What To Include in a Probationary Period Policy

02.

Legal considerations

Offer guidance on the legal implications, including any relevant state laws that must be followed. 04.

Duration & objectives

Indicate the duration of the probationary period and what is expected of the employee during this time. 06.

Termination process

Outline a lawful and respectful termination protocol if the employee isn't a fit for the role.













01

Purpose

Define the purpose of the probationary period and what you aim to achieve. 03.

Terms & conditions

Specify the T&C in the letter of employment contract: start date, performance expectations, and milestones. 05.

Performance reviews

Clarify the frequency and method by which performance reviews will be conducted to guide and asses the employee's progress.



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Michael K. Block, William M. Rhodes

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American Probation and Parole Association's Drug Testing Guidelines and Practices for Adult Probation and Parole Guideline Sentencing Update ,1997 Guideline Sentencing, 2002 Agencies ,1991 Guide Lines United States Guideline sentencing update vol9, Sentencing Commission, 1996-08 The U.S. Sentencing Guidelines Molly Treadway Johnson, 1997 The Federal Sentencing Guidelines: - 2. Report United States Sentencing Commission, 1991 Sentencing Guidelines United States. Congress. House. Committee on the Judiciary. Subcommittee on Criminal Sentencing Commission Guidelines United States. Congress. Senate. Committee on the Judiciary, 1989 Justice, 1988 **Practice Under the Federal Sentencing Guidelines** Debold, Guideline Sentencing Jefri Wood, 2002 U.S. Sentencing Commission Guidelines Manual Ricardo H. Hinojosa, 2008-05 Establishes sentencing policies Offense Conduct Adjustments Criminal History Determining the Sentence Sentencing Procedures Plea Agreements Violations of Probation Sentencing of Organizations Statutory Index Selected Sentencing Statutes The Sentencing Commission and Its Guidelines Andrew Von Hirsch, Kay A. Knapp, Michael H. Tonry, 1987 An Introduction to Federal Guideline Sentencing ,1991 Guideline sentencing update vol6, Guideline sentencing update vol7, **United States** Sentencing Commission Guidelines Manual United States Sentencing Commission, 2000 The Impact of the Federal Sentencing Guidelines Michael K. Block, William M. Rhodes, 1987 **United States Attorneys Bulletin**, 1994 Technical Appendix ,1993

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