

## **Why Use a Temporary Employee?**

A competitive edge? Talent? It's what every company strives to attain. Why not accomplish both with one? How? By using temporary or contract staff.

Partner Staffing Inc. is positioned to help your company reach the levels you want by providing the top talent in the industry, when you need it, giving you a competitive edge.

### **How does it work?**

Partner Staffing Inc. employs recruiting specialists in the fields of Engineering, Accounting and Finance, Information Technology, Administration and Legal. Our recruiters have networks expanding across Western Canada and reaching into Eastern Canada, with some into the United States.

By working with our recruiters, it allows you to access talent when you need it, without incurring the cost of retaining it when you don't.

### **How does this provide a competitive edge?**

By decreasing your payroll costs and giving your company access to talent that you may not normally have available.

Common usage of temporary or contract staff:

- System conversions
- Interim help while replacing a permanent resource
- Vacation Coverage
- Downsizing
- Special projects
- Maternity leave
- Growth
- Seasonal business

### **How to plan to use temporary staff:**

No company has the exact workload all year long. So why have the same staff levels? Most managers know how the workload is going to fluctuate throughout the year – based on previous years, planned projects, and projections. Therefore, it is not difficult to be able to plot the work levels on a graph, identifying where the needs for temporary staff are going to transpire.

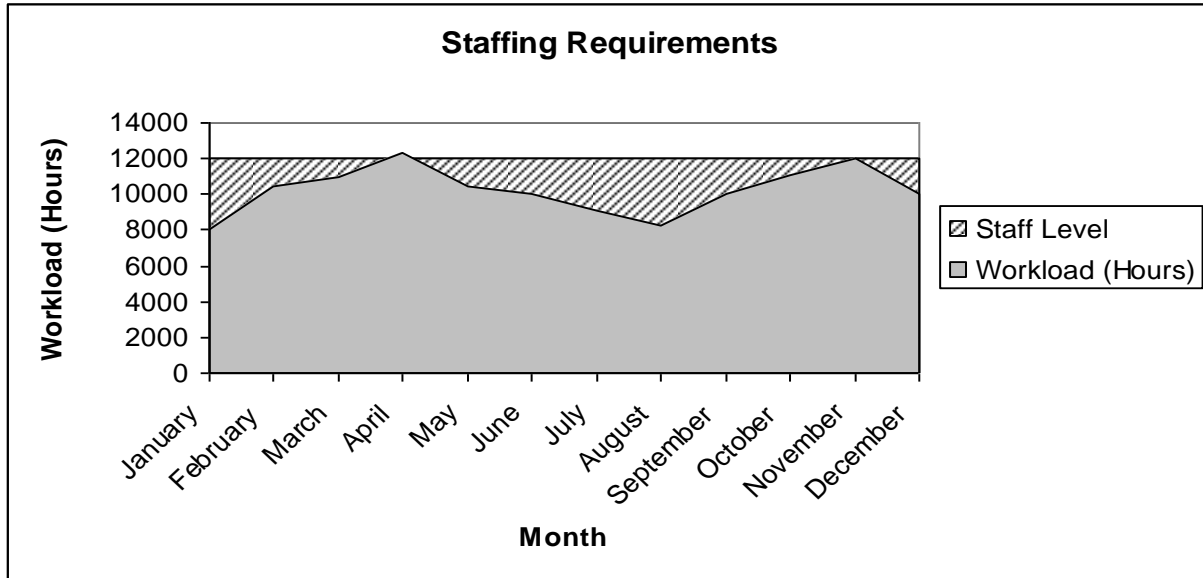
Steps to planning on how to use temporaries:

- 1) **Plan out the workload for the year.** This helps identify the fluctuations in staff requirements and identifies when there may be a need for temporary help.
  - Things to consider:
    - Vacations
    - Requirement for skill sets outside the in-house resources
    - Special projects scheduled
    - Busy season
- 2) **Graph out staffing requirements** – Plot the workload on a time line graph. Visually, this shows where the fluctuations are.



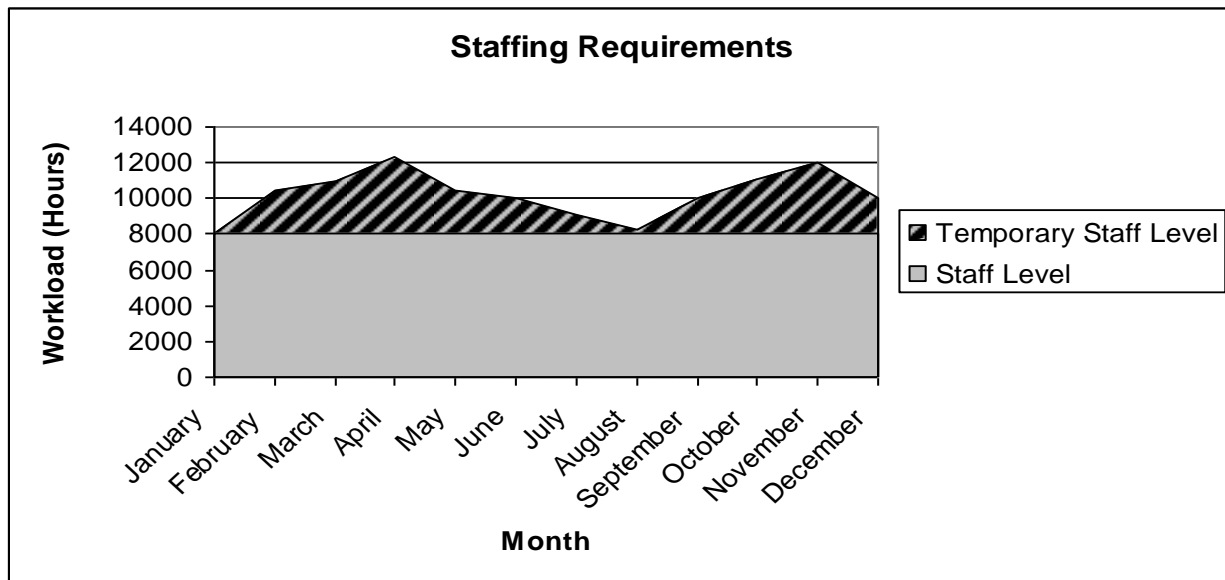
- 3) **Identify the minimum number of staff required.** Companies do not want to overstaff! This creates complacency, has staff question job security which may in turn increase turnover, and it is not cost effective – using financial resources that could be better utilized elsewhere.

**Overstaffing:**



By staffing at a proper level, and complementing with temporary staff, your current staff feels more secure, decreasing turnover, it gives them more challenge and lowers total salary costs.

**Strategic Staffing:**



**Call your Partner Staffing Inc. representative today for assistance in identifying your staffing plan!**

partner **staffing**

Bringing Talent to Business