

WEST DUNBARTONSHIRE COUNCIL

Report by Joint Secretaries to the LNCT

Local Negotiating Committee for Teachers: 15 December 2009

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 Educational Services in the recruitment of staff for Supply and Fixed Term Contracts.

2. Background

- 2.1** Due to the volume of teachers on the WDC supply list and the competitive market for teaching posts the attached procedures have been developed in partnership between management and the union side to agree a fair and open process of recruitment.

3. Main Issues

- 3.1** Using the supply recruitment process to fill longer term 'fixed term' contracts has resulted in complaints from teachers who are currently seeking to obtain work. There could also be a perception of individuals being 'cherry picked' for jobs.

4. Personnel Issues

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

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** It is important for transparency and consistency that all schools follow an agreed and approved recruitment practice to ensure clarity and transparency in the department's procedures.
- 7.2** This report recommends that the 'Recruitment Process for Supply and Fixed Term Contracts' Guidance (Appendix 1) and the Short Term Supply and Temporary Cover Report (Appendix 2) is agreed to be used by all schools with immediate effect.

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Appendices Appendix 1: Guidance for the Recruitment Process for
Supply and Fixed Term Contracts
Appendix 2: Short Term Supply and Temporary Cover
Report

Wards Affected All Wards