

Fixed-Term Contracts

Trainer: Trish Embley, Pinsent Masons LLP
Duration: 3 hours
Date/time: Spring Term 2017, dates tbc
Venue: Staff Development Barlow Room, The Library

Who is it for?

Essential for managers who are responsible for staff employed on a fixed-term contract.

Introduction

This course will explore the use of fixed-term contracts at the University and when it is (and is not) appropriate to use them.

By the end of this half-day course, participants will be able to:

- State the legal rules regarding the use of successive fixed-term contracts (especially since *Ball v Aberdeen University*)
- Explain the legal rights of staff employed on a fixed-term contract compared to an indefinite contract, and the practical significance of these
- State the rights that apply on the expiry of a fixed-term contract with particular reference to notification of indefinite contract opportunities & claims of unfair dismissal
- Outline a legally fair procedure in a redundancy situation that includes staff on fixed-term contracts, with particular reference to selection pools
- Explain the rights of pregnant women applying for fixed-term contract posts

Programme

Arrival and refreshments

When does the University use FTCs?

Legal Aspects of FTCs

- successive fixed-term contracts
- less favourable treatment & justification
- differences to staff on indefinite contracts
- notification of indefinite contract opportunities
- expiry of fixed-term contracts & dismissals

Redundancy & FTCs

- individual & collective consultation
- selection pools
- redeployment opportunities

Pregnancy & FTCs

- applying for FTC post
- renewal of FTC & Pregnancy
- maternity leave & pay

Close