

<b>4.</b>	<b>PERSONNEL</b>	
<b>4.6.</b>	<b>Volunteers</b>	
<i>Effective</i>	<i>2006</i>	<i>Revised</i>
<i>Next Review</i>	<i>2011</i>	

- 4.6.1. Members of the public are encouraged to apply to offer their time and energy to support the Library.
- 4.6.2. Volunteer activities support and complement staff activities to help enhance the quality of service and programs provided by the Library.
- 4.6.3. No employee shall be removed or displaced in favour of an unpaid volunteer.
- 4.6.4. Library staff will provide supervision and direction for volunteers. The maximum number of volunteers will depend on the ability of staff to support these activities within the context of their other duties and availability of volunteer tasks.
- 4.6.5. Volunteers must perform their functions to the standard set by the Library. Those who do not do so are subject to having their names removed from the Library's volunteer list.
- 4.6.6. Volunteers will be informed of volunteer opportunities available with the Friends of the Cranbrook Public Library.
- 4.6.7. Volunteers are eligible to apply for paid positions.
- 4.6.8. The Board shall provide annual recognition for volunteers.