

TEMPORARY ASSIGNMENTS

A FLEXIBLE, PRACTICAL SOLUTION

Project-specific roles, business peaks, staff sickness and annual leave all present employers with an interesting challenge; do you redistribute workloads between existing employees or employ additional resources to satisfy your short-term needs?

Rather than continuously redistributing work between current permanent employees, which can reduce productivity, increase stress and may negatively impact quality and health and safety, many companies choose to use temporary assignments.

Once the sole domain of office support staff, temporary assignments offer a proactive solution that enable employers to keep their business moving forward. Popular with companies from all industry sectors, it is now recognised that professional interim candidates with high levels of skills and experience are readily available to fill even the most specialist roles.

Most companies are now confident that the temporary employment market can be relied upon to provide the skills they require at short notice and factor temporary staffing into their workforce planning. Key advantages include:

Flexibility

Temporary workers can fulfil both long and short-term needs and can be engaged and off-hired at short notice. There is no financial penalty for terminating a temporary assignment and there may also be the option to employ workers on a part-time, job share or ongoing 'as required' basis.

Cost control

Headcount freezes, budget constraints and the inability to predict future workloads can all impact on a company's ability to employ permanent staff. A temporary assignment can overcome these issues, ensuring you have the resources available when required but carry none of the financial risk. In addition, a temporary employee is paid for the hours they work. This means employers can keep a tight control on their staffing costs and ensure productivity remains at optimum levels.

Reduced administrative burden

Engaging an experienced, fully referenced temporary candidate via an agency removes administrative burdens from an employer. The temporary candidate is paid by the agency and is fully interviewed and reference checked. When required they will have also undertaken any necessary pre-employment medicals and safety tickets.

Popular with candidates

Temporary assignments are also popular with candidates. In fact, many develop successful careers as professional interim workers. Temporary assignments allow a candidate to control their work/life balance and gain exposure to a broader range of opportunities and depth of experience. They can also select which projects they are involved in; some seek diversity and new challenges and others seek to develop a career as specialists in a particular field.

For further information about how temporary assignments may help your business, please contact David Irvine at Hays on 08 9226 5766 or david.irvine@hays.com.au