



# HIRING A TEMP?

## YOUR QUESTIONS ANSWERED...

reo+group temporary staff

### 1. HOW DOES TEMP WORK?

Temporary resources are used to cover work within your team in times of need when you either don't have head count or don't need a permanent resource. You can call on Reo Group to engage with our hidden network of immediately available talent to support. We will deliver a suitable candidate to you within 48hrs. The candidate is payrolled by us on an hourly rate and managed by your Reo consultant, with you, to deliver on the mandate required. It may be a 1 month project right up to 12 months.

### 2. WHAT IS COVERED IN THE CHARGE RATE?

The hourly charge rate that you will incur is essential a 'pay as you go' model, where you are renting the services of a candidate that is sub contracted through our agency. This charge rate covers:

- Candidates base rate + Super
- Compensation for annual/sick leave benefits are not available to temps.
- Payroll tax
- Public liability and general insurances
- Workers compensation fees
- Administration costs
- Agency service fee

### 3. HOW DO I RECONCILE THE CHARGE RATE TO A SALARY?

The simple answer is - you cant reconcile the charge rate to a permanent salary. You are not accounting for all the on-costs involved in 'renting', it is always more expensive to rent than to buy out right. You are paying for convenience, ease of access and the ability to switch resources on and off when you are done. That's what you are paying for.

### 4. HOW DOES MY REO TEMP CONSULTANT SUPPORT ME?

Your assigned Reo Group temp consultant will partner with you to manage the candidate on a weekly basis to ensure the candidate is meeting expectations, seeing out the assigned tasks and most importantly ensures the candidate stays for the duration of the assignment.

### 5. WHAT FLEXIBILITY DO I HAVE WITH A TEMP?

The beauty of temp is that it is 'pay as you go'. Generally speaking you can switch off a temp resource within 24-48hrs if you see that they are no longer required, therefore managing your costs. On the flip side you can extend them at short notice to fulfill any sudden further requirements within the business. The candidate also sits as an invoiced cost and generally will not reflect on head count costs in the business.

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