

The Conference Agenda Committee agreed that the following information from Concept XI regarding fixed term contracts for staff should be made available with this topic.

*“In the future – at those times when the rotation system does not work perfectly – there will be the natural demand to throw it out in the supposed interest of efficiency. Certainly our successors will be at liberty to try, but past experience surely suggests that they may be jumping from the frying pan into the fire.*

*One more aspect of rotation: the matter of time. We already know that the more responsible the assignment, the longer the term of service must be, if we are to have effectiveness. For example, a group secretary can be changed every six months and an Intergroup committeeman every year. But to be of any use whatever, a Delegate has to serve two years, and a Trustee must serve four.*

*In the World Service Office, we have found it impractical and unfair to set any fixed term of employment. A staff member has to have several years training. Are we then to throw her out, just as she is getting top grade? And if she realized that she could only serve for a fixed period, could we have hired her in the first place? Probably not. These posts are hard to fill because they require just the right ingredients of personality, ability, stability, business and A.A. experience. If we insisted on a fixed term of service, we would often be forced to engage A.A.'s really not qualified. This would be both harmful and unfair.*

*But we need not fear too many staff members' getting “old in the service.” The emotional pace of “A.A. around the clock” is too strenuous for most of them to take for a very long period of time. Already they come and go for this and for other personal reasons. Within reason, most of them can and must rotate from assignment to assignment. But we should attempt no more rotation than this”.*