



**To: The HR Directors of Universities**

**IMPLEMENTATION OF THE RECOMMENDATIONS OF THE CHAIRPERSON OF THE EXPERT GROUP ON FIXED-TERM AND PART-TIME EMPLOYMENT IN LECTURING IN THIRD LEVEL EDUCATION IN IRELAND**

**1. Introduction**

The report of the Chairperson of the Expert Group on Fixed-Term and Part-Time Employment in Lecturing in Third Level Education in Ireland was published in May 2016 and the Minister for Education and Skills is of the view that the report recommendations are to be implemented under the terms of the Lansdowne Road Agreement. I am to convey to the Universities the arrangements for implementation.

**2. Revised terms and conditions of lecturers in relation to being granted a Contract of Indefinite Duration (CID).**

**(i) Reduction of the period of qualification for eligibility to a CID**

A communication from the Higher Education Authority to all of the universities on the 1<sup>st</sup> October 2013 gave effect to the reduction in the qualification period for the awarding of a CID from four years to three years.

The qualification period for the granting of a CID is reduced from a period of continuous employment in excess of three years with the same employer to a period of continuous employment in excess of two years with the same employer.

**(ii) Qualification period for a further CID for additional hours**

Where additional hours are awarded to an existing CID holder, the qualification period for a further CID in respect of those additional hours should be reduced to one year, provided that the University's conditions and procedures for the award of a CID are met.

**3. Awarding of additional hours**

In advance of advertising available hours in a particular course, a University should carry out a review to ascertain whether there are existing qualified lecturers on CIDs or pro-rata fixed-term contracts for less than full hours who have the necessary qualifications to teach the course and who could benefit by the augmentation of their existing contract. If this is the case, the extra available hours should be offered first to such lecturers before being advertised generally.

#### **4. Non-exchequer funded posts**

Under the National Recovery Plan 2011-2014, and as part of the Government commitment to reduce the cost of the public sector pay bill, the Employment Control Framework was put in place to reduce public sector numbers. As part of the Framework, an employer had the flexibility to recruit staff to non-exchequer funded posts provided the appointments were made on the basis of fixed term or fixed purpose contracts, whose term should not exceed the duration of the projected revenue stream.

As provided for in the recommendations of the Chairperson of the Expert Group a University has the discretion to determine whether a contract for such a post should be awarded on a fixed-term or permanent basis.

5. The changes on foot of the report's recommendations should be effective from the date of this letter.

#### **Circulation and Queries**

6. Please ensure that the contents of this letter are brought to the attention of all relevant staff in your employment including those on leave of absence.
7. Enquiries regarding this Circular should be e-mailed to:

[ESR@education.gov.ie](mailto:ESR@education.gov.ie)

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