
STATUTORY INSTRUMENTS

1999 No. 1065

**The Education (Induction Arrangements for
School Teachers) (England) Regulations 1999**

Termination of employment following failure to complete an induction period satisfactorily

16.—(1) This paragraph applies to a person employed as a teacher at a relevant school who has failed satisfactorily to complete his induction period.

(2) The employer of a person to whom paragraph (1) applies shall secure the termination of his employment as a teacher if—

- (a) he does not appeal to the appeal body against the decision of the appropriate body; or
- (b) his appeal to the appeal body is dismissed.

(3) An employer shall take the steps necessary to secure the termination of a person's employment in the circumstances mentioned in paragraph (2)(a) so that the termination takes effect not later than the end of the period of ten working days beginning with the date on which—

- (a) the employer received written notification from such person that he did not intend to appeal to the appeal body; or
- (b) the time limit for appeal imposed by paragraph 2(1) of Schedule 2 expired.

(4) The employer shall take the steps necessary to secure the termination of a person's employment in the circumstances mentioned in paragraph (2)(b) so that the termination takes effect not later than the end of the period of ten working days beginning with the date on which the employer received notice of the outcome of the appeal hearing.

(5) The employer of a person—

- (a) to whom paragraph (1) applies, and
- (b) who appeals to the appeal body against the decision of the appropriate body, is not obliged to secure the termination of such person's employment as a teacher pending the outcome of that appeal provided such employer secures that the person only undertakes such limited teaching duties as the Secretary of State may determine.