

The areas most often covered by state statutes and regulations are those dealing with certification, citizenship and residency requirements, health and physical requirements, competency testing, contracts, tenure, reductions in force, and the collective negotiations process.

Co-Employment and Tenure Policies: So, unfortunately though co-employment can be mitigated, it is not going to be eliminated. As a co-employer, you can avoid financial burdens and protect intellectual property. From my experience, about 50 percent of customers want to mitigate co-employment risk by having a tenure policy. The most stringent policy I have seen is a worker is allowed to work for six months, with the possibility to extend for another six months. After that the worker must take a three month break in service. The most flexible is a month policy, after which a six-month break in service is required. When planning a tenure policy, think about the ramp up time for your workers. If it takes six weeks to get a flexible worker fully up to speed, does it make sense to end that workers assignment in four-and-a half additional months? Perhaps tenure policies should vary based on the level of skill and ramp up time required for the position. Do you have contingent workers who sit on site? Do they use your equipment computers, printers, etc. Do they have access to your security networks and other confidential information? Are you or your hiring managers dictating hours of work and method of work? Setting tenure limits helps to mitigate risk, but what is the right limit? Do you measure that in terms of hours, days, months? If you are measuring tenure in months, what constitutes a month worked? An hour, a day, a week? So instead or, or in addition to a tenure policy, I recommend looking into additional ways to mitigate co-employment: Establish partnerships with your suppliers. Ensure they know your culture. Ensure suppliers are present when discussing worker performance. Ensure suppliers have valid contracts, including appropriate indemnity clauses. Also, require workers to sign non-disclosure and non-compete agreements.

Chapter 2 : Tenure | Human Resources

Employee tenure is the length of time an employee works for an employer. Organizations, their customers and the employees themselves benefit from lengthy tenure; however, some workers prefer to change environments periodically to avoid boredom, stress and unfavorable working conditions.

A person employed in the competitive service for other than temporary, term, or indefinite employment is appointed as a career or career-conditional employee subject to the probationary period required by subpart H of this part. Except as provided in paragraph c of this section, an employee must serve at least 3 years of creditable service as defined in paragraph b of this section to become a career employee. Unless otherwise approved by OPM, the service required for career tenure must include service as described in paragraph b 1 of this section and total at least 3 years. To be creditable, the 3 years of service must begin with one of the following: For this purpose, nontemporary appointment includes a career-conditional appointment. The 3 years may also begin, but not end, with status quo employment under subpart G of part of this chapter, an overseas limited appointment of indefinite duration, or an overseas limited term appointment under part of this chapter. The 3 years also may have begun with permanent employment under now obsolete appointing authorities such as probational, war service indefinite, emergency indefinite, nontemporary appointment from a civil service register to a position in the excepted service before January 23, , temporary appointment pending establishment of a register also known as TAPER authority, nontemporary appointment to a position in the District of Columbia Government before January 23, , and appointment based on Public Law . An individual may attain career tenure only when employed or reemployed in a permanent appointment in the competitive service that provides or leads to competitive status. A Full-time service, and part-time service on or after July 1, , are counted as calendar time from the date of appointment to date of separation. B Intermittent service on or after July 1, , is counted as 1 day for each day an employee is in pay status, regardless of the number of hours for which the employee is actually paid on a given day. The service requirement may not be satisfied in less than 3 years of calendar time. An agency may not credit periods of nonpay status and time off the rolls except as follows: A Credit the first 30 calendar days of each period of nonpay status on the rolls during full-time employment, or during part-time employment on or after July 1, . Nonpay status in excess of 30 days is not creditable. B Credit periods of nonpay status and time off the rolls incident to entry into and return from military service and return from defense transfer, provided the person is reemployed in Federal service during the period of his or her statutory or regulatory restoration or reemployment rights. C Credit periods of nonpay status and time off the rolls incident to transfer to and return from an international organization, provided the person is reemployed in Federal service under subpart C of part of this chapter. E Credit up to 30 calendar days for time off the rolls that follows separation by reduction in force of employees who are eligible for entry on the reemployment priority list under subpart B of part of this chapter, provided the person is reemployed in Federal service during the period of his or her reemployment priority. G Credit periods of nonpay status incident to an assignment to a State, local, or Indian tribal government, institution of higher education, or other eligible organization provided the employee returns to a creditable appointment pursuant to an agreement established under subchapter VI of chapter 33, title 5, U. Based on a finding made on or after March 30, , that a furlough, suspension, or separation was unwarranted or improper, an employee restored to duty receives full calendar time credit for the period of furlough, suspension, or separation for which he or she is eligible to receive back pay. If the employee is restored to duty at a date later than the original adverse action, credit for intervening periods of nonpay status is given in accordance with other provisions of this subsection. If the employee had been properly separated from the rolls of the agency before a finding was made that the adverse action was unwarranted or improper, the correction and additional service credit given the employee may not extend beyond the date of the proper separation. Certain types of service that ordinarily are not creditable are counted when they intervene between two periods of creditable service. Under these conditions, credit each period of service: A In the excepted service of the Federal executive branch, including employment in nonappropriated fund positions in or under any Federal agency; B Under

DOWNLOAD PDF EMPLOYMENT AND TENURE

temporary, term, or other nonpermanent employment in the Federal competitive service; C In the Senior Executive Service; D In the Federal legislative branch; E In the Federal judicial branch; F In the armed forces; G In the District of Columbia Government through December 31, . For an employee on the District rolls on December 31, , who converted on January 1, , to the District independent personnel system, credit is also given for service between January 1, , and September 25, . The service requirement for career tenure does not apply to: It is not guaranteed to be accurate or up-to-date, though we do refresh the database weekly. More limitations on accuracy are described at the GPO site.

Chapter 3 : Promotion and Tenure | Policies and Procedures

Median tenure for women, at years in January , also was unchanged from January Among men, 30 percent of wage and salary workers had 10 years or more of tenure with their current employer in January , slightly higher than the figure of 28 percent for women.

Decisions relating to promotion, tenure, and renewal will be made in accordance with University rules and procedures. Final decisions on promotion, tenure and renewal will be made by the University President after considering all evaluations, recommendations, and other evidence submitted. Attainment of tenure can only occur through specific notification by the President and may not result from inaction or inadvertence. There must be a review, even in the absence of a promotion and tenure dossier, unless the faculty member submits a letter of resignation with the resignation date set no later than the end of what would be the terminal year if promotion and tenure were denied. Tenure Clock Delays for Tenure-Eligible Faculty Except for accommodations provided by the Disability Resource Center, DRC , the Provost has the sole authority to grant requests to extend the promotion clock for tenure-eligible faculty based upon good cause shown for either personal or professional reasons, as set forth below. A faculty member should submit a written request for a promotion clock delay as early as possible after the events or circumstances that form the basis for the request. Faculty members may be asked to provide documentation supporting such a request. Requests for delays will not generally be considered after June 30 of the year prior to the year when a mandatory review is scheduled. The University will not subject a faculty member who has been granted a promotion clock delay under this section to additional scholarship or service requirements above and beyond those ordinarily required to qualify for retention or promotion. Faculty members should submit such requests directly to the Provost. Faculty members will be asked to provide their requests and any supporting documentation directly to the DRC. The Provost will consider timely requests for promotion clock delays based upon other personal reasons that prevent a faculty member from meeting research, teaching, or service obligations. Faculty members should submit such requests directly to their director or head. Both the appropriate dean and the head or director must support the request, which the dean will then submit to the Provost for consideration. The Schedule for Promotion, Retention, and Tenure Reviews of Tenure-Eligible Assistant Professors A tenure-eligible assistant professor may be recommended for promotion, for nonrenewal, or for other changes in status after annual performance reviews in any year up to the sixth year of tenure-eligible service, or a subsequent year if a time clock delay has been granted. If faculty members go up for promotion and tenure before their mandatory year, they may go up again without prejudice. Exceptions to the timetable for tenure and retention reviews are described in Section 3. No later than the end of the third year in rank unless adjusted for any approved delays , tenure-eligible assistant professors will undergo a retention review. After that review, their administrative head will inform them that they are being recommended for reappointment as an assistant professor or for nonrenewal at the expiration of the subsequent year of service in rank. In some cases, assistant professors who are reappointed in rank may be required to undergo another retention review in the following year. If a decision is made to reappoint faculty members, their head must provide them with a written evaluation identifying any problem areas which may preclude the granting of tenure. If an administrative head recommends that a faculty member not be reappointed after the departmental level review, the faculty member will be reviewed at the college and University level according to the process described in Section 3. A college may also require college review of all retention cases. No later than the end of the sixth year in rank, or a subsequent year if a time clock delay has been granted, tenure-eligible assistant professors will be reviewed for promotion and tenure according to the process in Section 3. After the departmental and college levels in the review process, faculty members will be informed in writing by both their administrative head and by their dean that they are being recommended for: Tenure-Eligible Associate Professors If faculty members have prior service at the University or at another educational institution as a tenure-eligible assistant or associate professor, they may request that the Provost consider that prior service in scheduling their mandatory tenure reviews. At the time of appointment, faculty members will be notified in writing regarding how much of their

prior service will be counted in scheduling their mandatory tenure reviews, as noted in Section 3. If individuals are initially appointed as tenure-eligible associate professors at the University, and they have not served at another educational institution in the rank of assistant or associate professor, they will be governed by the same time schedule for notification of renewal, promotion, or tenure decisions as assistant professors, as detailed in Section 3. Before the end of their sixth year in rank, or a subsequent year if a time clock delay has been granted, such tenure-eligible associate professors are to be reviewed for tenure or nonrenewal. Tenure-eligible associate professors may also request to be considered for a change to a career-track appointment. Such a change must be approved by the department head or immediate supervisor, the dean and the Provost, in accordance with UHAP 3. A faculty member appointed at the rank of tenure-eligible associate professor who has had prior service at another educational institution that is counted under Section 3. Although a decision on tenure or nonrenewal in faculty rank must be made no later than the fourth year, promotion is not required as a condition of continued employment. Tenured Associate Professors An associate professor with tenure may go up for promotion to the rank of professor at any time. Promotion is not required as a condition of continued employment. The Schedule for Promotion, Retention, and Tenure Reviews of Tenure-Eligible Full Professors If an individual is initially appointed as a tenure-eligible full professor at the University, that faculty member may be recommended for tenure or for nonrenewal at any time during the first through third year of service in this rank. Tenure-eligible full professors also may request to be considered for a change to a career-track appointment. Such a change must be approved by the department or immediate administrative head, the dean, and the Provost, in accordance with UHAP 3. All tenure-eligible full professors will be informed in writing before the end of their third year that they are being recommended for: Standing Committees Provided there are sufficient numbers of faculty members to warrant such a committee, each college, department, or other unit will have a Standing Advisory Committee on Faculty Status to advise the dean and immediate administrative head before recommendations on reviews for tenure, promotion, and nonrenewal are forwarded to higher levels. Each such committee will include at least three tenured faculty members from the unit. If a unit does not have sufficient faculty members to constitute such a committee, then the faculty and administrative head will consult with the appropriate dean on forming such a committee from other units. In promotion or tenure matters the advisory committees will be so constituted that recommendations will be made only by faculty members holding rank superior to the rank of the faculty member being considered, except in the case of full professors where the committee members will each be a full professor. Standing Advisory Committees generally will meet without the administrator whom they advise. The Provost will appoint a University Standing Advisory Committee on Faculty Status composed of at least nine members representing diverse backgrounds and academic disciplines. The committee will advise the Provost in all promotion and tenure considerations. In accordance with University-level criteria, the committee will carefully and systematically review all pertinent materials provided by departments and colleges, and will ensure that high standards of accomplishment and professional performance are maintained. Criteria Promotion and tenure require excellent performance and the promise of continued excellence in 1 teaching, 2 service, and 3 research, creative work, and scholarship. The University values an inclusive view of scholarship in the recognition that knowledge is acquired and advanced through discovery, integration, application, and teaching. Given this perspective, promotion and tenure reviews, as detailed in the criteria of individual departments and colleges, will recognize original research contributions in peer-reviewed publications as well as integrative and applied forms of scholarship that involve cross-cutting collaborations with business and community partners, including translational research, commercialization activities, and patents. Promotion and tenure reviews will consider the assigned workload duties of candidates in making assessments of contributions in the areas of teaching, research, and service. Within these general guidelines, promotion and tenure criteria are to be developed by the faculty members and the administrative head in each unit and approved by and filed with the dean and Provost. Members of Standing Advisory Committees at all levels are expected to familiarize themselves with all promotion and tenure criteria applicable to the individuals they are to consider. Each unit will review promotion and tenure criteria annually, and current copies of those criteria will be maintained in the offices of the administrative head, college dean, and Provost. Immediate

administrative heads and Standing Advisory Committees will meet with tenure-eligible faculty members annually to review promotion and tenure criteria and to answer questions. Tenure-eligible faculty members are expected to familiarize themselves with the promotion and tenure criteria applicable to their units. Tenure-eligible faculty members experiencing or anticipating difficulties in meeting tenure criteria will discuss the matter with their administrative head and their standing advisory committee at the earliest date possible. Annual performance reviews may be useful to consider when individuals have been reprimanded for violating the expectations set out in the Statement on Professional Conduct in UHAP 7. Annual performance reviews may be considered, along with any written comments or appeals that a faculty member may have submitted. While annual performance reviews may be considered, such reviews are not determinative on promotion and tenure decisions. Satisfactory ratings in the annual performance reviews do not necessarily indicate successful progress toward promotion and tenure. The granting of promotion and tenure requires scholarly accomplishment over a period of years in the broader range of faculty responsibilities, and includes evaluation by external referees, which is not a part of the annual review process. In a single department college, only levels 3 through 6 are required. At the time a recommendation regarding renewal, nonrenewal, tenure, or promotion is transmitted by the immediate administrative head, the dean or division administrator to the next administrative level, the faculty member involved should be advised in writing of the nature of the recommendation. The faculty member is not entitled to a statement of the reasons for the recommendation.

Decisions on Promotion, Tenure, and Renewal The Provost will decide whether an individual will be promoted, granted tenure, or not renewed. The Provost will consider the recommendations that have been made as well as any violations of policies that demonstrate that the candidate has failed to meet the expectations set out in the Statement on Professional Conduct in UHAP 7. A faculty member whose appointment is not renewed or who is denied promotion or tenure is, upon request, entitled to a statement of the reasons for that action. Considerations such as the need for a different area of specialization or for new emphases; the lack of a continuing position; the need to shift a position or resources to another department or unit; or the opportunity for an alternative program in teaching, research, or service may dictate that the individual not be promoted, granted tenure, or renewed.

Appeals to the President In cases where the Provost has decided not to renew or has denied promotion or tenure to a tenure-eligible faculty member or promotion to a tenured faculty member, the faculty member may appeal the nonrenewal or denial to the President. The President may extend this timeline for good cause. Outside assessments will be solicited with the promise of confidentiality. However, the Committee on Academic Freedom and Tenure may subsequently consider allegations that the decision was the result of due process violations, unlawful discrimination, or other unconstitutional actions and may recommend further review or action. The President may then direct that such additional review or action be taken; otherwise, the matter is not subject to further review.

Promotions from lecturer to senior or principal lecturer require a review by a departmental committee, a recommendation by the relevant head or director, and the approval of the appropriate dean or vice president. A more extensive review is required for promotions of career-track faculty in designated professorial titles such as assistant or associate professors of practice, research or clinical assistant or associate professors, or other such titles specified by the University for career-track professorial appointments.

Standing Committees Each college, department, or other unit will have a Standing Advisory Committee to advise the dean and administrative head before recommendations on reviews for promotion are forwarded to higher levels. Such committees may be formed of tenured and nontenured faculty. If a unit does not have sufficient faculty members to constitute such a committee, then the faculty and head will consult with the appropriate dean on forming such a committee from other units. Such advisory committees will be so constituted that recommendations will be made only by faculty members holding rank superior to the rank of the faculty member being considered, except in the case of promotion to full professor where the committee members will each be a full professor. Deliberations, evaluations, and recommendations of peer review committees are confidential, as are any evaluations or recommendations received by them.

Criteria Within the general guidelines included below, promotion criteria are to be developed by faculty members and approved by deans. Promotion requires excellent performance and the promise of continued excellence in teaching, research, and service as determined by the specific duties

assigned to the individual faculty member. Depending on the assigned duties of individual candidates and the criteria of their departments and colleges, promotion reviews may consider original research contributions in peer-reviewed publications as well as integrative and applied forms of scholarship that involve cross-cutting collaborations with business and community partners, including translational research, commercialization activities, and patents. Current copies of those criteria will be maintained in the offices of the administrative head, college dean, and Provost. Annual performance reviews may be considered in the promotion process, but satisfactory ratings in the annual performance reviews do not necessarily indicate successful progress toward promotion. Progress towards promotion requires accomplishment over a period of years in the broader range of faculty responsibilities, and may include evaluation by external referees, which is not a part of the annual review process. Levels of Review Dossiers for the promotion of career-track faculty other than lecturers and clinical faculty will be prepared following the same guidelines as those for tenure-eligible or tenured faculty, though external reviews may not be required in some colleges. Departmental Standing Advisory Committee on Faculty Status where the department contains sufficient personnel to warrant such a committee ; Department or unit head; College Standing Advisory Committee on Faculty Status; Dean of college; and Provost, with input from the Senior Vice President for Health Sciences on dossiers from health science colleges. In a single-department college, only levels 3 through 5 are required. A dean will designate a faculty member to act as the administrative head when a department or program temporarily has no administrative head. Instructors Academic units do not generally have a promotion path for instructors, though such tracks may be appropriate in units with extensive noncredit offerings. However, when justified by annual performance reviews and increased responsibilities such as expanded teaching or supervisory duties, instructors may also be converted to other titles that are not eligible for tenure such as lecturer or assistant professor of practice , provided their annual performance reviews under Section 3. Such appointments are to be made following standard procedures. Lecturers Promotion to lecturer, senior lecturer, or principal lecturer may be made following reviews by a departmental Standing Advisory Committees and a Department or unit head with the approval of the appropriate dean. When justified by increased responsibilities such as expanded teaching or supervisory duties, lecturers at any rank may also be converted to other ranked titles on the career track such as assistant professor of practice , provided their annual performance reviews under Section 3. Clinical Faculty Promotion reviews for clinical faculty will use Clinical Faculty Dossiers that include rigorous assessments of the quality of clinical care provided by the faculty member. Units may decide to include external reviews and are encouraged to include other reviews of the quality of clinical care. Clinical faculty promotions may be made following reviews by Standing Advisory Committees at the department and college levels upon the recommendation of a department or unit head with the approval of the appropriate dean.

Chapter 4 : Employment by job tenure intervals - average tenure

employment security, with some observers regarding increases in tenure as a sign of improving security and decreasing tenure as a sign of deteriorating security.

However, in September, the court case of *Brown v. Pro Football Football League* centers on collective bargaining over wages, benefits, and working conditions for their membership, and on representing their members in disputes with management over violations of contract provisions. Larger unions also typically engage in lobbying activities and electioneering at the state and federal level. Both advocate policies and legislation on behalf of workers in the United States and Canada, and take an active role in politics. The employment can be ended at any time without giving any reason. This type of employment can be offered only once per employer and employee combination. Usually a time limited or normal employment is offered after a test employment. The employer hires a person for a specified time. Usually they are extended for a new period. Total maximum two years per employer and employee combination, then it automatically counts as a normal employment. It can still be ended for two reasons: *Arbetsfrist*, cancellation of employment, usually because of bad income for the company. There is a cancellation period of 6 months, and rules for how to select employees, basically those with shortest employment time shall be cancelled first. Instead there are agreements between employer organizations and trade unions about minimum salaries, and other employment conditions. There is a type of employment contract which is common but not regulated in law, and that is *Hour employment*: The employee is expected to be answering the phone and come to work when needed, etc. They will receive salary only for actual work time and can in reality be fired for no reason by not being called anymore. This type of contract is common in the public sector. **Young worker safety and health** Young workers are at higher risk for occupational injury and face certain occupational hazards at a higher rate; this is generally due to their employment in high-risk industries. For example, in the United States, young people are injured at work at twice the rate of their older counterparts. Youth unemployment rates tend to be higher than the adult rates in every country in the world. However, depending on the nature of the job, older workers may need to transition into less-physical forms of work to avoid injury. Working past retirement age also has positive effects, because it gives a sense of purpose and allows people to maintain social networks and activity levels. Increases in employment without increases in productivity leads to a rise in the number of "working poor", which is why some experts are now promoting the creation of "quality" and not "quantity" in labor market policies. This study showed that other sectors were just as important in reducing unemployment, such as manufacturing. Agriculture provides a safety net for jobs and economic buffer when other sectors are struggling.

Chapter 5 : The Definition of Employee Tenure | Career Trend

This is the third post in our Tenure Policy series. Read the first and second posts here. Last summer I took part in the CCWP Certification course and the best insights about tenure and co-employment risk came from the facilitator, Eric Rumbaugh.

Survey Instruments and Documentation Each Employer Supplement includes questions on periods working and not working for that employer. The Jobs Calendar, used during administration of the military- and job-related sections of the main questionnaire, and the Employer Supplement, function to: Each calendar gives the interviewer the week numbers attached to the last few calendar years; weeks are numbered consecutively beginning in January week 01 through December of the current survey year. Areas of Interest Variables related to periods working for an employer have been placed in the "Misc. Two other sets of summary variables in which time with a given employer is delineated include: Next, a match with employers reported during the previous interview is attempted. If such a match is established, the total tenure in weeks with the matched employer from the previous interview is added to the total weeks tenure with that employer since the date of last interview. This creates a cumulative tenure in weeks with that employer from the time the employer was first reported up to the most recent week worked. Tenure with employers for whom no match exists in the previous interview is simply the tenure with that employer since the date of last interview. Further information on matching employers can be found in Appendix 9: Linking Employers through Survey Years and in Appendix Tenure is cumulative through contiguous survey years, beginning on the first date the respondent reports working for the employer the start date and ending on the date the respondent reports leaving the employer the stop date. If a respondent started working for an employer before or on the date of last interview, tenure since the date of last interview is added to the already existing time to reflect total tenure. If the respondent is working for the employer on the current interview date, the stop date is set to the current date. If the respondent reports working for this employer at the next interview, tenure between interviews is added to the total tenure figure. For example, imagine the following scenario. She is still working for that company on August 1, , when she is interviewed again. She continues to work for the same company until May 15, when she leaves. She is interviewed again on August 15, A cumulative tenure in number of weeks would be constructed in three stages: One tenure variable exists for each of five jobs in each survey year. The Work Experience section includes a discussion of these variables. Periods Not Working or in the Military During each survey, information is collected on up to six periods since the date of last interview during which a respondent is not affiliated with an employer or in the active military. Data available for each period of not working include month, day, and year that the period began and ended; the specific week numbers associated with the period of not working; whether any of these weeks coded as "none," "some," or "all" was spent looking for work or on layoff; and, the number of weeks spent looking for work or on layoff, the number of weeks the respondent was out of the labor force, and the main reason that the respondent was not looking for work. All respondents with between-job gaps are asked the questions on periods of not working. Survey Instruments and Documentation The periods not working questions can be found in the "Gaps when R was not Working or in the Military" or "Gaps" sections of the main questionnaires. Areas of Interest The "Misc. The questions asked of NLSY79 young adults closely parallel those in the main youth survey. Beginning in , young adults were not asked for between job gaps and only limited information was collected concerning job gaps over time. NLSY97 respondents age 14 and over with employee jobs and all respondents with freelance jobs provide information about the number of hours worked each week. The Mature and Young Women regularly reported the number of hours usually worked per day and per week; they reported exact times shifts begin and end starting in Older and Young Men reported the usual number of hours per week only. NLSY97 respondents provide the start and stop dates of each employee and freelance job, as well as military service. The survey also collects information about periods of a week or more when the respondent was not working at a given job. Tenure at current or last job is available for the Older Men for , , , and , and for the Younger Men for , , and For the Mature and Young Women, users may be able to create tenure variables for the later survey

years by combining start and stop dates and data on within-job gaps.

Chapter 6 : Employment - Wikipedia

At-will employment describes the employment relationship between employers and employees in nearly every state. This type of employment relationship means that the company does not offer tenure or guaranteed employment for any period of time to any employee without an employment contract or written direction from the CEO/President.

Chapter 7 : Do Tenure Limits Really Mitigate Co-Employment Risk? | The Staffing Stream

Employee Tenure is the total length of time an employee works for a particular employer. It is an employment metric showing how long a person has been employed by an organization.

Chapter 8 : What is Employee Tenure?

Â§ Service requirement for career tenure. (a) Service requirement. A person employed in the competitive service for other than temporary, term, or indefinite employment is appointed as a career or career-conditional employee subject to the probationary period required by subpart H of this part.

Chapter 9 : Tenure Denials â€“ Lippman, Semsler & Salb

Tenure, length and conditions of office in civil, judicial, academic, and similar services. Security of tenure, usually granted in the civil service and in academic appointments after a probationary period, is considered an essential condition of maintaining the independence and freedom of those services from political or partisan control.