

# THINGS TO KNOW WHEN ENTERING INTO PROBATION

## PROBATIONARY PERIOD

For managerial positions of enterprises	_____	No more than 180 days
For jobs requiring college-level or higher professional or technical qualifications	_____	No more than 60 days
For jobs requiring intermediate-level professional or technical qualifications, technical workers or specialized workers	_____	No more than 30 days
For other jobs	_____	No more than 06 working days



## PROBATIONARY SALARY

Not lower than 85% of the offered salary

## INFORMING OF THE PROBATION RESULT

No later than the date of expiration of the probationary period

## PROBATION RESULT

SATISFACTORY	_____	Concluding the labor contract (or keeping implementing the concluded labor contract if it includes probation contents)
UNSATISFACTORY	_____	Terminating the probation contract (or the concluded labor contract if it includes probation contents)

In case a probation contract has been concluded, but failing to conclude the labor contract with the employee whose probation result is satisfactory, the employer shall be fined from 2 to 5 million dong, and be compelled to pay full salary and conclude the labor contract with the affected employee.

## CANCELLATION OF PROBATION

During the probationary period, either party has the right to cancel the concluded probation contract or labor contract without prior notice and compensation.

*Legal basis: Labor Code 2019. Decree 12/2022/NĐ-CP.*

