



# Probation scenarios

Focus probationary document  
 Focus 2025 standard Focus document  
 Focus 2025 standard Focus document (created to draft/copy from previous document)  
 Commence 2026 standard Focus document

Existing probationary employee	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Probation end date 27 Feb 2025	Focus 2025 standard Focus document for annual cycle, then commence 2026 annual cycle from Dec 2025												

Existing probationary employee	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Probation end date 3 April 2025	Focus probationary document, then catch up standard Focus document May-Nov, then align to annual cycle from Dec												

New starter employee ≥ 3 Dec 2024	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Start date 3 Dec 2024 (Professional continuing)	6 month probationary Focus until June 2025, then catch up standard Focus document July-Nov, then align to annual cycle from Dec												

New starter employee ≥ 3 Dec 2024	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Start date 4 April 2025 (Professional continuing)	6 month probationary Focus until Oct 2025, then prepare to align to annual Focus cycle from Dec												

New starter employee ≥ 3 Dec 2024	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Start date 3 Dec 2024 (Academic continuing)	2 year probationary period until Dec 2026, at which point would then join the standard annual Focus cycle												

