

PART 4
SUMMARY OF RECOMMENDATIONS AND RECOMMENDED DATES OF
IMPLEMENTATION

I make the following recommendations for implementation at the commencement of the school year 2015/2016:

1. I recommend that the qualification period for the granting of a Contract of Indefinite Duration be reduced from 'a period of continuous employment in excess of three years' to that of 'a period of continuous employment in excess of two years'.
2. I recommend that the basis of qualification for a CID as set out in the series of Circulars giving effect to the agreement on the implementation of the Protection of Employees (Fixed-Term Work) Act 2003 be retained and amended accordingly.
3. I recommend that a teacher employed on a CID holds an employment status which is equal to that of a permanent teacher and I recommend that confirmation of this status be notified to the entire school system.
4. I recommend that once a teacher has completed his or her first year of fixed-term employment in a school and the hours are available for that post for the following year, that position should be automatically re-advertised by the school and a new recruitment process undertaken for the filling of the post for the second year.
5. I recommend that teachers who qualify for a CID on the basis of two years' employment in accordance with Recommendation 1 should be liable to redeployment in circumstances where their subject or subjects become surplus to the curricular requirements of the school in which they qualify for the CID.
6. I recommend that a teacher covering for another teacher on career break or secondment should not be disqualified from entitlement to a CID on that ground. The exclusion that currently applies to a teacher covering for another teacher on career break or secondment should be abolished. I recommend that upon the return of the teacher on career break that the teacher who provided the cover and qualified for a CID be placed on the Redeployment Panel.
7. When a part-time CID holder is awarded additional hours I recommend that in relation to the granting of a further CID in respect of those additional hours, the current qualifying period of 'continuous employment for a period in excess of three years' be replaced by 'a continuous period of employment in excess of one year'.

I make the following further recommendations for implementation in the medium and longer term:

8. I recommend that there should be put in place a structured process for medium and long-term planning of teacher provision with a view to better matching the qualifications of teachers with the subject requirements of pupils.
9. I recommend that the voluntary redeployment scheme which was initiated on a pilot basis in Connaught be extended.
10. I recommend that consideration be given to changing the terms and conditions of career breaks in future in order to provide that it is the teacher on career break who is placed on the Redeployment Panel upon resumption of employment after a designated number of years on career break. I recommend that a similar provision be incorporated into the terms and conditions of secondment.
11. I recommend that a system be devised whereby teachers are permitted to split their employment between two schools in appropriate cases and that a scheme be formulated to allow for such shared employment to be put in place on a pilot basis.
12. I recommend that in the primary sector the relevant parties on the union and management side together with the DES keep the operation of the Main Panel and the Supplementary Panel under review. As part of this review, I recommend that consideration should be given to state-wide redeployment panels administered in like manner to the schemes of redeployment in the second-level sector.

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