

TABLE OF THE MAXIMUM DURATION OF THE PROBATIONARY PERIOD FOR FIXED-TERM EMPLOYMENT CONTRACTS

Duration of the fixed-term contract	Maximum duration of the probationary period
Less than 2 months	No probationary period possible
2 months	2 weeks *
3 months	3 weeks
4 months	4 weeks
5 months	1 month *
6 months	1 month *
7 months	1 month *
8 months	2 months
9 months	2 months
10 months	2 months
11 months	2 months
12 months	3 months **
13 months	3 months **
14 months	3 months **
15 months	3 months **
16 months	4 months
17 months	4 months
18 months	4 months
19 months	4 months
20 months	5 months
21 months	5 months
22 months	5 months
23 months	5 months
24 months	6 months ***

- * This is the **minimum duration** of a probationary period.
- ** This is the **maximum duration** for an employee whose level of training is lower than the Technical and Vocational Aptitude Certificate (CATP).
- *** This is the **maximum duration** for an employee whose level of training is superior to the Technical and Vocational Aptitude Certificate (CATP).
- * In principle, it is not possible to provide for a probationary period of one month. However, in specific cases of fixed-term contracts lasting more than 4 months and less than 8 months, the ITM is of the opinion that, as an exception, the length of the probationary period should be rounded down and expressed in months, in order to comply as closely as possible with the

maximum length initially obtained and to comply with the rule that probationary periods exceeding one month must be expressed in whole months.

Remark : The maximum limits of 3 months, 6 months and 12 months remain applicable (see D3a3).