

WEST DUNBARTONSHIRE COUNCIL

Report by Joint Secretaries to the LNCT

Local Negotiating Committee for Teachers: 16 February 2010

Subject: Procedures for the recruitment of supply staff and Fixed Term Contracts

1. Purpose

- 1.1** This report seeks agreement from the Committee on the procedures to be followed by West Dunbartonshire Council, Educational Services Department in the recruitment of staff for supply and Fixed Term Contracts.

2. Background

- 2.2** Due to the volume of teachers on WDC supply list and the competitive market for teaching jobs the attached procedures have been developed in partnership between management and union side to agree a fair and open process of recruitment.
- 2.3** At the LNCT on 15 December 2009 it was agreed that the “Short term supply and Temporary Cover Report” be delegated to the sub group for further consideration.
- 2.4** The subgroup has discussed this report form. The amended report form is attached as Appendix 2 to this report

3. Main Issues

- 3.1** Using the supply recruitment process to staff longer term ‘fixed term’ contracts has resulted in complaints from teachers currently seeking to obtain work. It also invites the perception of individuals being ‘cherry picked’ for longer term jobs.

4. Personnel Issues

- 4.1** An agreed procedure would ensure that all schools were following the same practice and would enable the department to be clear and transparent regarding the procedure they follow.

5. Financial Implications

- 5.1** There are no financial implications

6. Risk Analysis

- 6.1** Not having open and transparent recruitment procedures for supply and fixed term contracts leaves the department open to challenge from teachers and the public who view the current practice as unfair.

7. Conclusions and Recommendations

- 7.1** This report recommends that the 'recruitment process for supply and fixed term contracts' guidance and the associated appendices are agreed to be used by all schools going forward.

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Appendices

Appendix One – Recruitment Process for Supply and Fixed Term Contracts
Appendix 1 – Process for Secondary and Primary Schools
Appendix 2 Short Term Supply and Temporary Cover Report

Wards Affected All Wards