

Temporary versus Permanent Employment



The decision to seek employment on a temporary or permanent basis is a decision that can only be made by each individual. The decision needs to take into account your financial position, the importance of job security, your personal and career goals, convenience and the type of employment experience you may wish to gain. The decision can only be made by you. However, our experienced consultants are more than happy to discuss the pros and cons with you.

In the meantime, here are some reasons to engage in temporary employment:

- **Variety:** you will have the opportunity to increase your skills through employment assignments that give you diversity, exposure to new technology, different organisational size and structure, and different industry sectors. This is a great way to strengthen your CV.
- You can 'buy' some time whilst looking for your next permanent role and temp on a short term basis until the right job comes along.
- It gives you an opportunity to become noticed for your talents in an organisation in which it may otherwise have been difficult to find employment.
- You can experience working for an organisation without having to make a long term commitment.
- **Financial:** temporary employment can be financially rewarding with competitive rates of pay.
- **Flexibility:** are you going on holiday or studying? Temporary work is great for the freedom to choose long or short term assignments to suit your situation.

Reasons to seek permanent employment:

- **Job security:** in times of a difficult labour market it is often better to weather the storm while permanently employed. Temporary employment can cease at very short notice and when permanently employed there is no need to search for employment, attend multiple interviews and avoid the stress of waiting for the next assignment.
- **Financial benefits:** paid Annual Leave, Sick Leave, Long Service Leave, Parental Leave and Bereavement Leave. Applying for loans and finance is also easier when permanently employed.
- **Commitment:** a permanent employee is often viewed as committed, loyal and stable. This impacts favourably when a prospective employer is reviewing your CV.
- **Career:** a stable job leads to better long term career prospects as employers also like to promote from within.
- **Employee benefits:** often employers provide company mobile phones, laptop computers, company vehicles and other 'tools of the trade'.
- **Personal development:** the opportunity to be involved in projects and participate in activities such as an organisation's expansion, the purchase of another business, overseas development and so forth. This provides opportunities for employees to grow as individuals and develop their skill set.
- **Belonging:** being a permanent employee gives an individual the opportunity to belong, feel part of a team and make a contribution to the organisation's future. Sometimes a temporary employee can be seen as an 'outsider' by others in the organisation to which they are contracted.

