

## **Staff on Temporary Contracts**

This Council is concerned to learn about the number of staff on temporary contracts that have worked for the organisation for many years.

These affected staff do not have job security, they can't plan their lives and they are constantly worried 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.

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 wishes to do so and, subject to that advice, the Council will put in place procedures enabling this to happen.

Proposer: Councillor McLaughlin

Seconder: Councillor Murphy

(To be referred to the Strategic Policy and Resources Committee)