

National University Corporation Hokkaido University

Employment regulations

As of April 1, 2015

Article No.10 < Probation Period >

- 1) All persons employed as an employee will have a probation period of three months from the date of employment. However, where it is found necessary by the University, probation period may be extended or shortened.
- 2) The University will dismiss employees on a probation period when they fall under any of the following items or will not employ them as a regular employee upon expiry of their probation period:
 - i) When employees have poor work performance;
 - ii) When execution of duties is impeded due to mental or physical health problems; and
 - iii) In addition to what is prescribed in the preceding items, when employees lack required aptitude.