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## HUMAN RESOURCES

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### Participating Nations' Staffs Policy

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#### Rationale

AFNORTH International School Brunssum participant nations hire staff independently.

#### Policy

The Board of Governors shall arrange, in conjunction with national governments, for the secondment of teachers for work at the school, in a manner preserving their rights of promotion and pension in accordance with applicable national rules and ensuring to them the advantages granted to civil servants of their rank while serving abroad.

#### Guidelines

1. The participating nations will each provide a Section Head and if applicable an Administrator. Each participating nation uses its own criteria to identify their Section Head or Administrator.
2. National Section Heads, Administrators and the staff of the national elements shall be responsible for the internal organisation, educational provision and efficient discipline, administration and budgeting of their National Sections.
3. Employment regulations for national staffs are a national responsibility.
4. In the best interests of the education program, a degree of flexibility is required within the teaching staff.
5. All staff are expected to embrace internationalism by thinking beyond national requirements and working towards a common mission.

#### Review

This policy will be reviewed in accordance with Policy 1020 Policy Development and Review.

#### Cross Reference

Policy 1060

#### Date Approved

06 May 2014

#### Legal Reference

Foundation Statutes, 1967 and subsequent amendments  
Article 1, 12, 21  
Previous Policy 2.23