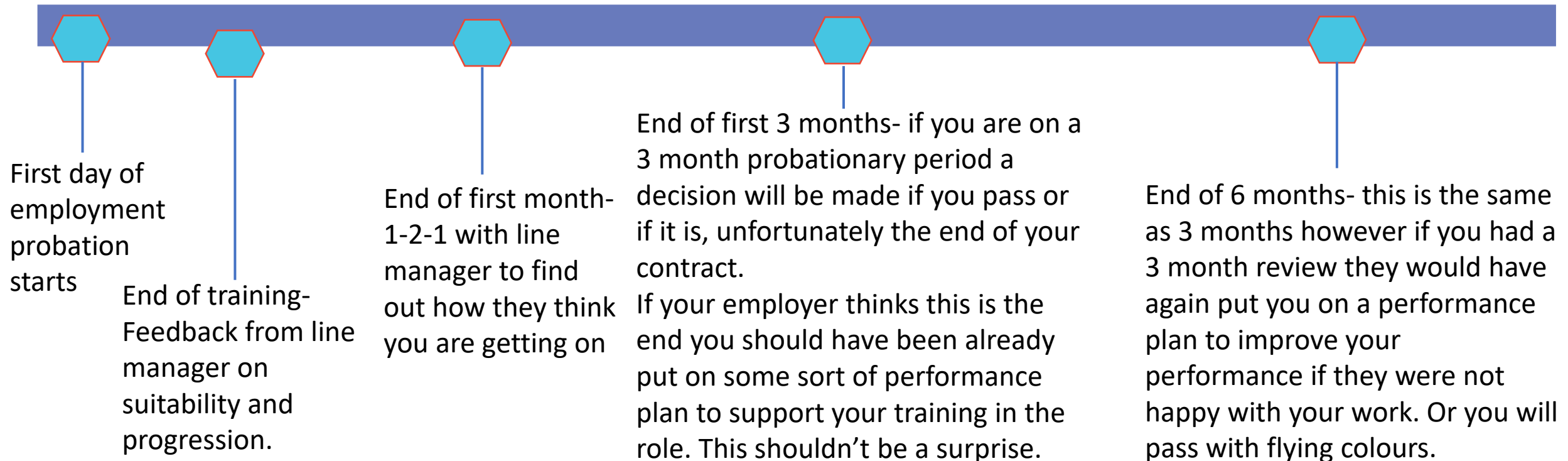




# Probationary Periods Timeline

A probationary period is a trial period within the job role to see if you are suitable for the job. Depending on the employer this will vary, you have the right to know if, or how long the probation period is for.





# Probationary Periods rights

## Why do employers use probationary periods?

Probationary periods are important as they help employers to be sure they've made the right recruiting decision, and to take action more quickly if they feel a new starter isn't suitable for the role.

This reduces the expense of continuing to employ someone who is unsuitable for the job and enables them to be replaced more swiftly. An employee can be dismissed quickly and without much notice.

## What are your employee probation period rights?

Legally, there's no such thing as a probationary period. Once you've started work, the number of weeks you've worked begins on the day you started, not from the time when your probationary period ended. Your full contractual rights also started from your first day of work, unless your contract says otherwise.

Your contract could, however, contain terms which only apply during your probationary period and which are less favourable than those which apply when your probationary period has ended. These terms must not take away your statutory rights.

Your employer can extend your probationary period, as long as your contract says they can do this. For example, your employer may want to extend your probationary period in order to have more time to assess your performance. However, they can only do this if your contract has a term which says your probationary period can be extended under these circumstances.