

Robert Half Temporary Solutions



In today's business climate, you need to be able to respond quickly and cost effectively to workload fluctuations.

That's why **Robert Half** has developed the Strategic Staffing system to help you optimise your organisational structure using our highly skilled temporary accounting, finance and banking professionals.

Strategic Staffing is a progressive approach to managing employee workloads, which involves planning ahead for peaks and troughs. Through Strategic Staffing, a supplement of temporary employees augments your core permanent employees to meet variable staffing needs.

Why use a temporary professional?

- Using specialised temporary professionals to augment full-time staff is a cost effective way for your organisation to maintain productivity during workload peaks and troughs.
- Specialised temporary professionals can fill in for absent staff or employees on leave, assist with special projects or help out during busy periods.
- Temporary staff can be used during interim periods while you search for full-time employees.

The benefits of using a temporary professional

- You can evaluate the need for specific positions before committing to the costs involved in creating a permanent role.
- Introduce new or specialised skills into the organisation that may be lacking among full-time employees.
- Optimise your organisational structure with a strategic mix of fixed cost (permanent) and variable cost (temporary).
- With the right combination of permanent and temporary staff in place, you will have specialised experience to complete current initiatives and continue progress toward long-term goals.

The result:

- Reduction in costs associated with hiring, training and administering permanent staff.
- Optimal personnel level and elimination of constant restructuring and rehiring to accommodate special circumstances and increases in business activity.
- Maximise cost savings and increase efficiency, morale and job security for permanent staff.
- We are able to quickly secure high calibre professionals without the delays associated with a permanent recruitment process.



Robert Half 'Working Interview'

At Robert Half we take pride in providing you with the most qualified and professional candidates. With all temporary positions we can offer the working interview to save you time and get your job filled as quickly and as efficiently as possible. The steps and benefits for the working interview are outlined below.

1. Robert Half will select the best candidate for the job and send them to you for a 'working interview' where they will work for a certain period of time (usually 1-2 hours) so you can assess their technical skills.
2. During this working interview, you will be able to assess the candidate's work ethic, knowledge and how they fit within the team.
3. If you are satisfied with the candidate's performance, they will remain on temporary assignment with you.
4. If you are not completely satisfied post-interview, simply notify us and we will promptly find a replacement. You will not be charged, however we will pay the candidate for the hours they have worked.

This is our guarantee that we will get you the **right person, first time.**

To discuss how the working interview can work for your organisation, contact a Consultant at your local office.

CONTACT DETAILS

For more information please contact our Consultants in your local area.

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Robert Half once again was listed on FORTUNE® magazine's list of "World's Most Admired Companies." (March 18, 2013)



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