

## **Detail of Probationary arrangements for Junior Academic Staff**

Please also refer to the PowerPoint presentation showing the workflow for the probation form

### **The following are generally the probationary arrangement for new appointments to Assistant Professor**

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<b>Four year probation</b>	This is the correct and appropriate arrangement. Arrangement include two Reviews, plus a Preliminary Review panel and a final Review panel, followed by Council approval. In all contracts issued from 2014 onwards.
<b>Four and a half year probation</b>	Applies to staff who start after 1st January in an academic year. Arrangements include two Reviews, plus a Preliminary Review Panel and a Final Review Panel, followed by Council approval. Issued to Assistant Lecturers from 2014 onwards.
<b>One year probation</b>	Applies to staff with experience whose Dean made the case to have their probation period reduced.
<b>Three year probation</b>	Applies to junior academic staff who received contracts of employment up to Autumn 2014. Arrangements include two Reviews. These are not used anymore and were based on a legacy probation policy.
<b>One year Performance Review</b>	Contracts with these Reviews (in lieu of probation) were issued to staff on shorter contracts, and specific purpose /COID contracts for circa two years from 2013.
<b>New Tenure Track</b>	Probationary arrangements for Assistant Professors on the new proposed new tenure track contract will need to be aligned with tenure track policy when it is approved

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