

## **Local Negotiating Committee for Teachers**

### **Code of Practice on the use of Temporary Contracts**

#### **Memorandum of Understanding**

The LNCT note and adopt SNCT/31 on the use of Temporary Contracts.

In connection with paragraph 5.2 of SNCT/31, the following arrangements will apply: -

- (i) North Ayrshire Council has a commitment to recruit permanent staff wherever possible taking into account the needs of the Council.
- (ii) The Council is committed to the principle of equal opportunities in all of its recruitment practices including the appointment of permanent and temporary teaching staff.
- (iii) A temporary teacher having been employed for 2 full academic sessions with North Ayrshire Council Educational Services may apply to the Corporate Director (Educational Services) for transfer to permanent status.
- (iv) Where a temporary teacher applies for permanent status, the Corporate Director (Educational Services) through the Head of Educational Resources will consider each such case for suitability of transfer.
- (v) Transfer to a permanent post will not normally be refused. Where it is not approved, the Head of Educational Resources will advise the applicant of the reasons.
- (vi) There are two points in the year at which applications will be considered. The first time is at or around the end of the academic session when the appointment to permanent staff would be effective from 1 August. However, the second time for applications to be considered will be in December when the appointment to permanent staff would be effective from 1 February.
- (vii) The above process will be separate and discrete from the annual process of staffing adjustments due to change in school rolls or course uptake.

#### Administrative Note

Applications for transfer to a permanent post will only be considered where an authorised vacant post within a school or to a vacant peripatetic post within Educational Services.

02/03/2005

Approved

BG/PRC/JN