

## PROBATION REQUIREMENTS

<b>Job title Type</b>	<b>Probation required?</b>	<b>ECS required?</b>	<b>Comments</b>
Casual appointment up to 3 months duration	No	No	If contract is extended to become a FTC then probation will then apply from that date.
Relief contracts	No	No	
Part-time Teachers - Grade 6 1b and 1c role profiles (NO hours)	No	Yes	
Part-time Teachers - Fractional or annualised	Yes	Yes	
AberWorkers	No	No	
AberForward Intern	Yes	No	Do not get extended beyond 10 months
Externally appointed employees	Yes	Yes	Unless chair of interview panel confirms that probation is not required
Non HERA grades - zero hours	No	Yes	
AWB - Farm workers	Yes	Yes	
Industrial year placement	No	No	
Internal promotion following regrading or academic promotion	No	Yes	
Existing member of staff who accepts a role within the same Dep. (any grade)	No	Yes	
Existing member of staff who accepts a role in a diff Dep. (any grade)	No	Yes	
AberRefresh candidate in new role	No	Yes	
Prior consideration candidate in new role	No	Yes	