



How many elephants make a herd? determining staffing levels in a multi-campus library service: a case-study of the Cape Peninsula University of Technology (CPUT) Libraries

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Determining staffing levels in a multi-site library system has always been a matter of concern. In the newly merged Cape Peninsula University of Technology this was even more important due to the possible perception of bias. In a process involving staff from all campuses formulae were developed that, when applied, enabled the library management to measure the staffing of one branch against another, and apply this strategically both for Workforce planning, and staff performance enhancement.

Keywords: Staffing, Human resources, Performance management, University libraries; Branch libraries, staffing formulae.