

of contract librarian staff for peak workloads or special projects, which would be efficient in both cost and saving PYs.

Since this is a specialized field, until the demand exists i.e. until the government issues a tender call for library services, there may be companies "waiting in the wings" that would be willing to contract for turnkey library services or for the cataloguing function.

There may also be the option for present employees to form a corporation in view of recent preliminary statements made by the Treasury Board in the area of privatization and contracting out of services.

The next logical step following this report would be for the Library MEO Committee to decide which of the alternatives and options to implement, and to develop an implementation plan.

Prioritizing which enhancements to the efficiency and effectiveness of such library services, including organizational changes and setting up performance indicators, would form a part of this exercise.