

2019.10.08

2 Deputy G.P. Southern of the Minister for Education regarding the impact of the Target Operating Model and efficiency savings on the library service: (OQ.240/2019)

Will the Minister inform Members what impact, if any, the target operating model and efficiency savings will have on the number and grade levels of staff involved in delivering the library service in 2020 and beyond; and what assurances, if any, can the Minister provide that the standards and range of activities delivered by this service will not be reduced over the period of the Government Plan?

Senator T.A. Vallois (The Minister for Education):

The proposed library service target operating model is still under consultation, which closes tomorrow. Feedback from staff will then be considered and further changes to the proposal may follow. The T.O.M. (target operating model) aims to modernise the service and bring it more in line with the Customer and Local Services departmental structure and One Government principles. In doing so, we will be ensuring a more effective and efficient service that will make it easier for our customers. The net reduction in staff posts proposed through the T.O.M. currently stands at 2.9 full-time equivalents and the majority of staff reduction will be in managerial roles, as the new structure seeks to introduce a reduction in management layers. I can give an assurance that standards and a range of activities will not be reduced in the period of the Government Plan and I am pleased to report that the new T.O.M. will see an increase in opening hours of the library and a greater focus on community activities across the Island. The proposal is to extend the opening hours from one evening to 4 evenings each week and to extend Saturday opening until 5.30 p.m. through a year-long trial period that, if successful, will be made permanent.

4.2.1 Deputy G.P. Southern:

Will the Minister inform Members, when she refers to a 2.9 staff cut, that is 2.9 out of a total staffing number, what is that number? Secondly, what saving on what size of budget is going to be made by this change?

Senator T.A. Vallois:

It is proposed that it is a 2.9 full-time equivalent and the savings are approximately £140,000.

Deputy G.P. Southern:

On a budget of what size?

Senator T.A. Vallois:

I do not have the complete full budget here, but I am happy to pass that to Members.

4.2.2 Deputy G.P. Southern:

Can the Minister inform Members whether library staff have been asked to reapply for their posts and whether those posts have been downgraded as part of this process?

Senator T.A. Vallois:

As I understand, the target operating model is currently under consultation, which is seeking feedback from relevant stakeholders and staff and which does not close until tomorrow. That process would not go ahead until the closure of that consultation with the relevant individuals.