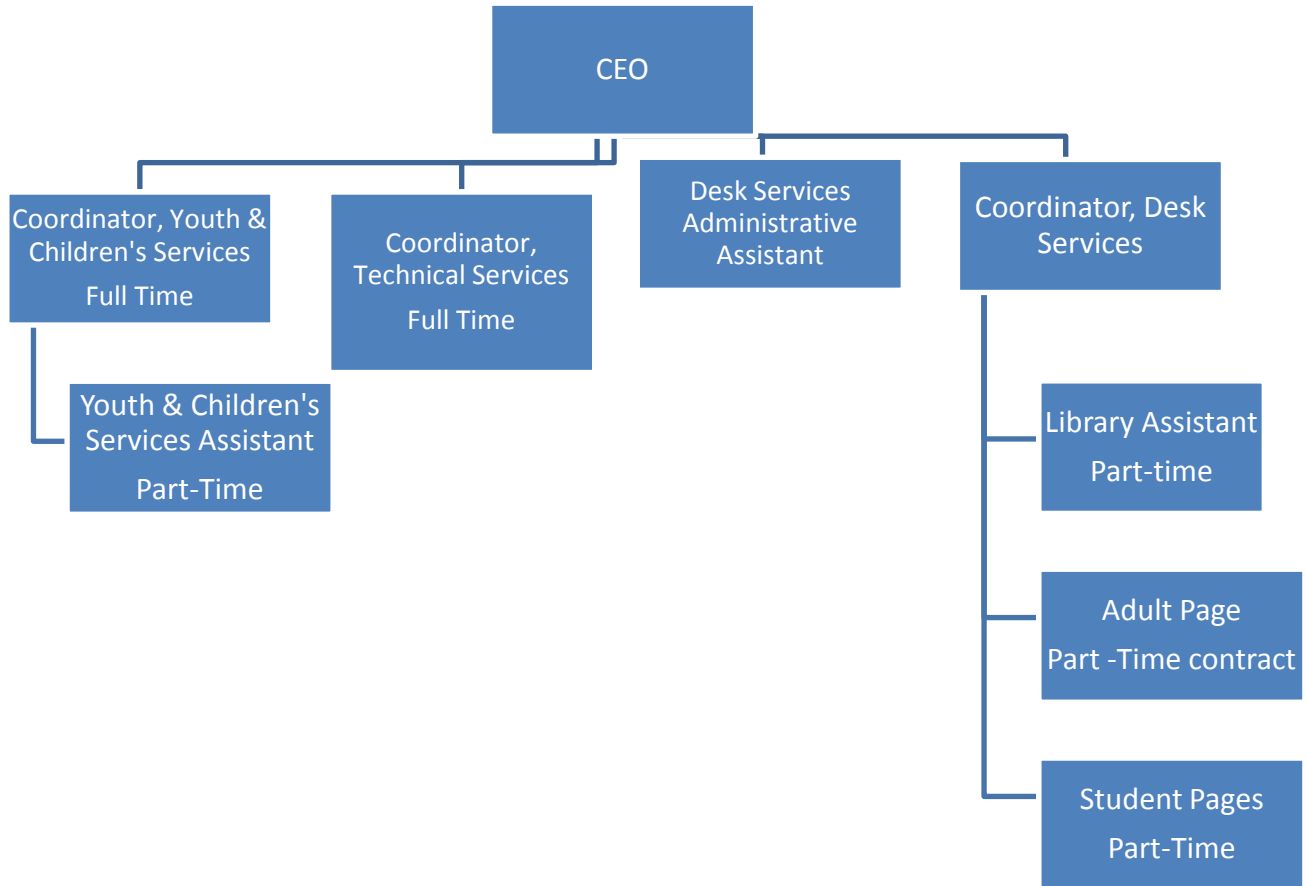
Salaries will remain the same under the new structure. The number of staff will remain the same under the new structure. The \$14,000 in savings comes from reduced operating costs at the Depot.

### **What will happen to services?**

We recognize the community receives and expects high quality service from the library. The restructuring is about strengthening our library and improving services. We will maintain all current programs and services. At the same time, we'll be doubling operating hours at the Depot so that it is open six days a week all year round. There will also be some library services available at the Depot, improving library service to Craigleith residents.

**What does the new organization look like?**

*Current structure*



*Proposed new structure*

The new structure would see the library take responsibility for the Craigeith Heritage Depot. There would be two senior library managers responsible for library operations and one full-time museum curator. These positions have the support of six part-time staff.

