



Subject:	Motion – Staff on Temporary Contracts
Date:	22nd October, 2021
Reporting Officer:	John Walsh, City Solicitor
Contact Officer:	Jim Hanna, Senior Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To bring to the Committee's attention a motion in relation to Staff on Temporary Contracts which was referred to the Committee by the Council at its meeting on 4th October.
2.0	Recommendation
2.1	The Committee is requested to consider the motion and, if adopted, agree that a report on how this would be facilitated, resourced and managed be submitted to a future meeting.

3.0	Main Report
3.1	<p data-bbox="272 259 432 293"><u>Key Issues</u></p> <p data-bbox="272 327 1469 412">The Council, at its meeting on 4th October, considered the following motion which had been proposed by Councillor McLaughlin and seconded by Councillor Murphy.</p> <p data-bbox="368 461 1374 528">“This Council is concerned to learn about the number of staff on temporary contracts who have worked for the organisation for many years.</p> <p data-bbox="368 562 1374 763">These affected staff do not have job security, they can’t plan their lives and they are constantly worried that this temporary contract will be their last. We can and must do better for our staff. An organisation should be measured about how it treats its staff and, if the COVID-19 pandemic has shown us anything, it’s the value of all our incredible hard working and diligent staff members who constantly go above and beyond for the citizens of this city.</p> <p data-bbox="368 797 1374 965">As a result, this Council will obtain a legal opinion, with a view to ascertaining if it is possible to establish that anyone on a temporary contract employed for 12 continuous months, regardless of job title, can have that contract made permanent if the staff member so wishes and, subject to that advice, the Council will put in place procedures enabling this to happen.”</p> <p data-bbox="164 999 1469 1084">3.2 In accordance with Standing Order 13(f), the Motion was referred without discussion to the Strategic Policy and Resources Committee.</p> <p data-bbox="272 1133 788 1167"><u>Financial and Resource Implications</u></p> <p data-bbox="164 1200 352 1234">3.3 None.</p> <p data-bbox="272 1267 836 1301"><u>Equality or Good Relations Implications</u></p> <p data-bbox="164 1335 1469 1420">3.4 This motion, if agreed, may have potential equality, good relations and rural needs implications and should be subject to our normal screening process as appropriate.</p>
4.0	Documents Attached
	None