

12. PERSONNEL MATTERS

FRAMEWORK FOR SCHOOL GOVERNING BODY CONTRACT OF EMPLOYMENT

CONTRACT OF EMPLOYMENT

1. Definitions
2. Parties
3. Appointment
4. Commencement
5. Duration
6. Educators duties
7. Probationary period
8. Remuneration and benefits
 - 8.1.1. Cost of employment
- 8.2. Pension
- 8.3. Hours of work
9. Leave
 - 9.1. Annual leave entitlement of institution-based educators
 - 9.2. Normal sick leave
 - 9.3. Maternity leave
 - 9.4. Temporary incapacity leave
 - 9.5. Permanent incapacity
 - 9.6. Leave for occupational injuries and diseases
 - 9.7. Special leave for quarantine purposes
 - 9.8. Adoption leave
 - 9.9. Family responsibility leave for urgent private affairs
 - 9.10. Special leave for professional and personal development and for religious observances
 - 9.11. Special leave for study purposes
 - 9.12. Special leave for examination purposes
 - 9.13. Special leave for participating in sporting, cultural and other events
 - 9.14. Special leave in extraordinary circumstances
 - 9.15. Unpaid leave
10. Deductions
11. Transportation
12. Accommodation
13. Termination for misconduct, incapacity or operational requirements
14. Conciliation
 - 14.1. Disputes subject to conciliation
 - 14.1.1. Appointment of conciliator
 - 14.1.2. Venue and period of completion of Conciliation
 - 14.1.3. Principles
 - 14.1.4. Cost of conciliation
 - 14.2. Arbitration
 - 14.2.1. Disputes subject to Arbitration
 - 14.2.2. Appointment of arbitrator
 - 14.2.3. Venue and period of completion of arbitration
 - 14.2.4. Arbitration Act
 - 14.2.5. Notice to state whether claim is disputed
 - 14.2.6. Arbitrator's powers
 - 14.2.7. Reasons for award
 - 14.2.8. Cost
15. Confidentiality
16. Miscellaneous
17. Notices and domicilia