Approved by: The appointment committee for professors, senior researchers and *dosent* professors

Date: 15 November 2021

**Act relating to Universities and University Colleges *Section 6-5. Temporary academic appointments***

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| 1. *If there is no applicant to a permanent academic position at a higher educational institution who, according to established conditions or the appointing authority's assessment, is clearly qualified for permanent employment, and it is unlikely that an application will be received from a qualified applicant if the position is readvertised, an applicant may be employed for a limited period when:*
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|  | 1. *the possibility of temporary employment has been mentioned in the announcement of the vacancy and*
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|  | 1. *the applicant concerned, in the view of the appointing authority, would be able to acquire the necessary qualifications during the period of employment.*
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*The period of employment must be stipulated by the appointing authority, and must not exceed three years. The period of employment may however be extended by a certain period required to properly evaluate the person's qualifications, but not in excess of six months. The period of employment may not be further extended, nor may the person concerned be given a new temporary appointment in the position. On expiry of the period of employment, the holder of the position is entitled to be considered for permanent employment before the position is readvertised. If the employee is not deemed to qualify for a permanent position, he or she must step down from the position without a notice period, even if he or she has been employed for more than three years.*

OsloMet’s practice in relation to the above provision is as follows:

1. Employees who are temporarily appointed pursuant to this provision shall be appointed to the position code advertised. The period of employment should normally be three years.
2. Arrangements must be made to enable the temporarily appointed employee to acquire the necessary qualifications for a permanent position during the period of employment.
3. The process of considering the employee for permanent employment may begin when one year remains of the employment period at the earliest.
4. An expert committee appointed for the purpose will carry out the consideration for permanent employment. If possible, OsloMet recommends that the same expert committee that considered the original appointment should be re-appointed. This is done in accordance with OsloMet's ordinary case processing procedures.
5. In connection with being considered for permanent employment, the employee must submit documentation with comments concerning the shortcomings in relation to full qualification on employment to enable the expert committee to conduct a new assessment and form an overall impression of the employee's qualifications. The employee shall not submit a complete new application.
6. The temporarily appointed employee shall be considered for the permanent position advertised, and the original expert report will be taken into consideration.
7. If the temporarily appointed employee is not deemed to be qualified for permanent employment, the employee must step down without a notice period when the employment period expires. No further assessment of qualifications for the temporary position will be permitted.
8. In appointment cases where the expert committee recommends that a candidate be appointed pursuant to Section 6-5 of the Universities and University Colleges Act, the committee must be requested to comment on what the candidate lacks in order to achieve full qualifications.