

AL – Giles

The things that are positively impacting morale are having regular meetings to discuss all of the changes at each of our locations. Also, some locations have taken it upon themselves to do special events. For example, Almonte has a committee that plans parties or fun things to do to help boost morale. Another example is that people do have an outlet to affect change to some degree or at least put in their input through Ask Tim, suggesting the policy changes/pilot projects, etc.

The things that are negatively affecting morale are staff not feeling valued or stable, because of the things that we didn't have the last year (Focus, cost of living increase, the staff forums) and the increasing level of change. Staff doesn't feel like they have time to acclimate to a change, before another one pops up. Another worry is that the system is starting to feel too corporate with all of the statistics impacting our decisions, the restructuring of administration, and a huge focus on our members and not as much on staff. Many people chose librarianship to work in an environment that promotes closeness, creativity, love for our communities, and personal growth. We didn't think we were necessarily lacking these things, but it is important staff doesn't feel these things are being forgotten as we strive to reach our goals.

To fix these situations my group felt that we needed to bring some fun back into the system, along with opening up lines of communication. This could be accomplished by having system-wide theme days to inspire fun, job shadowing to help staff communicate/grow, and bringing back the circ, librarian, and PCS forums. The leadership, in our libraries, has many opportunities to meet and talk with each other, but the other staff wants to have this option too. At our individual libraries we also have to make sure no one is being forgotten when information is being passed along. Communication has to be priority. Also, as a side note, to take off some of the pressure on you we thought it may be better if Ask Tim was changed to Ask Administration?