

# TEMP TO PERM FACTSHEET

## What is a temp to perm contract?

A 'temp to perm' is an initial contract which after a confirmed time frame can lead into a permanent position. The employer/candidate can end the contract at any point or decide to offer a permanent placement.



## Why use temp to perm?

### Reduce the risk of bad hires

You never know how well an employee can do the job or fit in with the team until you see them in action. You can evaluate their performance during the temporary probationary period.

Visual information means better hiring decisions. It is better to come to a decision over a couple of months of assessing the employee rather than to go ahead with the initial assumptions made from the interview process.

If things don't work out as well as you'd hoped then there is no commitment to keeping the contract, you can simply contact us and we'll find a new worker in their place.

## What are the benefits?

### Save time

Do more important things whilst we take care of advertising the role, screening the best candidates and arranging interviews. When you take on a temp to perm employee, Staffflex become the temp workers' employer and therefore we are responsible for the following:

- Financial burden of recruiting, screening, testing and hiring workers
- Payroll expenses and paperwork
- Unemployment and workers' compensation insurance
- Any employee benefits they may wish to provide

