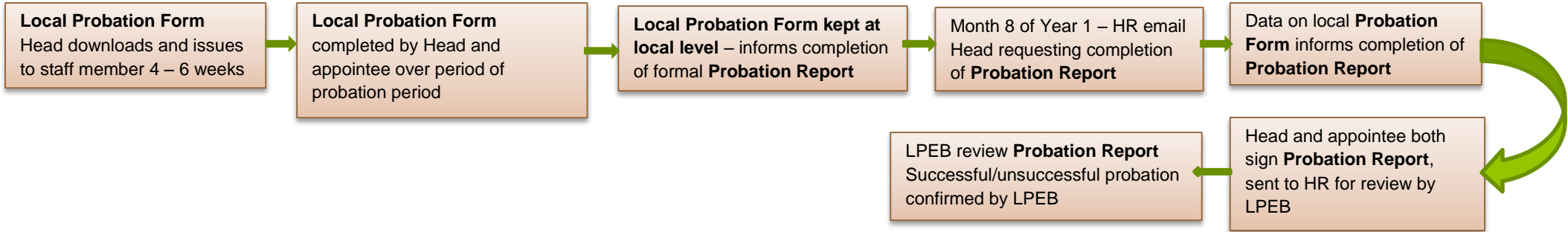
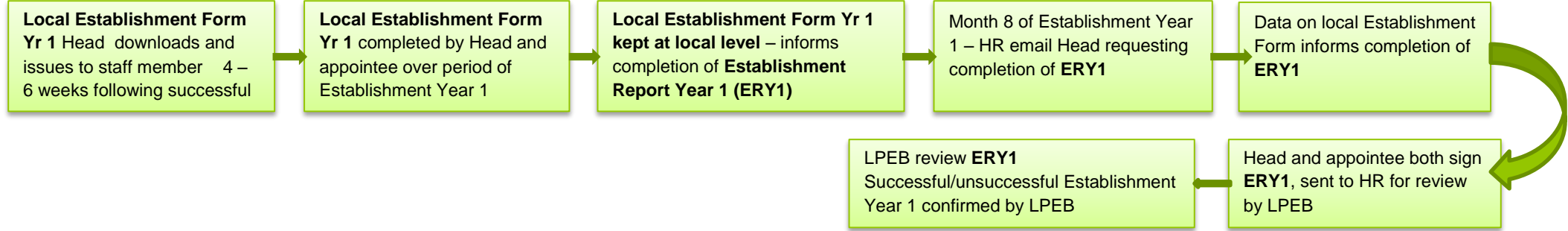


ACADEMIC PROBATION AND ESTABLISHMENT SCHEME APPLICABLE TO :
Fixed-Term Appointees with contract > 1 year **AND** all Permanent Appointees

PROBATION PROCESS



ESTABLISHMENT PROCESS - (PERMANENT APPOINTEES ONLY) → **YEAR 1**



ESTABLISHMENT PROCESS - (PERMANENT APPOINTEES ONLY) → **YEAR 2**

