



# CRA BULLETIN

Issue 43 – 2 March 2009

Signed: \_\_\_\_\_ Dated: \_\_\_\_\_

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## 90 DAY TRIAL PERIOD

From 1 March 2009, businesses that employ 19 or fewer employees will be able to offer new employees a trial period of up to 90 days.

The trial period must be recorded in a written employment agreement at the beginning of the employment relationship. An employee cannot pursue a personal grievance for unjustified dismissal if he or she is given notice during the trial period. The employee can however raise a personal grievance if issues such as discrimination arise.

Therefore, if you are employing new staff after 1 March 2009, the employment agreement must have a clause added regarding this trial period.

Please contact National Office if you wish to purchase an updated employment agreement.