

Unsatisfactory Performance

I have a staff member on a fixed term contract who has not performed satisfactorily in their position. I have concerns with them and the contract is coming to an end. I still need the work to be done. Do I have to offer them further employment in the position?

Yes, probably. When there is an ongoing need for a position, if the staff member was employed in the relevant position through a competitive and merit based selection process and they have performed satisfactorily in that position they are entitled to be offered a further contract.