



President's Comment 31

15 October 2009

Dear Colleagues

Welcome back to Term 4 – I hope that you got time to enjoy family, friends and favourite pastimes over the past two weeks and that you were not too consumed with school matters such as 2010 staffing entitlements and appointments.

With many appointments being made at this stage of the year, it is timely that I draw your attention to a very informative article in our latest SPANZ Journal (posted to you this week) entitled *Fixed Term or Relief Employment in Schools* by Richard Harrison. We need to pay particular attention to the requirements around long-term relieving positions such as advertising, the letter of appointment and legitimate reasons for the job being on a long-term relieving basis.

If the pool of applicants for a permanent position is such that no suitable appointment can be made then the alternatives could be to either:

- i. readvertise the position and fill with day relief staff in the interim (if required), or
- ii. not offer the subjects originally attached to the position and restructure it and then readvertise in a different subject area.

Appointing a 'long-term reliever' to assess their suitability for what is effectively a permanent position is not an option.

Richard's article is detailed and covers a full range of fixed term and relief appointment scenarios in addition to the long-term relieving positions. He also poses an interesting argument around the issue of regraded positions.

Our latest SPANZ journal contains other interesting and useful articles and I congratulate those responsible for another excellent production.

Best wishes for the term ahead.

Peter Gall

President

Previous Comments

Comment 30 - 24.09.09

ERO Workshops

Comment 29 - 17.09.09

*Meetings update with ERO,
Ministry & Secretary for
Education*

Comment 28 - 10.09.09

*NZ Schools' Trustees
Association special Audit*

Comment 27 - 03.09.09

*Ministry of Education cutting
back on Reference Groups*

Comment 26 - 27.08.09

Kiwisport Initiative Funding

Contact Us

P O Box 11541
Ellerslie Auckland 1542

Phone: 09 571 2233
Fax: 09 571 2244

Email: office@spanz.school.nz