PROBATIONARY, PERMANENT, CAREER STATUS
SUMMARY OF REVISIONS

7-1-96  Career status changed to 2 years.

8-19-07  Changes definition of “career status” to include local government SPA employment. (S1023)

7-1-2011  Clarifies that periods of extended leave with and without pay do not count towards the probationary period. Extended leave is defined by policy as being on leave for more than one-half the workdays and holidays in the month or pay period.

11-1-2013  HB 834 – Modernization of the Human Resources Act change G.S. 126 to include a new definition for probationary period. The period changed from three to nine months to a consistent twenty-four months of continuous SHR employment in a permanent position. The policy also clarifies the supervisor’s responsibilities to provide documented performance feedback discussions to the employee as a way to ensure successful attainment of career status.