**Probation – transition.**

Launch date: 1st January 2019

For all new starters in post from 1st January 2019, they will be required to follow the new process.

Where an individual is currently under probation, with agreement, they can go on to the new policy immediately. This would be particularly beneficial where no issues have currently been identified.

Where issues have been identified and depending on how advanced through the process the employee is, a discussion should take place to see which policy they wish to follow.