

Supervisors/Managers Probationary Period

New supervisors and managers must serve a probationary period the first time they start a permanent supervisory or managerial position in the competitive service (supervisory status codes 1, 2, or 3).

There are different probationary periods for a supervisor and a manager. If the initial assignment is both supervisory and managerial, the employee must complete a single probationary period. If the employee has completed a supervisory probationary period, the selecting supervisor for a managerial position may waive the requirement for the managerial probation.

If the employee fails to satisfy the probationary period for a supervisor or manager than the employee may not continue in the position and must return to a non-supervisory or non-managerial position. This may be accomplished by a reassignment or by a change to lower grade. If an employee returns to a lower graded position, they may not retain the grade or pay of the higher graded position.



Even though the employee did not successfully complete the supervisory or managerial probationary period, the employee can still compete for another supervisory/managerial position. There are no limitations placed on the employee's right to be considered for a supervisory position.