

Probation - update

- The existing probation policies are currently being reviewed in order to establish a single policy which is clearly understood by all parties
- The University is aware that this work is particularly relevant to the Concordat agenda given the nature of entry-level research contracts (i.e. most are fixed-term).
- A single, consolidated probation policy (plus associated documentation) is currently in draft, and is intended to address the shortcomings of the current policies.
- The current **draft** is included for information. The intention is to have the new policy in place within the next year.
- Examples of existing policy documents are also included.
- The University also recognises that the method of recording probation is in need of review. Future improvements could potentially include moving reporting online and align it with the appraisal system. The review and required work has not yet been commissioned and dates for activity are not confirmed.