



University Staff/ Florida Nurses Association (FNA)

SUBJECT (R*)	EFFECTIVE DATE (R*)	POLICY NUMBER (O*)
Permanent Status (FNA)	June 12, 2014	1770.000

POLICY STATEMENT (R*)

Nurses earn “permanent status” in a class after successfully completing the probationary period. Permanent status provides the employee with the right to appeal any severe disciplinary action while serving in the class. The exclusive procedure for appeals of severe disciplinary action shall be as set forth in the Disciplinary policy.

The standard probationary period for all Nurses shall be six (6) months from the date of hire. The standard probationary period shall be six (6) months from the date of promotion for newly promoted personnel. During the probationary period, an employee can be terminated with or without cause and with or without notice and does not have the right to appeal the termination.

Prior to the expiration of the probationary period, the Director of Student Health Services will make a decision regarding retention of the employee in a permanent status position. The failure of an employee to pass or complete probation shall not be appealable to any authority; however, an employee who fails to pass a promotional probation period will be returned to his or her prior position.

REASON FOR POLICY (O*)

To define permanent status for full-time and regularly scheduled part-time employees assigned to work in the Student Health Services occupying the following position: Registered Nurse; Senior Registered Nurse; Registered Nurse Specialist; Advanced Registered Nurse Practitioner; Registered Nurse Supervisor; Senior Register Nurse Supervisor and Senior Registered Nurse Specialist “Nurse(s).”

HISTORY (R*)

Adopted June 12, 2014

RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R*)

Division of Human Resources
Florida International University

RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R*)

Employee and Labor Relations
Division of Human Resources
11200 S.W. Eighth Street, PC 236
Miami, Florida 33199
Telephone: (305) 348-2181

The University Policies and Procedures Library is updated regularly. In order to ensure a printed copy of this document is current, please access it online at <http://policies.fiu.edu/>.

For any questions or comments, the “Document Details” view for this policy online provides complete contact information.

FORMS/ONLINE PROCESSES (O*)

Links to the above referenced Form(s) available in the "Document Details" Section of the online version of this policy document.

***R = Required *O = Optional**